



PLACEMENT PROFILE

Presbytery Resourcing Minister - Pastoral Care

Presbytery:	Gippsland
Time fraction:	Full Time (1.0)
Term:	5 years
Suitable for:	Minister of the Word / Deacon / Ministry of Pastor (Lay Person)
Approval date:	4 June 2024

Primary purpose of placement:

- To work with Ministry Agents; Coordinating the work of pastoral care of ministry agents and their families across the Presbytery.
- To develop expertise in pastoral care and theological discernment in congregations, faith communities and agencies.
- To help congregations and agencies identify and develop suitable placements for both specified ministries and pastor positions.
- To work with congregations to support them in adapting to current and future needs and implement appropriate changes.
- To help support and provide resourcing for congregations without ministry agents in place.

Presbytery Resourcing Minister - Pastoral Care

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.”

Presbytery Transition Team Report, 2017, Section D1, page D1.4

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 Christ:

- 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 (lay and ordained) are encouraged, equipped and supported;
- Educational possibilities for congregations and those in ministry are facilitated;
- Intercultural relationships thrive;
- The relationship with Congress is strengthened (where applicable); and
- Communication with the various parts of the Synod is clear, building up strong relationships between all councils of the Church.

Refer to the appendix for further commentary on the role of Presbytery and details of the Presbytery of Gippsland.

The current situation for the Gippsland Presbytery

The Presbytery was subject to a review by the Moderator in late 2023 / early 2024. A significant outcome of this review has been to call and elect a full time Presbytery Chairperson as an Intentional Interim Ministry (IIM) Placement. This placement will commence on 1 July 2024, for a maximum period of two (2) years.

The primary purposes of the Gippsland Presbytery Chairperson IIM Placement are:

- to fulfil the governance requirements of Chairperson of Presbytery;
- to build and nurture a culture of mutual respect, collaboration and trust within the Standing Committee and across the teams of the Presbytery;
- to develop recommendations to Presbytery regarding the future of governance and leadership structures within the Presbytery;
- to lead the Presbytery Ministry Team; and,
- to provide pastoral leadership as necessary across the life of the Presbytery.

These purposes cannot be achieved by the Presbytery Chairperson alone, and the Presbytery Resource Ministers together with all members of Presbytery will be involved in the change and transition that lies ahead for the Presbytery.

There are three Resourcing Ministers in the Presbytery: Mission, Strategy and Education (currently vacant); Mission Resourcing (including Presbytery Secretary); and, Pastoral Care (currently vacant - this profile).

Presbytery Resourcing Ministers are required to attend Team meetings to be held not less than fortnightly, and must participate in Team Supervision. The Presbytery Chairperson is the designated Team Leader and will be responsible for calling team meetings.

The Presbytery Resourcing Ministers need to understand that some role redefinition and adjustment may be required as the Presbytery discerns its way forward. There will be an annual review for each of the Presbytery Resourcing Ministers, with an initial review three months after commencement of the placement.

Primary purpose of this Presbytery Pastoral Care placement:

- To work with Ministry Agents; Coordinating the work of pastoral care of ministry agents and their families across the Presbytery.
- To develop expertise in pastoral care and theological discernment in congregations, faith communities and agencies.
- To help congregations, faith communities, and agencies identify and develop suitable placements for both specified ministries and pastor positions.
- To work with congregations and faith communities to support them in adapting to current and future needs and implement appropriate changes.
- To help support and provide resourcing for congregations and faith communities without ministry agents in place.

Shared responsibilities:

The Resourcing Ministers will work together in the following areas, taking both group and individual responsibility for:

- Relational oversight of those providing ministry in the congregations and faith communities in the Presbytery;
- Upholding the ethos of the Uniting Church as expressed in the Basis of Union;
- Attending regular Resourcing Minister team meetings and team supervision;
- Assisting and encouraging the development of Presbytery leaders and emerging leaders for their ministries;

- Taking initiatives to fulfil key priorities and policies as determined from time to time by the Presbytery;
- Working with and supporting Presbytery committees in ways which ensure efficient use of time and skills;
- Facilitating relationships between those in various ministries of the UCA within the bounds of the Presbytery;
- Helping to equip and enrich all congregations, faith communities, and agencies to engage in mission beyond the bounds of the church;
- Engaging in regional planning for the life and work of the Uniting Church in the area through congregations, faith communities, Uniting and chaplaincies;
- Facilitating the preparation for Presbytery and committee meetings;
- Fostering local and regional ecumenism;
- Participating in worship in the Presbytery and in its congregations and faith communities; and
- Advocating throughout the Presbytery for the work of the Synod and Assembly.

