

2023

# PARISH PROFILE

We will be a thriving church, responding to God's grace and passionately living out our faith, wherever we live, work and play.



Together we will work alongside others to develop thriving communities, where people feel connected, known, loved and valued.

## **Our Vision:**

*We will be a thriving church, responding to God's grace and passionately living out our faith wherever we live, work and play.*

*Together we will work alongside others to develop thriving communities, where people feel connected, known, loved and valued.*

At ET we are passionate about seeing lives transformed through the saving power of Jesus Christ. We seek to provide a place where people of all ages and stages can encounter the living God.

Each Sunday we offer four great worship services across two locations, which range in style from contemporary to traditional. We also support a wide array of ministries, which aim to help Christians live out their faith every day of the week. Through our community work we run many events and partner with many different organisations to help our community thrive and discover the good news of the Kingdom of God.

## **Our Mission Statement:**

*One people in mission for God's glory...  
growing in Christ and making Him known in love,  
through word, sign and deed  
... because all people matter to God.*



Our logo, inspired by Ezekiel 47, shows Saddle Hill on the horizon, the cross at the centre and the river of life flowing out into the community.

Naturally there are a range of theological views among members of East Taieri Church, but the overall direction of leadership is being a faith community that is evangelical and charismatic in our worship, while still valuing our Presbyterian roots.

We value preaching that is biblical and connects with the life stories of the church and wider community; worship that is open to the ministry of the Holy Spirit; and Christian life that demonstrates the presence of the kingdom of God. We understand the Kingdom of God to be the sovereign power of God active now to put things right. Often through small, mustard seed beginnings, that grow and spread, the ministry of Jesus brings God's sovereign will as it is done in heaven, in advance of the future restoration when Jesus returns.

## **Things We Value:**

### **1. Our personal relationship with God through Jesus Christ and seeing others come to personal faith.**

Knowing God is important to us, not just knowledge about God. This places priority on evangelism and discipleship.

### **2. The Power of the Holy Spirit**

We believe in the gifts of the Holy Spirit at work today through God's people, and we are utterly dependent on the Spirit's leading and empowering.

### **3. The Bible as our standard and guide.**

### **4. Importance of Prayer.**

### **5. Engaging all generations and groups of people.**

We believe discipleship occurs well when different generations interact, so we value ministry with children, youth, families, seniors, and different social, ethnic and economic groups.

### **6. Mission as God's mission which involves all of us wherever we are.**

This highlights the call for us to go out to serve with God and others in community ministry and in global mission partnerships.

### **7. The importance of Christian Community for spiritual nourishment, fellowship, growth and care.**

We don't follow Jesus on our own but with the support and encouragement of others. This occurs in a variety of settings from large, vibrant, contemporary worship services with biblical preaching, through to smaller interactive gatherings incorporating a meal. It is the norm for people at East Taieri to be in a life groups which are a key expression of Christian community and pastoral care.

This includes the importance of friendships with other believers throughout the week, with both new and established members.

## **Strategic Plan:**

Our strategy for the next three years highlights three strategic aims:

### **Priorities for the next 1-2 years:**

- Children's ministry
- Youth ministry
- Growing people (disciple-making)

### **Principles to run through them:**

- Our mission is to make disciples who make disciples.
- Relationships – a focus on real individuals (Every One Matters).
- Giving people the freedom to try things, trust the Holy Spirit and grow.

## **Covid-19 Reflections:**

As we seek God's leading in the "new-normal" post Covid-19 we are aware of several new areas of focus:

1. We are continuing our online services developed during lockdown. This involves live-streaming our 10am service. We have formed a project called "Elevate" which allocates resources to lifting high the name of Jesus in worship in person and online.
2. Faced with the economic consequences of Covid-19 we are reviewing our architectural concept plan for future mission facilities at East Taieri.
3. The ministry of the whole people of God. During lockdown a wide range of people stepped up in providing pastoral care (by phone), grocery deliveries, online contributions for services (testimonies, songs etc) and online resources for children's ministry at home. We want to continue the discipleship and ministry this represents. We aim for everyone to be serving, using their gifts and abilities.

Like most other churches, Covid-19 restrictions caused some disruptions to normal church and we are starting to rebuild our church moving forward.

