



**SALTBUSH**  
UNITING THE SCATTERED COMMUNITY

Received: 7 November 2025

## POSITION DESCRIPTION

### Saltbush – Scattered Community Minister

#### ABOUT THE ROLE

This is a full-time placement for a Minister of the Word / Deacon. This position forms part of the Synod's wider work with rural and remote Christian communities. At this time this ministry is particularly within the Riverina, Macquarie Darling, and New England North West presbyteries/Regions, but will evolve to participate in the Synod's decision to form three Presbyteries for the whole Synod. This position is part of the Saltbush – Uniting the Scattered Community Ministry Team which sits as part of Uniting Mission and Education (UME).

Saltbush sits wholly within the NSW & ACT Synod's vision of **growing healthy churches** shaped by the reality of the present future, **developing vital leaders** who are creative, missional and released and **transforming community engagement** by supporting the place of smaller Christian community both to gather and embrace acts of mission.

Saltbush is vitally concerned with reshaping views on the nature of Christian community in our social/world current context and providing opportunity for new Uniting Christian communities to grow and be connected to the wider body; the church. Saltbush is about grounded missional practice in our Australian landscape and social setting and seeks to sit on the edge of institutional, traditional and religious boundaries. The Saltbush team is made up of diverse roles while working closely as one team.

A key focus of this role will be intentionally growing creative new Uniting Christian communities both place-based and online. A key part of this will be identifying, encouraging and supporting leaders of these emerging Christian communities. With this focus, other members of the Saltbush team will lead designated, specific tasks so as to create opportunity for this ministry to grow.\*

The living location of this position is negotiable, however it is envisaged that this placement will be based outside capital cities and within the unfolding Southern Presbytery area while at the same time not being a ministry constrained by boundaries. Along with the Saltbush team, this position will work across the Synod with more particular attention around the south of the Synod.

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## KEY RESPONSIBILITIES

**As a member of the Saltbush Scattered Community Ministry Team the position will engage actively in ministry and mission through:**

- Valuing and contributing as Ministers/Deacons in equal standing to the Saltbush Team as part of its work in shaping an Australian contextual, grounded, missional encouragement to Uniting Christian community in rural/coastal regions.
- Working with existing rural/coastal presbyteries as part of the wider relationship of working with congregations and shaping new opportunities for Uniting Christian community.
- Intentional focus on planting an online Uniting Christian community/communities of faith that will focus on the growth of discipleship across diverse geographical areas. This will have an emphasis on emerging generations, first peoples, isolated people, and focus on social justice and environmental issues. This will complement face to face Saltbush Scattered Community Gatherings.
- Working with existing rural/coastal congregations who are willing to explore reshaping their life, mission and Christian community.
- Working with groups and individuals who want to explore shaping new forms of Uniting Christian community. (being open to innovators, diversity, leaders on the edges, other expressions)
- Connecting and encouraging rural/remote/coastal Uniting Christian communities as part of Uniting the Scattered Community and affirming their place within the wider body of the church.
- Working to provide an ecclesiastical, missiological and liturgical grounding for scattered Uniting Christian community in the 21st Century.

**In practice:**

- Grow (with support) a regular online Scattered Community space (exploring life and faith).
- Grow opportunity for online Scattered Community interactive relationship.
- Grow an online space that supports Uniting Scattered Communities in their gatherings and worship beyond the bounds of traditional practice and resources.
- Develop relationships with emerging leaders to encourage and resource them as they lead new Christian communities.
- Provide theologically grounded, visually creative, lectionary based, experiences of the word (Word around the Bush) for use in relational ways by Uniting Scattered Christian Communities.
- Creatively explore ways to be in ministry and encourage diverse Christian community for 21<sup>st</sup>. C.
- Helping the Saltbush Team shape our online social presence.
- Supporting the work of Saltbush and individual people and Uniting Christian communities through both online and on-ground Ministry.