Key accountabilities:

Working with Ministry Agents:

- Coordinating the work of pastoral care of ministry agents and their families across the Presbytery.
- Facilitating relationships between those in various ministries of the UCA.
- Encouraging ministry agents in regard to continuing education, annual ministry conferences, supervision, peer support groups, taking leave entitlements, updating profiles, conducting reviews of ministry, mentoring and compliance with the Code of Ethics.
- Conducting or participating in debriefing at the end of placements with another member of Pastoral Relations Committee.
- Engaging in crisis work with ministers and congregations and faith communities, conflict resolution and support in times of loss and grief.

Working with congregations, faith communities, agencies and institutions:

- Developing expertise in pastoral care and theological discernment in congregations, faith communities and agencies.
- Helping congregations and agency identify and develop suitable placements for both specified ministries and pastor positions.
- Work with congregations and faith communities to support them in adapting to current and future needs and implement appropriate changes.

Support and Resourcing for congregations without ministry agents in place:

- Help identify key lay leaders within congregations and faith communities, and give support and resourcing for their tasks and assist with access to training.
- Help facilitate co-operation and sharing between congregations and faith communities where appropriate.

Presbytery:

- This includes being an active member of Presbytery-in-Council and the Presbytery Pastoral Relations Committee (attending meetings as a non-voting participant); supporting the

Presbytery Chairperson in matters of discipline; assisting with conflict resolution; and Synod or Assembly responsibilities as required.

- Resourcing the Pastoral Relations Committee (PRC).
- Working with the PRC to manage the appointment, training and support of Joint Nominating Committees.
- Keeping the Standing Committee fully informed in the regular reporting at all Standing Committee meetings of conversations, discussions and relationships, and recommendations of any proposed actions.
- Helping Presbytery establish and strengthen links with the agency within its bounds.
- Encouraging the development of local Presbytery leaders and emerging leaders for their ministries.
- Helping with the preparation for the ordination and commissioning of those in specified ministries.
- Participation in discerning applications for candidature, including the period of discernment.
- Encouraging ministers in regard to continuing education, annual ministry conferences, supervision, peer support groups, taking leave entitlements, updating profiles, conducting reviews of ministry, debriefing at the end of placements, and mentoring.
- Assisting with mission studies prior to profile writing; assisting Congregations in defining their commitment to mission and the stewardship of resources.
- Being part of the discernment within Presbytery and congregations needing to see the big picture of the call of God to be the people of God and what this might mean 'on the ground'.
- Oversight of the provision of supply ministry, crisis work with ministers and congregations, conflict resolution and support in times of loss and grief.
- Provide regular reporting to the Presbytery-in-Council.

Synod:

- Representing Presbytery on the Advisory Committee on Ministerial Placements (ACOMP).
- Be involved in no more than two (2) roles in the wider Synod that requires monthly attendance (one day meetings) without permission from the Presbytery Chairperson.

Ecumenical:

- The Presbytery of Gippsland includes a number of cooperating parishes and we consider ecumenical relationships to be of great importance. This role may include participation in regular Anglican/UCA heads of churches meetings and associated tasks, in order to build this collaborative culture.

Competencies:

The Presbytery Resourcing Minister - Pastoral Care will have:

- Demonstrated pastoral skills;
- An ability to reflect on issues theologically within the broad theological framework of the Basis of Union of the UCA;
- Demonstrated capacity to act as change agent, comfortable with change and able to manage change while energizing and resourcing complex organizations;
- Demonstrated capacity to lead and work with people, councils and agencies within the UCA in an encouraging and constructive manner;
- Demonstrated effective interpersonal communication skills, particularly in the areas of liaison, negotiation, mediation, decision making and problem solving;

- Demonstrated capacity to implement policy decisions, coupled with compassion.

