

PRESBYTERY OF PORT PHILLIP WEST

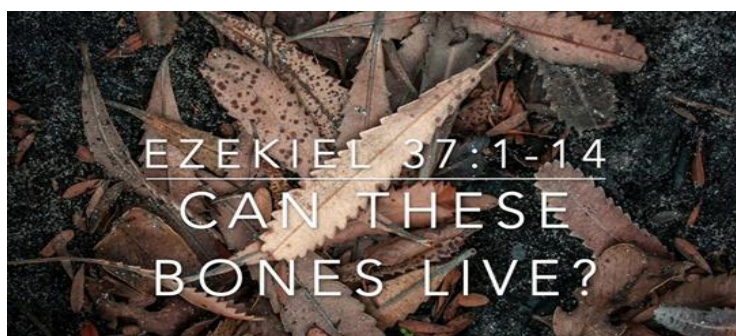
26 March 2020



Greetings to you in Christ's service! We would like to give you an update from the Presbytery in these strange and uncertain times. Our aim is that this newsletter will be issued each Thursday until the COVID-19 crisis is resolved.

Can these bones live?

Rev Ian Ferguson



Ian Ferguson has been seconded to East Gippsland, from Brunswick, for a period of 3 months, following the bush fires. This is Ian's reflection on the Valley of Dry Bones from Ezekiel 37:1-14. Images from Cape Conran, East Gippsland, Gunaikurnai Country.

Please click [here](#) to view the reflection.

Meetings?

During this challenging time, the Presbytery has chosen Zoom as our video conferencing platform.



All of Port Phillip West Presbytery meetings will be conducted using Zoom until such time as we can resume face-to-face meetings.

Zoom offers simplified video conferencing and messaging across any device.

Zoom is free for to use. Click [here](#) to download the Zoom Client onto your computer, laptop, phone or tablet.

A user guide on how to use Zoom is [here](#).

If you require assistance, please contact Heather Loader on 0409 383 583 or click [here](#) to email.

9 minutes at 9

In our conversations across the Presbytery we have become aware of many pastoral situations that have humbled us to prayer. We are inviting you to include these prayer points with your own.

Prayer points for this week:

- For those who have contracted the Covid-19 virus and for their loved ones.
- For those who are most at risk and live in fear of catching the virus.
- For those who have lost their income as a result of the virus.
- For those who are not able to travel to be with their loved ones.
- For those who have the logistical chaos of planning for funerals or weddings.

As a Ministry Team, we are committing to pray for our Presbytery at 9am and 9pm every day and we are inviting you to unite with us in prayer wherever you are.

We invite you to send us photos of yourself or the places you may find yourself at 9.00.

If you would like to share your prayer points with us to be included in this weekly newsletter please call Jeanne on 0432 284 279, or click [here](#) to email Jeanne.

Keeping you all in our Prayers.



Employment of Staff

Although not mandated by the Government the Presbytery would encourage you to implement work-from-home arrangements, wherever possible

As an employer of staff, you should provide information and brief all employees and contract staff, including domestic and cleaning staff where applicable, on relevant information and procedures to prevent the spread of coronavirus. This information is available on the Department of health website:

<https://www.health.gov.au/resources/collections/novel-coronavirus-2019-ncov-resources#for-employers> .

Employees who have returned from overseas are required to isolate themselves at home and monitor their health closely. Employees who think they may have been in close contact with a confirmed case of coronavirus, should also isolate at home and monitor their health. Employees are entitled to apply for sick leave under these circumstances.

Public health authorities may contact employers in the event an employee is confirmed to have coronavirus.

As a guide we provide the following advice in relation to employee entitlements:

Casual Employment:

In most cases casual employment does not guarantee work from week to week. Casual employee wages have a built-in allowance for sick and annual leave. You should also be aware that if you intend to discontinue a casual employee role you may have to pay out any long service leave that has been accrued by any employee that has worked for you for 7 years or over.

Permanent full/part time

We advise discussing with permanent employees whether they will take some of their annual or long service leave during this period. You may be able to come to an agreement that somebody works reduced hours and access their leave entitlements for the balance of their hours to maintain their income.











An example of this arrangement could be: If you have a part-time employee who is employed for 20 hours per week it may be possible that they work from home for 12 hours per week and apply for annual leave for the other 8 hours.

Please do whatever you can to maintain employment of your staff.

If you take action to discontinue employment you may have to offer a redundancy package to the employee. If you choose to discontinue employment, please contact the Presbytery and UCA Synod of VicTas People and Culture Unit for advice before taking any action.

Presbytery can be contacted on
tel. 0409 383 583
email heather.loader@ppw.victas.uca.org.au.

People and Culture can be contacted on
tel. (03) 9251 5268
email People&Culture@victas.uca.org.au.