## **History:**

In 1849 the Rev Thomas Burns preached his first service on the Taieri. The Rev William Will, who came with a young family to serve at a vast parish, followed him.

The original combined church and school building of 1853 was replaced in 1870 by the present East Taieri church. This attractive building is situated on a rise in a semi-rural setting, making it a well-known landmark.

During the 1950's and 1960's there was a strong Bible class and Sunday School, as was common throughout New Zealand. East Taieri Church embraced the charismatic renewal of the 1980's with "Life in the Spirit" seminars having a major impact on many of the congregation. In the 1990's the Allanton church was closed due to lack of support.

In 2001 The Very Rev Peter Willsman retired after 24 years of leading the parish. During his ministry the organization moved from a solo minister model to a pastoral team and multiple worship services. The ministry team was expanded under the Rev. Dr. Michael Schwass who served at East Taieri for 6 years.

During this time the Saddle Hill parish joined with East Taieri. During the vacancy after Michael left, FUEL, a breakfast café fresh expression of church was planted in the Fairfield church and continues to go well, under the leadership of our Associate Pastor, Gareth Bruce and the FUEL Leadership Team.

The Rev. Dr Martin Macaulay was inducted as the new senior pastor in May 2008 and served for almost 15 years, leaving the parish leadership teams with a good platform to continue on during the vacancy.



## **Multiple Worshipping Congregations:**

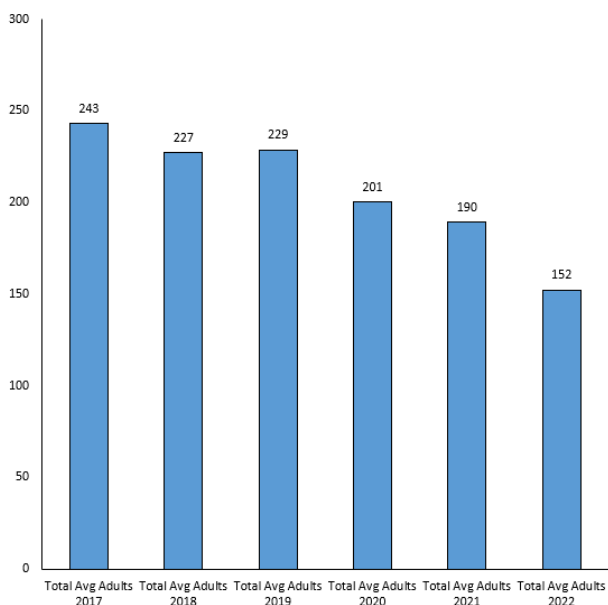
East Taieri Church has a strategy of multiple congregations over two sites:

There are currently four Sunday congregations:

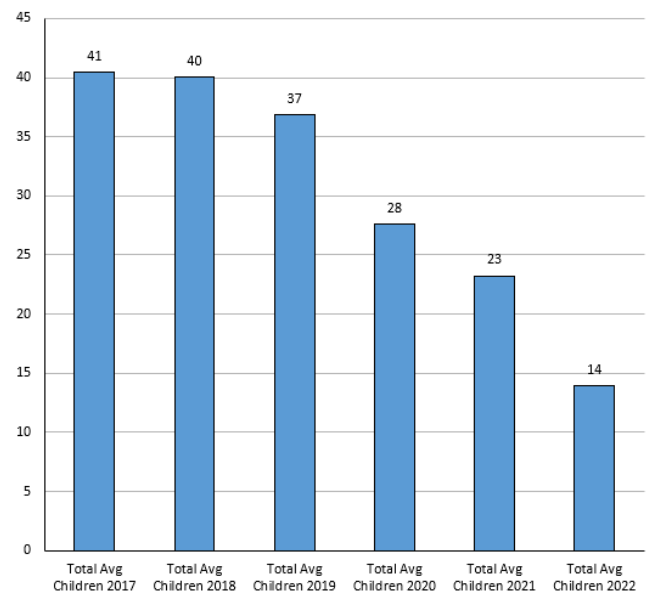
- 10am - contemporary worship at East Taieri. Children are invited to their Kidzown programme (Years 1-6), Littlies (age 2-4) and an intermediate aged girls group. This could extend to boys in the near future.
- 2pm - Inspiring Traditional Worship, with classic hymns of faith, in Oak Lounge @ East Taieri, followed by afternoon tea and fellowship.
- FUEL @ Fairfield – A fresh expressions, breakfast café church, including open discussions.
- Night Church – youth focussed discipleship service on Sunday evenings at East Taieri.
- We also supply an online service, livestreamed and recorded from our 10am service.

