



PLACEMENT PROFILE

Presbytery Minister – Administrative Leadership & Mission Strategy

Presbytery:	Presbytery of Western Victoria
Time fraction:	Full Time
Term:	5 years (Position review after 3)
Suitable for:	Lay/Pastor/Deacon/Minister of the Word
Approval date:	

Primary purpose of placement:

To be a key member of a team facilitating the Presbytery's vision and mission by providing spiritual, educational and pastoral leadership, empowering leaders and congregations.

To give strategic leadership in the administration, financial and property management of presbytery and the congregations within the regulations and mission priorities of the Synod.

The Purpose and Role of the Presbytery

“Christ is the Good Shepherd who loves, knows, leads, protects, cares for and guides his flock. This is the loving oversight that God in Christ offers all creation and calls the church to embody. In seeking to embody this oversight the church does so not for the church’s own sake, but for the sake of all God’s people.

Presbyteries are one means by which we as church discharge the ministry of oversight entrusted to us as followers of Christ at mission in the world. *The Basis of Union* (Paragraph 15, 1992 edition) describes the Presbytery’s function as the district council to:

*...perform all the acts of **oversight** necessary to the life and mission of the Church in the area for which it is responsible, except for those agencies which are directly responsible to the Synod or Assembly. It will in particular exercise oversight over the congregations within its bounds, encouraging them to strengthen one another’s faith, to bear one another’s burdens and exhorting them to fulfil their high calling in Christ Jesus. It will promote those wider aspects of the work of the Church committed to it by the Synod or Assembly.”¹*

The core responsibilities of presbyteries are laid out in the *Constitution and Regulations* 3.1.3, and fall into three key areas: Pastoral, Mission/Education and Administration.

When Presbyteries are functioning well, they contribute to the building up of the whole Body of Christ²:

- Congregations, agencies, faith communities and chaplaincies are supported and their life enriched;
- Congregations, agencies, faith communities and chaplaincies are helped in identifying and building their missional and ecumenical possibilities;
- Links between schools, agencies, faith communities, congregations and the wider church are forged and strengthened;
- People in ministry roles are encouraged, equipped and supported;
- Educational possibilities for congregations and those in ministry are facilitated;
- Intercultural relationships thrive;
- The relationship with Congress is strengthened; and
- Communication with the various parts of the Synod is clear, building up strong relationships between all councils of the Church.

Synod 2017 resolved that funding allocated to presbyteries for the exercise of their oversight will, from October 1st 2018, amount to two equivalent full time positions, (in addition to further funding from a shared resource pool of at least \$400,000).

The way in which Presbyteries configure their ministry from these resources will vary: two full time positions, or the equivalent part time positions or some other pattern. However, these profile guidelines lay out key elements of oversight, ministry and team function which are necessary for wise, pastoral and missional leadership in presbyteries synod-wide.

¹ Presbytery Transition Team Report, 2017, Section D1, pg D1.4

² Adapted from Yarra Yarra PM Profiles, 2012

Presbytery Minister/Staff

Key Relationships

Presbytery Minister/staff have a key role in facilitating collaboration between congregations, Presbytery and Synod. As a Church we have shared Vision, Mission Principles and Strategic Priorities (see Appendix) which outline our shared priorities in discipleship together. Presbytery appointed staff work collaboratively within the Presbytery and in relationship with the wider Synod in line with the Vision and Mission Principles. In particular, Presbytery appointed staff will work collaboratively in a coordinated way with

- the **eLM unit** (equipping Leadership for Mission) and;
- the **Mission Resourcing unit**

to foster cooperation between Synod and Presbytery, so as to enhance our worship, witness and service across the Synod.