It is desirable to have:

- A pro-active approach that listens and responds to people;
- Creativity; and an ability to deal with ongoing role adjustment;
- Clarity on responsibilities and boundaries;
- Willingness to break new ground without losing focus on 'business as usual';
- Accountability – in the role and with others;
- A well-organized approach, with good time management, relevant IT and administrative skills.

Skills and abilities

The successful applicant will have the following skills and abilities:

1. **Christian Discipleship:** maintains active membership within a Uniting Church congregation/faith community; reflects on one's own spiritual life and has translated insights to lead others in gathered communities of faith.
2. **Leadership:** promotes the strategic priorities, focus and advocacy with high integrity. Builds team commitment by demonstrating personal conviction. Supports a process of strategic planning incorporating intentional theological reflection and spiritual discernment. Effectively leads change and remains flexible. Models the Uniting Church ethos and workplace values.
3. **Teamwork:** ability to cooperate and work well with others in pursuit of team goals; to collaborate and share information; to show consideration, concern and respect for others' feelings and ideas; to accommodate and thrive in context of others' different working styles.
4. **Relationship development:** ability to identify issues in common and seek knowledge to build mutually beneficial partnerships; can identify and respond to other underlying needs and use understanding of needs and context to ensure outcomes are achieved and issues are resolved.
5. **Influence and negotiation:** capacity to gain agreement to proposals and ideas; to build support for ideas to ensure ownership; ability to use chains of influence to achieve outcomes, and to involve experts or other parties to strengthen a case; ability to communicate, influence and support decision-making.
6. **Organisation and planning, and change management:** sets clearly defined objectives and priorities and operates accordingly, reviews and adjusts as required. Identifies processes, tasks and resources required to achieve a goal. Establishes systems and procedures to guide work and track progress.
7. **Conceptual and analytical ability:** deals with concepts and complexity comfortably; ability to use analytical and conceptual skills to reason through problems; has creative ideas and can project how these can link to innovation and problem solving.
8. **Communication skills:** excellent verbal and written communication skills; excellent interpersonal skills, and ability to effectively interact with a diverse range of individuals, groups and committees.

9. **Project management:** ability to develop project plans with clearly defined objectives and actions; to regularly communicate with stakeholders; to ensure project objectives are met by anticipating and managing potential and emerging issues; to hold the team accountable for delivery of projects within budget and in line with plans.
10. **Administration skills:** ability to manage competing priorities and meet deadlines; identify processes, tasks and resources required to achieve a goal; establish systems and procedures to guide work and track progress.

Demonstrating teamwork

- Collaborating with other members in the ministry leadership team to deliver agreed goals in this ministry.
- Contributing to a team culture that thrives on mission, expertise and service orientation.
- Openly sharing insights and working well with other team members and the Presbytery.
- Participating in team meetings and conversations with peers in a way that encourages collaboration, connection and light and simple systems.
- Remaining open and flexible to new ideas and the sharing of resources to ensure the wisest use of the Church's precious and limited resources.
- Demonstrating enthusiasm for the strategic direction and the purpose and goals of the Presbytery.
- Reflecting the Synod's and Presbytery's Vision and Mission Statements, team values and team covenant in team decision making.
- Maintaining effective and respectful relationships.
- Resolving any conflict that may arise through effective reconciliation methods.
- Participating in team development activities and exercises to enhance one's own leadership and foster a culture of team work.

Other

This role requires a commitment to receive regular professional supervision (as an individual and as part of the ministry leadership team), to adhere to the code of ethics, to exercise self-care, and to attend to one's own faith development.

Note, this role requires travel which includes long rural distances with associated risks. Each Presbytery Resourcing Minister is encouraged to undertake an appropriate advanced driving course. Also, the travel will require some overnight stays, which are covered within the allowances in the terms of placement.

Appendix

1. The Role of Presbytery

The function of Presbyteries is 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 exercise oversight over congregations within its bounds, encouraging them to strengthen one another's faith and bear one another's burdens, and exhorting them to fulfil their high calling in Jesus Christ. It will promote those wider aspects of the work of the Church committed to it by the Synod or the Assembly (Para 15, The Basis of Union, 1992 Edition).