We are in the process of exploring a new fresh expression of church on the Coast, around the Brighton/Ocean View area. At the moment a small group of people are meeting monthly for “Kai on The Coast”.

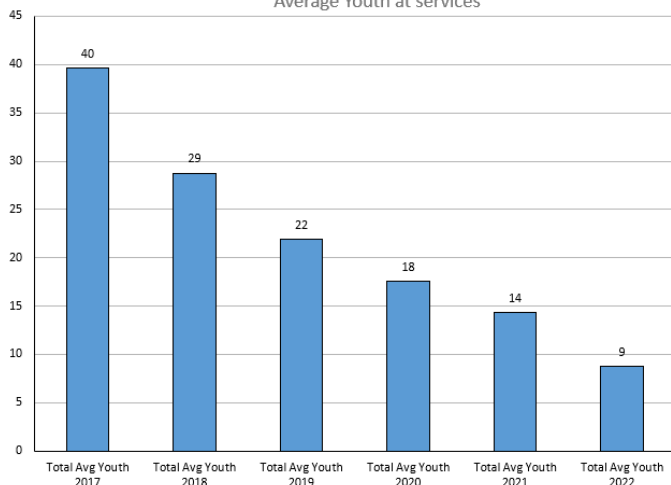
**Average Adult attendance**



**Average Children at Services**



**Average Youth at services**



## **Evangelism and Discipleship:**

East Taieri Church is enthusiastically committed to Alpha as a means of presenting the gospel. We run at least one Alpha course each year. We are also committed to training Christians to share their faith individually and have used XEE evangelism explosion material, as well as a course we have developed called “What’s the Story?”

There over 15 Life Groups meeting during the week, as well as people meeting for one-on-one discipleship. We also promote the use of spiritual disciplines, prayer ministry and Christian counselling as other means of growing spiritually.

Our Turning Point Counselling service has three qualified counsellors and is well respected in the community, receiving referrals from WINZ, Family Mental Health, and the Dunedin City Council.

## **Pastoral Care:**

Much pastoral care occurs through the life group network, but a large team of pastoral visitors carries out regular visiting. Another team of pastoral care people meet more specialised care needs. (See the church guidelines for pastoral care). A volunteer updates our pastoral database.

Services are carried out in rest homes, and home communion is taken to home care members.

## **Local and Global Mission:**

In addition to the evangelistic and disciple making focus described above, East Taieri Church has a longstanding commitment to community ministry, which has grown and established new partnerships in the last 10 years. The Saddle Hill Foundation Trust (SHFT) was established by East Taieri Church to be the funding and visioning group for community and youth work. SHFT gains funding from various agencies to support its community and youth ministries, including staffing these areas.

East Taieri Church has a very good reputation in the community as a church that is doing things to work with people and see communities develop and thrive. Some of these ministries have included:

- Christmas Day Lunch
- Neighbours Day
- Community Expo’s
- Community Foodbank
- Parenting Groups
- Seniors Mid Winter Lunch
- Business Breakfasts

Our youth programmes include a mixture of church youth and community youth. Some programmes run all year and some are short courses aimed at promoting social skills and leadership in youth. Youth workers connect with our local high school, Taieri College in a range of ways including chaplaincy. In 2018, we were approached by Taieri College and asked to provide an “intervention” type programme for their most troubled year 7 boys, which we were able to put in place quickly with the experience and expertise of our chaplains, these programmes are still in place as required.

**Global Mission:** East Taieri Church supports 5 missionary ministries. Short term teams from East Taieri have been on life changing visits to Thailand, Vanuatu and Malawi. Young people are very much encouraged to participate in short term mission trips, with the Vanuatu trips being completely youth lead and the other trips involving a variety of age groups. We are excited to be supporting one of our own young members doing medical missionary work in South Sudan, with SIM International.