COVID19: Identifying the symptoms				
Symptoms	Covid-19 Symptoms range from mild to severe	Cold Gradual onset of symptoms	Flu Abrupt onset of symptoms	
 Fever	Common	Rare	Common	
 Fatigue	Sometimes	Sometimes	Common	
 Cough	Common (usually dry)	Mild	Common (usually dry)	
 Sneezing	No	Common	No	
 Aches and pains	Sometimes	Common	Common	
 Runny or stuffy nose	Rare	Common	Sometimes	
 Sore throat	Sometimes	Common	Sometimes	
 Diarrhea	Rare	No	Sometimes for children	
 Headaches	Sometimes	Rare	Common	
 Shortness of breath	Sometimes	No	No	

Source: WHO, Centres for Disease Control and Prevention

From the “Transforming Worship group”

Adrian Jackson

Hi all, many of you are dealing with having to do church online in a really short period of time, as a former Assistant Media Director for a mega church I have spent most of the last ten years being asked to think about ways to take church online. Since I don't have time to answer every question, I've listed some ideas here:



1. Start simple. We don't have the time to do this right, we are responding to an emergency we haven't planned for.
2. Prioritise connection over production or liturgical beauty. The best thing you can do for your community this weekend is connect with them. Instead of stressing about Facebook Live, write a separate text message to each person in your church, asking how they are.
3. Reduce screen time. We're all being asked to spend more time in Zoom meetings or reading emails on top of being glued to news feeds. Send people something they can print out or a playlist they can listen to.
4. Move away from scheduled activities. While people need to maintain routines in isolation, we're all being asked to attend more meetings, and this is causing schedule anxiety. Find ways people can connect in flexibility.
5. Focus on spiritual practice over liturgy and preaching. What we need most is assistance in letting go of stress and regaining connection with God and with others.
6. Lower expectations. We all need a little grace. Think twice before asking your teenager or church tech guy for help. Everyone is coming to us.
7. Invite don't ask or tell. Make everything you do optional. Listen to your congregations needs and let them reflect.
8. Keep reassessing. None of us know what's going to work. Last Sunday I would've told you to consider a small group on Zoom. I've spent all week on Zoom meetings and would rather not go to another one. People don't know yet what is going to work for them.
9. Thank you. For every person who is trying to do things differently. For every person who is caring for others. For every person who is feeling exhausted. Thank you.
10. Forgive the mistakes. If your church isn't getting it right or doing it the way you would like, be patient. None of us trained for this, we're all learning.

Children & Families Update!

Chris Barnett

As large swathes of our world are caught up in responding to COVID-19, this Update focuses on resources for nurturing faith and worship beyond the traditional gathered space (including moving worship services on-line). As always, feel free to pass this on to others you think might be interested, post it wherever you like and generally raise awareness of the links/articles most relevant to your context.

[Coronavirus, children, anxiety and the church \(BuildingFaith\)](#)

[Explaining coronavirus to kids and the science of soap](#)

[Talking to kids about coronavirus](#)

[On-line ministry when church is replaced](#)

[100 ideas for ministers and ministry leaders](#)



Find us
on Facebook

Did you know the Presbytery has a Facebook page? Find us on Facebook – search for “Regenerating the Church Port Phillip West Presbytery”. Let us know about your events and see lots of updates about the events and activities of other Congregations within our Presbytery. It is also a great place to get “Safe Church” and COVID-19 updates.

Frequently Asked Questions

Each week we will share some of the question's asked by congregations as others may have similar questions. Please click [here](#) to email your question/s to the Presbytery.



1. We are not meeting to worship together so do we need to continue our supply ministry arrangement?

YES... All supply ministry arrangements are to remain in place. Your supply minister will work with your congregation on alternative worship arrangements and is also available to pastorally support your congregation and community through the COVID-19 crisis. Congregations cannot make any changes to their supply ministry arrangements without the approval of the Pastoral Relations Committee (PRC). Please click [here](#) to send a question to PRC.

2. Do we continue employment of our cleaner?

If your buildings are still in use, you must continue to have them cleaned. You must ensure that your cleaners have been relevant information and procedures to prevent the spread of coronavirus. This information is available on the [Department of health website](#)

3. Casual cleaning staff... are they included in the continuing to employ?

Employment of casual cleaning staff is addressed in the "Employment of Staff" article in this newsletter. Each church council must make the decision as to whether they continue to employ individuals in casual positions. Things to consider include reduction in the use of many of our churches and associated buildings.

4. Contract cleaning staff... are they included in the continuing to employ?

Before terminating any cleaning contracts, you must review the contract as there may be specific clauses relating to termination. Any changes to contracts must be agreed by both parties and any new agreements and arrangements must be in writing and signed by both the contractor and the church council.

5. What resources are available for Easter?

Stay tuned – Easter resources will be included in next week's newsletter

6. What is the best way to contact Presbytery during the COVID-19 crisis?

To contact Presbytery Ministry Team and other key Presbytery contacts please click on their name below to send an email:

Rev [Bruce Watson](#) (Chairperson of Presbytery)

[Heather Loader](#) (Presbytery Secretary/Admin)

Rev [Narelle Collas](#) (Presbytery Minister)

Rev [Jeanne Beale](#) [Deacon] (Presbytery Minister)

Rev [Charles Gallacher](#) (A/g Presbytery Minister)

Rev [Linley Liersch](#) (Mission Development Strategist)

[Bruce Missen](#) (Chairperson PRC)

Rev [Amanda Nicholas](#) (PRC Secretary)