It is best when these functions are dependent upon the key factor of Presbyteries having relational oversight for those congregations within its bounds. This is not oversight as exercising power or control but a relational way of being where the gathered members, adherents and participants of the Uniting Church are cared for and working together to fulfil their call to discipleship in Jesus Christ. Where relationships breakdown, oversight may mean intervention.

1.1. The functions of the Presbytery

We are first and foremost called to be disciples of Jesus Christ. We gather together as the body of Christ and join in his life and mission. The Uniting Church, according to the Basis of Union, has structured itself through a series of inter-related councils to meet this end.

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

When Presbyteries are functioning well, the life of the whole church is enhanced:

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

1.2. Presbytery–Synod Relationships

The Presbytery does not exist in isolation, but in relationship with the Synod and other Presbyteries and Congregations. It is part of the inter-conciliar structure and relationships of the Uniting Church. In 2016 the Synod of Victoria and Tasmania adopted a set of core relational expectations which set out the basis for the Synod and Presbyteries to work together to build capacity for being the church at mission in contextual ways, ensuring the strategic use of property for missional purposes, and establishing a coordinated relationship between the Synod's leadership and presbyteries' leadership, with a spirit of mutuality and mutual accountability.

These expectations were further detailed by the Synod in 2017 when it requested Presbyteries to engage collaboratively and in a coordinated manner with the Synod to enable Presbyteries to function in ways that are “lighter and simpler”, and so be free to give priority to the Presbyteries’ vital task of oversight involving pastoral-missional leadership.

In order to ensure that these expectations are embodied in the ministry team models adopted by Presbyteries, the Synod further resolved to request each Presbytery and the equipping Leadership for Mission unit to enter into a process of conversation and discernment as part of the implementation process to develop a ministry team model appropriate for its life and for effective resourcing for enabling mission.

Resourcing Ministers have a key role in facilitating collaboration between the Presbytery and congregations and the Synod. As a church we have shared Vision, Mission Principles and Strategic Priorities (see <https://ucavictas.org.au/visionandmission/>) which outline our shared priorities in discipleship together. Presbytery appointed staff work collaboratively within the Presbytery and in relationship with congregations and the Synod in line with the Vision and Mission Principles. In particular, Presbytery appointed Resourcing Ministry roles will relate collaboratively in a coordinated way with the Synod to foster cooperation between Synod units and the Presbytery, so as to enhance our worship, witness and service across the Synod.

The Presbytery needs to manage this interface carefully to ensure that the Resourcing Ministry remains focused on the needs of the Presbytery. For Gippsland, a meeting in Melbourne incorporates up to a full day’s travel in addition to time spent at the meeting. This means that the amount of time spent outside of the Presbytery can be detrimental to the work of the Presbytery.

2. Description of the geographic and demographic area of the Gippsland Presbytery

The Presbytery of Gippsland covers approximately one fifth of Victoria, and extends from Koo Wee Rup and Lang Lang in the west through to Croajingolong in the east and from Philip Island and Bass Coast in the south to the Victorian High Country in the north. It is the only area in Victoria where the people are known by the same name – ‘Gippslanders’. The only ecosystem missing from our area is a desert – otherwise Gippsland really does ‘have it all’.

The Presbytery has an extensive and varied demography. There are a small number of medium sized regional centres, numerous small towns, many small settlements and people living in isolated areas. Gippsland is predominantly rural. It has established towns and centres with good employment levels and socio-economic status plus pockets of low socio-economic living and significant unemployment. There is a large variety of retail businesses, tourism destinations, and light industrial areas throughout the Presbytery.

In general, congregations have an aging membership which provides a great reservoir of received wisdom and ‘know how’. In many parts of the Presbytery, there are energetic and dynamic programs of outreach and children’s ministries. Typically, members of the congregations are involved in community activities to a significant extent. The age profile is higher than the average of the UCA in Victoria. Most congregations are predominantly Anglo/Celtic and they, along with the Presbytery, are experiencing difficulty in filling leadership positions.