**Other Churches in our Region:** There is another Presbyterian Church in central Mosgiel which is a separate parish, although we have some interaction.

East Taieri participates in both the Taieri Ministers Association and the Dunedin Combined Churches.

### **Leadership Structure:**

**Eldership Team:** The senior pastor and a team of elders meet at least monthly as our church council to pray and exercise their governance and spiritual oversight of East Taieri Church life. This role involves setting and determining East Taieri’s overall mission, values and policies and priorities. The Senior Pastor is the connection between elders and the staff ministry team.

**Ministry Leadership Team:** The senior pastor and senior staff (associate pastor, parish manager, SHFT executive officer), make up the Ministry Leadership Team (MLT). The MLT are responsible for the day to day ministry of the parish along with overseeing the implementation of the particular mission and vision direction established by the session. This team meets fortnightly.

**Saddle Hill Foundation Trust (SHFT):** This is a separate legal entity which oversees all aspects of our community and youth ministry both within the church and in the wider community. Appointments to the board are made with the support of the Eldership team. SHFT was set up this way to enable funding to be effectively obtained from a variety of sources outside the church. It is expected that the senior pastor would be a trustee on the SHFT board.

**PFC—Property and Finance Committee:** Responsibility for the practical aspects of the life of the church is delegated to this committee of church council which includes the Parish Manager. They oversee the finances, property, technology, health & safety and human resources of the parish in order to resource our mission.

**Relationship to the wider Presbyterian Church:** East Taieri comes under the oversight of the Southern Presbytery and is a congregation of the Presbyterian Church of Aotearoa New Zealand. (see [www.presbyterian.org.nz](http://www.presbyterian.org.nz))

## East Taieri Staff Team:

**Vacant**—Senior Pastor (full time paid) leads the ministries related to our worship life along with the overall Leadership and Eldership Teams.



**Gareth Bruce** - Associate Pastor – (full time paid), responsibilities including leading the FUEL congregation, pastoral care, children and families ministries. Gareth is married to Deirdre, who is a hairdresser and home carer, they have two grown up children and are the proud grandparents of 2 beautiful granddaughters, who live locally and attend East Taieri. In his spare time Gareth loves to play bowls, look after the grandies and go away in his caravan.



**Leeanne McKinlay** - Parish Manager – (full time paid) taking care of the day to day running of the parish. Leeanne is married to Chris who is the principal of Elmgrove School. Leeanne and Chris enjoyed raising their 3 active boys who are now all grown up and following Jesus in their own ways. In her spare time Leeanne loves to walk, bike, read and eat chocolate.



**Jo Thorn** – Administration Assistant (part time paid) runs the office and undertakes a wide range of administrative tasks, through to creative work with bulletins, flyers and newsletters. Jo is married to Justin, they live in Dunedin and they have two teenagers at home. In her limited spare time you will find Jo reading a book, gardening, or chatting with friends.



**David Yates**—Finance Assistant (part time paid) undertakes a wide range of administrative tasks focusing on the financial side of the running of the church. David is a retired accountant and enjoys serving the church with his financial skills. David is married to Jane, they have 4 adult children and 2 grandchildren.

## SHFT Staff:



**Nick Muirhead**—Interim SHFT Executive Officer (part time paid) undertakes management and administrative duties for SHFT, including funding applications. Nick is married to Janette and has recently been blessed with 3 grandchildren. Nick also provides part time pastoral care for ET Church.



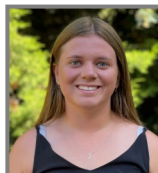
**Larissa Pearce**—Senior Youth Worker (full time paid) responsible for running community youth programmes, community events and undertakes chaplaincy at Taieri College. Larissa is married to Paul who is a local preschool teacher, they have two teenagers at home and love to get away on adventures in their caravan.



**Jan Jopson**—Youth and Community Worker (part time paid) responsible for running church youth programmes, community events and undertakes chaplaincy at Taieri College. Jan is married to Neville, they have two grown children. In her spare time Jan loves to be involved in all sorts of community groups. Jan and Neville enjoy escaping to their holiday home in Naseby.



**Ryan Roxburgh**—Youth Worker (part time paid) responsible for running intermediate aged youth programme. Ryan is passionate about technology, especially lighting, he brings a high level of professionalism to events that he is involved in.