Key roles of a Presbytery Minister/Staff include:

- Exercising oversight (pastoral, missional) of those providing ministry undertaken in the congregations, agencies and schools in the Presbytery;
- Supporting congregations in their worship and missional life and witness;
- Ensuring the shared flow of resourcing (missional, financial, education and practical) for equipping leadership for mission within the presbytery;
- Upholding the ethos of the Uniting Church as expressed in the Basis of Union;
- Advocating for the work of the Uniting Church throughout the Synod and Assembly;
- Providing pastoral and liturgical expression of the ministry where appropriate
- Working effectively in a team context with other Presbytery staff (called and placed) and with Presbytery office bearers (Chairperson, Secretary, Treasurer).

THE PRESBYTERY OF WESTERN VICTORIA VISION AND MISSION

The Presbytery of Western Victoria is in the process of reviewing its Vision and Mission statement to more fully align with the Synod Vision and Mission statement.

Nevertheless, the mission principles listed on page 8 of this document continue to be important in guiding and planning for leadership roles within the Presbytery.

... we nurture followers of Christ in life-giving communities of reconciliations ... we listen to each generation and culture so as to live out the Gospel in fresh ways ... we pursue God's mission in partnership.

We focus on generating and nurturing faith, inspiration and power that underpins all else in our work and witness, ministry and mission.

- Encourage and Equip DISCIPLESHIP
- Identify and Build LEADERSHIP
- Create Neighbourly PARTNERSHIPS
- RISK-TAKING for the sake of the Gospel

Presbytery Context

Description of the geographic and demographic area of the Presbytery

The Presbytery of Western Victoria encompasses the area from Ballarat to the South Australian border including the magnificent Grampians/Gariwerd mountain parklands, the coast from Apollo Bay to Portland, north to Kaniva, Nhill and Warracknabeal. The major rural cities are Ballarat, Warrnambool, Horsham and Ararat. Other major service towns are: Hamilton, Portland, Colac, Camperdown, Stawell, and Daylesford. There are many small rural township communities.

The area is well served with highways both into it and through it: Princes Highway in the south, the Hamilton and Glenelg Highways in the middle, The Western Highway further north, and the Henty Highway in the west. There are train passenger services from Melbourne to Ararat (via Ballarat); and Melbourne/Geelong to Warrnambool (via Colac); while other towns and rural cities are served by Vline buses.

Agricultural activity is high-yield and varied, including dry land cereal cropping, grazing, dairy, viticulture and forestry. Manufacturing remains a major economic multiplier, as does renewable energy production.

The most westerly parts of the Presbytery are about four hours from Melbourne, but the region is blessed with iconic tourist drawcard sites (coastal and inland), and the number of intrastate and interstate visitors means that nowhere feels especially remote. Tourism and service industries abound. High quality medical facilities are spread throughout the region, and specialist medical services are available in all major centres.

Population decline is being felt in some of the smaller towns, especially in the far west where climatic conditions are the most variable. Population growth is strong in the larger towns and cities, and house prices are rising.

That said, there are pockets of poverty and disadvantage across the Presbytery.

Sporting pursuits are at the core of civic life, with some sports codes operating academies. The major cities have high quality facilities which often host high-profile metropolitan 'visiting' teams.

The region has high quality educational facilities. At the secondary level, for example, Ballarat Clarendon College (associated with the Uniting Church) has been, for several years, the highest achieving ATAR-score school in non-metropolitan Australia. The Australian Catholic University has a campus in Ballarat; Federation University is headquartered in Ballarat with campuses also in Ararat and Horsham; and Deakin University has a substantial campus in Warrnambool. TAFE facilities flourish.

Description of the Uniting Church in Western Victoria

Most of the congregations in the Presbytery are small and traditional but remain loyal and determined to survive and serve their communities. Congregations are still 'sizeable', i.e. 100+ members/adherents in the major cities. Many are restless to do better, anxious about change and struggling to know how to proceed. Some are vibrant and energetic, seeking appropriate ways to direct their energy in faithful Christian living. Frequently the UCA congregation is the only church denomination active in the town and often enough, the last institution still functioning.

The financial situation is 'of concern' in some parts. Reserves are often still substantial but being reduced rapidly with property maintenance and insurance obligations.