3. Description of the Uniting Church within the Presbytery of Gippsland

The Gippsland Presbytery is a region of great diversity. It includes older and well-established areas, others which are brand new and developing with the expansion of urban areas, small towns and

remote settlements. Congregations are also very diverse: in size, in expressions of worship, in theological understanding, and in the level of resources available to them.

There are congregations which are growing in size while some are declining. Some are looking at new ways of co-operating together whilst others want no change.

As a response to this, the Fig Tree Project was endorsed by the Presbytery of Gippsland in May 2019. It was born from the struggle of Mission Areas unable to meet ministry expectations and needs. At its simplest, the Fig Tree Project enables congregations to offer ministry in their own context without the need to combine with other congregations under complex structures. Ministry agents are called to the Presbytery into teams with pastoral responsibility for one or more congregations. The team model offers flexibility and a greater range of ministry gifts and skills. This is an emerging and growing development project of the Presbytery.

There is an increasing number of congregations that struggle to be financially or structurally viable. This raises issues of missional strategy, maintenance and use of resources for the people of God in a particular time and in a particular place. Some congregations have an active outreach to, and support ministry with, Pacific Island rural workers in their communities, enriching the worship life of those churches.

The Presbytery of Gippsland has approximately 21 ministry placements involved in mission and ministry, some of which are part-time; with some congregations and clusters being linked for shared ministry purposes. There are six ministry area teams. The Presbytery includes approximately 33 congregations covering some 42 preaching places and two faith communities. There are currently a number of vacant placements at various stages of the placements process.

Chaplaincies in the Presbytery include:

1. Tertiary Chaplaincy at Federation University Churchill.
2. The Presbytery (in partnership with Frontier Services and the Synod of Victoria and Tasmania) supports ministry in:
 - 2.1 High Country; providing ministry to settled communities in Omeo-Swifts Creek and the Frontier Services Bush Chaplaincy area.
 - 2.2 Ministry in bushfire affected areas provides ministry to settled communities in East Gippsland. This ministry will conclude in August 2024. The Presbytery is discussing with Frontier Services the possibility of continuing a remote area ministry in this Snowy / Orbost region.

Co-operating Parishes:

Within the Presbytery there are a number of Co-operating Parishes (all UCA and Anglican): Neerim South Co-operating Parish, Croajingolong Co-operating Parish, and the Co-operating Churches of Churchill, Boolarra - Yinnar. In addition to this, the congregation of KooWeeRup is working and worshipping with the Anglicans in their area. There are a number of other congregations which have a covenanted agreement or arrangement to share in, offer to, or receive ministry or hospitality from other denominations. Past practice is that representatives of the Presbytery meet regularly with the Anglican bishop.

Camping:

The Presbytery has an active Camping Committee that conducts a 5 day Youth camp each year and is currently investigating the possibility of developing other camping opportunities. This incorporates youth leadership training. The Presbytery operates the Lake Tyers Camping and Caravan Park.

Uniting:

Uniting Vic.Tas has an active presence in the Gippsland region, and has some links with the Presbytery and individual congregations. There is scope to strengthen this relationship. Representatives of the Presbytery meet regularly with agency staff and where possible attend agency staff induction days to continue the link between Church and Agency.

Financial resources:

Synod encourages Presbyteries to develop sources of income beyond that provided from the Synod budget, through the appropriate stewardship of property that does not deprive the wider church of just and appropriate sharing.

Regional property values are low in relation to city values and vary widely according to location. A typical four bedroom home could be valued at between \$600,000 and \$720,000, depending on location. Property sales do not provide significant income for congregations to allow the possibility of contributing to the overall income of the Presbytery. Average income is significantly below that of the average in Victoria. A couple of recent property sales within the Presbytery may allow for access to some additional funding from 2024.

4. Presbytery organization and structure

The Presbytery of Gippsland has been structured in a way that provides leadership through elected office-bearers (Chairperson, Pastoral Relations Committee Chair and Treasurer), Presbytery Resourcing Ministry placements (including the work of the Presbytery Secretary), and a number of committees and working groups that involve both lay and ordained members of the Presbytery. There is a diminishing number of people offering to be volunteers on committees and in leadership roles.