**Emma McDonald**—Student Youth Worker (part time paid) responsible for Friday night youth programme. Emma has attended ET Church, with her family, since she was born and is now living out her faith at Teachers College in Dunedin and working part time with our church and community youth.



## **East Taieri Church Elders:**



East Taieri Church has a wonderful mix of experienced and new Elders:

Robert Whyte (Session Clerk), John Cleland, Lorna Ogbuehi, Paul Reet, Michelle Dean, Peter Cheyne (Interim Moderator), Lyndon Jones, Tim Jones

## **Teamwork:**

The Council of Elders govern and guide the church and are responsible for the spiritual oversight of the parish. The elders are all active in the life of East Taieri. The staff and ministry teams are accountable to the elders. The size of our church has resulted in a structure which allows for delegation of responsibilities to key staff and leaders.

One of the fun and encouraging things about serving at East Taieri Church is being a part of the supportive and highly committed and focused ministry team (ET Staff and SHFT staff). On Mondays, the staff and others meet for Chapel and morning tea. This could be held on Tuesday, if Monday is the Senior Pastors day off. The team meets at other times for training, preparing for particular ministries, and to plan ministry for the year. Most days those who can, including staff working out of the Hub, share morning tea at 10.15am.

We enjoy many teambuilding activities together.



## **Our East Taieri Ministry Team Values:**

**Trust:** We are 100% honest about things that affect our ministry and relationships within the team. This occurs within the safety of knowing we respect each other, keep each other's confidences, and have each other's backs, so we can be non-defensive in our interactions.

**Encouragement:** We celebrate and enjoy ministry together, and positively encourage each other on to good things in ministry and in our own growth in Christ. We support each other and own one another's ministries.

**Grace:** We look for the best in each other, working with each other's God-given strengths, while facing up to mistakes and failures, and forgiving each other.

**Strengthsfinder:** We are a "strengths based team" that requires much more than everyone simply working on their strong points; it requires a deep knowledge of each team member's strengths and weaknesses and, importantly, the orchestration of those strengths and weaknesses to fit the goals of the team.

## **Ministries:**

### **Children and Young People:**

Kidzown and an Intermediate girls group on Sunday mornings at East Taieri for preschoolers and years 1-9.

Dynamyte for years 7-8, Friday nights at the Hub.

R@ndom for years 9-13. Friday nights at the Hub.

Ground Zero – leadership programme for year 7's

Summit – leadership programme for year 8's

Challenge – leadership programme for year 9's

Sugar and Spice for Girls years 3-6, fortnightly at the Hub

Mainly Music at Fairfield weekly

Little Groovers preschool music group at East Taieri weekly

Bible in schools – in East Taieri, Fairfield and Outram schools



### **Periodic courses:**

Marriage Course

ET School of Ministry

Alpha Course

What's The Story—learning how to share the gospel message with our friends



### **Pastoral:**

ET Cares – An umbrella brand for pastoral care including practical help is offered by providing meals and firewood.

A designated pastoral care team is in place to oversee pastoral matters. People are encouraged to make their first point of contact their lifegroup leader.

### **Counselling:**

We contract 4 counsellors through Turning Point Counselling.

### **Prayer:**

Individual Prayer is offered after every service. Emergency Prayer Chain in operation. A prayer breakfast is held every Thursday morning.

### **Ministry Groups:**

- Painting Group
- Worship teams
- Choir
- Catering Team

### **South Island Ministry Conference:**

East Taieri hosts this conference in May each year to encourage and equip people in ministry throughout the South Island.

### **Christmas Eve Outreach:**

The vision of our Christmas Eve outreach is to create an evangelism opportunity where we can invite people to celebrate the birth of Jesus in a way that connects with our community. It also provides an important opportunity for many ET people to be part of a large scale evangelism project.

### **Internship:**

We offer support and mentoring for students studying at Knox Centre of Ministry and Leadership as well as internships for youth work.

We resource all of this work primarily through the generous giving of God's people in response to God's generosity to them, but we also apply for a whole range of funding grants, especially for community work and new initiatives. Additionally, we are beginning a journey in missional enterprise by being better stewards of our various assets. Currently this is an opportunity shop in the main street of Mosgiel called "Shop 'n Taieri".