Noting the focus of this role, with other members of the Saltbush team leading designated, specific tasks so as to create opportunity for this ministry to grow,\* in ways and times:

- Participate with the Saltbush team in shaping, creating, producing Ruminations and other Saltbush conversations/publications.
- Supporting individual people and Uniting Christian communities in their use of online media and technology.
- Establishing a foundation of reflection based on the themes of Christ centred communities, mission as relationship, unity in diversity and one in Christ alongside other Scattered Communities.
- Contributing to the organisation and leadership involved with Scattered Community Gatherings, retreats and other on-ground ways that may unfold.

- Working constructively and encouragingly within a broad church to affirm the place of both Saltbush and Christian community (Congregations) including Uniting Mission and Education, Secretariat, Uniting, and Uniting Aboriginal and Islander Christian Congress.
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## KEY RELATIONSHIPS

- The Saltbush Team consists of the Saltbush Scattered Community Ministry team (Rev. Natasha He, Rev. Tim Jensen and Rev. Mark Faulkner), all in equal standing, with one person designated as Team Leader (at present Rev. Mark Faulkner). This team sits as part of Uniting Mission and Education and will work within a broad church to both encourage existing and shape new ways of Uniting Christian community in rural and remote settings, including coastal regions, throughout NSW.

Working in encouraging relationships with others is a significant aspect of this position. This includes working across a broad church, valuing the ministry/gifts of others and having a clear understanding of Christian community.

Working within team ministry in dedicated and proactive ways, with care and encouragement of each other, are a significant part of this role and valued by all team members.

### Internal

- Executive Director Uniting Mission (Rev. Glen Spencer)
- Saltbush Team Leader (Rev. Mark Faulkner)
- Saltbush Scattered Community Ministry Team (Rev. Tim Jensen, Rev. Natasha He)
- Fresh Expressions (Rev. Dr. Karina Kreminski)
- Other members of congregations and people on the fringe of church life.
- Presbytery Chairs/Ministers/other Ministers and Lay Leaders
- Rural/Coastal congregations/groups/individuals
- Uniting Mission and Uniting Education Teams

### External

- Secretariat
  - Synod bodies Uniting Resources and Uniting
  - Uniting Community Engagement Team
  - Uniting Aboriginal and Islander Christian Congress
  - The Presbyteries/Regions within our bounds
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## POSITION SPECIFIC CRITERIA

### ESSENTIAL

- An understanding of the Basis of Union and a willingness to work within the ethos and polity of the Uniting Church in Australia.
- Demonstrated commitment and connection to the Uniting Church in Australia.
- Tertiary qualification in Theology/Divinity.
- Significant understanding, experience and gifts in each of the following:
  - Information Technology
  - Online community
  - Ministry and preaching

- A grounded theology and ecclesiology placed within the context of 21st. Century life.
- An understanding of the nature of social values in exploring faith and life as opposed to dogmatic instruction and opinion.
- Creative appreciation and demonstrated skills.
- Experience in exploring and shaping diverse, missional Christian community.
- A broad perspective on the nature of Christian community and the work of the church.
- Demonstrated ability to work within team ministry and pastoral sensitivity with a strong relational capacity to work within a broad-church including understanding, negotiating and managing complex relationships with congregations, presbyteries, synod agencies and individuals.
- Experience in shaping and working with others over distance through technology and electronic communication.
- An ability to work independently while integrating team ministry with attention to demonstrated outcomes.
- An ability to think strategically while at the same time embracing creativity.
- Demonstrated communication skills.
- Demonstrated attention to work/life balance.
- An ability to travel extensively throughout rural/remote NSW.
- Willingness to be located in rural/regional NSW ACT in the south of the Synod.
- A valid driver's license.

**DESIRABLE**

- Diverse placement/church ministry experience.
- Demonstrated long term commitment.
- A sound understanding and experience of rural life and Christian community within the rural/remote setting.

**PERSONAL**

- An ability to reflect personally on the Christian spiritual life.
- The gifts of hospitality and patience.
- The gift of encouragement towards others.
- The ability to boil the Billy on the side of the road and alongside others in diverse locations.

<b>Position Holders Name:</b>		<b>Manager Name:</b>	Rev. Mark Faulkner
<b>Date:</b>		<b>Title:</b>	
<b>Signature:</b>		<b>Date:</b>	19 <sup>th</sup> . September 2025
		<b>Signature:</b>	