Some congregations, both large and small, have caught a new vision and are thriving; while others, probably the majority, are 'surviving'. A handful have a vibrant Messy Church or similar ministry, although there is often a paucity of young people in the pews. Regular ecumenical services are held in several places, including a variety of informal local arrangements.

Several congregations have programs of outreach into their communities, including community

meals, Op-shops, and support to new arrival CALD settler groups.

In a few places the churches are involved in local Tourism events eg. Port Fairy Folk Festival. There is scope for extension of this kind of activity.

Heatherlie Retirement Village - Warrnambool (85+ self-contained accommodation units, est 1979) is auspiced by Warrnambool Uniting Church (which retains governance linkage).

In 2021 in PWV there are about 80 congregations over 17 local government areas.

Presbytery has an emphasis on developing ministry within six geographical regional networks: North West, Henty, North Central, Hopkins, North East, Corangamite – Otway. This enables some shared financial resourcing across the regions. In some of the regions, the Ministers work in a team and serve the larger area providing leadership in worship, pastoral care, education and mission development.

Congregational Ministry colleagues in the Presbytery range in age, education and gifting. Most are actively involved in the Presbytery. Many are nearing retirement. Over the past few years there has been a diminishing number of ordained ministry placements, and an increase in lay ministry across the Presbytery. Therefore, clergy in many places are working alongside the lay leadership. In other places lay leaders are working independently, with little ministerial oversight.

Uniting VicTas has an extensive presence with substantial programs/offices in Ballarat and Horsham (and surrounds). AOD, mental health programs, housing support, emergency relief, kindergarten programs are core.

Uniting Church Schools, including Ballarat Clarendon College, Wesley College (Clunes year 9 Campus) and The Hamilton and Alexandra College, offer quality education and innovative pastoral care.

Synod 'employs' a Prison Chaplain who covers prisons at Ararat and Trawalla (Langi Kal Kal).

UC Camping (eLM/Synod) has sites in Halls Gap (Grampians) and Adekate (near Creswick) which provide active ministry to all demographics (churched and unchurched). School groups come from near and far (although Covid has had a deleterious impact on program delivery).

Uniting Agewell does not have a presence in the Presbytery.

The Presbytery provides Ballarat Regional Healthcare Chaplaincy with a 1.0 EFT Chaplaincy Co-ordinator Placement supported by a host of volunteer Assistant Chaplains serving: Ballarat Health Services, St John of God hospital, and many Ballarat and surrounding Aged Care facilities.

Presbytery Structure

Presbytery Staffing

Presbytery Chairperson (0.3EFT)

Presbytery Minister – Administrative Leadership and Mission Strategy (1.0 EFT)

Presbytery Minister – Pastoral Leadership and Education (1.0 EFT)

Ministry and Mission Project Officer (0.5 EFT – funding concludes in February 2022)

Safe Church Worker (0.2 EFT)

Ballarat Regional Healthcare Chaplaincy Coordinator (1.0 EFT)

Presbytery Secretary (unfunded)

Presbytery Treasurer (unfunded)

Presbytery Committees

Standing Committee (Ordinarily chaired by the Presbytery Chairperson)

Pastoral Leadership and Education Committee (incorporating PRC), and Admin Committees, each chaired by an elected volunteer lay member of the Presbytery)

There is also a governance committee for the Ballarat Regional Healthcare Chaplaincy.

Team Ministry/ Team Expectations

In walking the way of Jesus, it is expected that the ministry team (Chairperson and two Presbytery Ministers) will reflect a healthy model of shared servant ministry, namely:

- provide a leadership role together;
- respect each other's roles;
- accept a discipline of openness to accountability and supervision.
- meet regularly and work as a team;
- model team ministry with other Presbyteries and in relationships with Synod staff.
- Participate in Team supervision

Presbytery will designate the team member who has responsibility for convening meetings and coordinating ministry functions (Reg 2:11.3 (b)).

It is expected that Presbytery Ministers/staff will live within the Presbytery bounds.