## **Parish Buildings:**

We have a mixture of excellent facilities and information technology, and some older facilities needing attention. Architects have been appointed to develop a concept plan for the development of excellent facilities for God's mission in this place. In December 2022 the congregation voted overwhelmingly to move ahead to Developed Design for Stage 1. There is Building Committee, appointed by Elders to actively progress the new missional facilities on the East Taieri site.

### **The East Taieri Church and Fellowship Centre:**

Built in 1870 the church seats 240 and is a category 2 historic places building. The adjoining Fellowship Centre provides for all kinds of ministry activities and community groups, as well as having staff offices.

These buildings are set on 7 acres of land.

### **The Hub – Multi Purpose Youth Centre:**

The original part of this building was built in 1963. In 2006 an addition was added to redevelop the site as a Youth centre, also incorporating the renovated Kinmont Hall built in 1911.

### **Fairfield Church:**

Situated on a rear section at 78 Main South Road, with off-street parking. This is the site for FUEL, our breakfast café church plant. There is a Mission Facilities Group looking at the future missional needs for this facility.

### **Ocean View Church:**

Situated at 863 Brighton Road, Ocean View, this wooden building seats thirty people.

### **East Taieri Manse:**

Built in 1877, adjacent to the church, this home is a gracious old two-storied building and is presently used as a rental property. The elders are recommending the sale of the manse and work is underway to survey this property.

## The Mosgiel, Fairfield and Coast Community:

Although Mosgiel is a separate town with its own identity, it is only a 15 minute drive (18km) from the centre of Dunedin City, and 15 minutes from Dunedin Airport. The population of Mosgiel at the last census was 14,700. Fairfield, Brighton and Saddle Hill contribute another 5,000 people. The population is growing, with a number of new subdivisions, as people build modern homes on the Taieri plain.

Mosgiel shopping centre has two supermarkets, a range of shops, takeaways and cafes.

Mosgiel has a range of sporting facilities including gyms, football and soccer grounds, squash and tennis clubs, four golf courses and a cycling velodrome. A new swimming pool complex is being built.

There are two Retirement Villages and five Rest Homes. A new retirement village is in the process of being built on Cemetery Road, with only the cemetery between us.

### Climate:

The Taieri summer daytime temperatures range between 15 and 30 degrees Celsius and in the winter from 5 to 16 degrees Celsius, with frosts. Generally it is a few degrees warmer than in Dunedin. Winter frosts are common.

### Healthcare:

There are two Medical Centres offering general practice services. Hospital care is available in Dunedin. There are also dentist facilities and physiotherapists.

### Schools

Mosgiel has five primary schools ranging in decile rating between 6 and 9.

- Silverstream
- East Taieri (directly across the road from us. ET School frequently utilises our facilities)
- Elmgrove
- St Mary's
- Amana Christian School

Taieri College caters for Year 7 and up, has a roll of around 1,200 and is decile 6.

These schools are all experiencing growth.

There are also 4 early childhood centres, two Kindergartens, 2 preschools and 1 playcentre

Other schools in the area:

Outram School, Fairfield School, (Both these schools are full primary Years 1-8). As with the Mosgiel schools these two schools are also experiencing growth.

### Website:

For more information, please visit our website at [www.etchurch.co.nz](http://www.etchurch.co.nz)

# Ministry Expectations of the Senior Pastor:

## Essential pre-requisites

- Able to embrace personally the ethos, mission and vision of East Taieri as set out in the parish profile.
- Spirit filled and able to lead a church open to the manifest ministry of the Holy Spirit.
- Mature faith, theologically trained and with proven experience in Christian ministry and leadership.
- Heart for making disciples (both evangelism and growing Christians to maturity)

## Giftings/Attributes

- A gifted communicator teacher and preacher.
- Has excellent time management and organisational skills.
- A gifted leader/manager of people with experience developing strategic initiatives and managing change while guiding a congregation into next season of ministry.
- A gifted pastor whose care for the spiritual well-being of the congregation is characterized by a genuine love of people and ability to be able to create and sustain positive relationships with a wide range of people both in the church and in the community.
- Inspiring leader and team builder.

## Ministry expectations

- **Lead the teaching and preaching ministry of the parish and hold overall responsibility for the public worship.** The latter includes primary responsibility for the morning service and 2pm service. The night church and FUEL services are delegated to the associate pastor.
- Work with the eldership develop **the vision of the Church** and then both cast that vision and help the parish hold its course.
- Lead, coach, equip and encourage **the ministry team** (both staff and volunteers) in the strategic implementation of the vision.
- Lead, coach, equip and encourage all people in the church.
- **Foster our relationships** with the wider church e.g. the Knox Centre for Ministry and Leadership, Presbytery, Synod of Otago and Southland and national church and significant community organizations e.g. the local schools, business community.
- Work as a trustee on the Saddle Hill Foundation Trust Board to deliver youth and community ministries.

## Area delegated

- A love of, and ability to relate to, a wide range of people is important. At the same time the primary responsibility for pastoral care within the life of the parish is in the hands of the Pastoral Care Team, lead by the associate pastor.
- The day by day administrative and management aspects of the parish are in the hands of the parish manager.

## Resources & remuneration

- An office with personal computer and access to internet is supplied at the church along with full administrative support. The standard terms of call apply with manse/house provided or the senior Pastor receive a housing allowance.



# The East Taieri Church/Saddle Hill Foundation Trust (SHFT) Relationship

The relationship is defined by:

- 1. History.** The trust was established by East Taieri Church but, like all trusts, as an independent body. The fact that East Taieri gave birth to the trust indicates a relationship of some sort, and an intention but not any oversight. The trust is independent and, therefore, can access funds that a church could not.
- 2. The Trust Deed.** The purpose of the Trust, and therefore the intention of the church, is spelled out in the Trust Deed. Among other things, that specifies that SHFT exists to:
  - a. “to express the love of Jesus Christ through practically addressing social concerns in the community without discrimination of race, sex, nationality or religion”.
  - b. “to encourage young people to grow physically, socially, mentally and spiritually...”

It also specifies the organisational relationship:

- The board consists of 5 to 8 people at least one of whom will be an E.T. elder.
    - i.e. E.T. has reserved for itself this level of influence.
  - The board appoints its own members.
  - All board members are to be members of either E.T. or another Christian church recognised by E.T.
    - E.T. approves the churches but not the individual board members
  - A quorum is 3 board members.
- 3. The services the church purchases from SHFT.** E.T. pays a certain amount to SHFT in return for SHFT providing services. E.T. is therefore able to specify what it expects in return and it would be up to SHFT to say if it did not feel it could deliver those outcomes.
- a. KPIs, formulated by the elders, spell out what is expected. For example, with the youth programmes, E.T. can specify what it expects *to the extent that it is paying for it*.
  - b. SHFT will report to the elders on the delivery of those KPIs.
  - c. The church pays not just for “church” activities but contributes also to the community work done by SHFT.
- 4. Support for one another**
- a. Both E.T. and SHFT want to see the work of the other prosper and both need the other. Part of the relationship is a supportive, appreciative attitude.
  - b. The E.T. Ministry Leadership Team provides management support for SHFT.
  - c. E.T. is currently covering the cost of 5 hours administration for SHFT and the E.T. treasurer is giving his services voluntarily.
  - d. This all adds to the informal aspects of the relationship.

In summary, SHFT is an independent trust.

1. E.T. has some influence because the Trust Deed says that one board member must be an E.T. elder.
2. E.T. purchases services from SHFT and can specify the outcomes expected in return *to the extent that it funds them* and hold SHFT accountable for those outcomes.

3. SHFT is not an arm of E.T. It provides services to E.T.
4. But the relationship is close and is, in part, organic, meaning that the separation is not as clear as the formal documents might suggest. That introduces some fuzziness and issues might need to be approached on a relational basis.

### **E.T. Being Acknowledged**

It is a powerful witness for a church to be seen as serving the community (Matthew 5:16). East Taieri Church does but using the services of SHFT. Appropriate credit can be given by saying things such as “This programme is presented by SHFT in partnership with East Taieri Church” or “supported by E.T.”.

There are some activities where we do not want the church named so as not to create a hurdle for people to attend. E.T. and SHFT need to communicate.