Each member of the team will work across the Presbytery to engage with congregations, faith communities, chaplaincies and agencies where people are exercising their ministries, and the wise use of electronic communication is encouraged.

Placements

Placements for these ministries will be through the normal placements process, including advertising the placements if requested. They will be placements of the Presbytery.

Accountability

Presbytery Ministers will be members of Standing Committee and will report to Standing Committee and relevant functional committee. They will be accountable to the whole Presbytery through the Standing Committee.

Role

To be a key member of a team facilitating the Presbytery's vision and mission by providing spiritual, educational and pastoral leadership, empowering leaders and congregations.

To give strategic leadership in the administration, financial and property management of presbytery and the congregations within the regulations and mission priorities of the Synod.

Key Responsibilities

- To be familiar with the Presbytery Vision and Mission and strategic priorities and to assist their application
- To contribute to, and work with others, on further developing the Presbytery Strategic Plan for the next 3-5 years.
- To be familiar with the Synod Vision and Mission Principles and Strategic Priorities and to assist the Presbytery and congregations to apply them.
- To advise Presbytery on the requirements of Synod with regard to property transactions, insurance and administration
- To advise Regions/Congregations/Agencies on the requirements of Presbytery and Synod with regard to property transactions, insurance and administration
- To assist Regions/Congregations/Agencies in completing these requirements
- To advocate with Synod on behalf of Presbytery and Regions/Congregations/agencies in relation to specific concerns
- To work on particular tasks under the instructions of the Administration Committee in a timely manner and to report to that Committee
- To provide advice and assistance to Church Treasurers, including financial reviews as required.
- To respond in a timely manner to congregation/regions enquiries regarding property and finances
- To assist the Presbytery Treasurer to prepare the Presbytery Budget.

Required gifts/skills

- Ability to reflect theologically and missionally on administration, leadership and strategy
- Clear understanding of the Uniting Church, its structure, regulations and processes, particularly the Mission Resourcing Unit priorities
- Good listening and communication skills
- The demonstrated ability to work in a team and independently as required
- Ability to network with Synod personnel as necessary
- Demonstrated understanding of financial management and budgeting
- Capable of relating to and encouraging lay people in leadership roles in congregations
- The willingness to drive long distances, and use alternative communication technology effectively
- Is reliable and able to exercise initiative
- Ability to abide by the UCA Code of Ethics

Desired gifts/skills

- A visionary approach to Administration
- Deep Christian Spirituality
- Advocacy skills
- The ability to encourage and develop leadership
- Pastoral sensitivity
- An ability to identify and encourage the development of gifts in others.
- Conflict management skills
- Capacity to understand rural perspectives

Placement details

It is expected that the person live within the Presbytery and this position requires a 1.0 EFT
Travel and other allowances will be detailed within the Terms of Placement Document

Appendix

In June 2016 the Synod adopted a strategy that supports a coordinated, intentional focus on mission – mission that encompasses the very nature of the Christian life in all its liturgical, communal, institutional, spiritual and service dimensions. The Synod is seeking to lighten burdens and to encourage proactive spiritual discernment in our councils and committees so we may be freer to join in God's mission.

At the core of this new strategy is the Strategic framework made up of the Vision and Mission Principles with a focus on three priority areas:

Vision

- Following Christ,
- Walking together as First and Second Peoples,
- Seeking community, compassion and justice for all creation

Mission Principles

God in Christ is at mission in the world and sends the Church in the Spirit to:

1. Share the Good News of Jesus Christ
2. Nurture followers of Christ in life-giving communities of reconciliation
3. Respond in compassion to human need
4. Live justly and seek justice for all
5. Care for creation
6. Listen to each generation and culture so as to live out the Gospel in fresh ways
7. Pursue God's mission in partnership

Strategic Priorities

- Ministries which foster diverse gathered communities of renewal, Christian practice and mission
- Culturally diverse mission and ministry
- Mission and ministry with children, youth, their families and young people.