



Uniting Church in Australia
Synod of Victoria and Tasmania
Presbytery of North East Victoria

Placement Profile
Presbytery Minister – Generalist (East)

Presbytery	North East Victoria
Time Fraction	Full Time
Term	Up to 10 years
Suitable for	Minister of the Word, Deacon, Pastor, Lay Person
Terms and Conditions	Refer To Terms of Placement
Approval Date	

The Primary Purpose of the Placement

The circumstance of the church and the role of the presbytery is rapidly changing. In an effort to be best equipped to meet the challenges we face, the Presbytery of Northeast Victoria, is developing a strong team ministry and is looking for a generalist, willing to work as part of that team, to support and equip congregations and individuals within its bounds in the exercise of their ministry. To improve the quality of life of our Presbytery Ministers, and the effectiveness of what they do, the Presbytery has been divided in half. The expectation is that the person who fills this placement will work east of a line that runs through Benalla.

The Presbytery

The purpose and role of the Presbytery 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, in particular, 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. (Basis of Union Para15, 1992 edition) **See also Appendix 2.**

Role Purpose

The Presbytery of North East Victoria is responding to the needs of congregations within its bounds to reimagine life together under the strategic headings: **Small, Lay led, Connected and Relational** – representing the reality of small congregations, a focus on small groups and strengthened lay leadership; a connection to one another through the use of technology and a relational theology. In a time of disruption, such as the one we are currently experiencing, Presbytery Ministers will be vital in maintaining a connection between congregations and the wider church, offering oversight, pastoral care and resourcing.

To this end the Presbytery is seeking a generalist Presbytery Minister to work in the East of the Presbytery as part of a wider team planned to consist of the Presbytery executive, two generalist Presbytery Ministers, a 0.5 specialist in online development, a 0.6 technical support person and two Resource Ministers. Other ministers in congregational placements in the Presbytery will contribute 10 percent of their time to the work of the Presbytery team. The Presbytery believes this team approach creates an exciting and attractive placement in a supported and supportive environment.

The Presbytery Minister (East) will act as a resourcing minister for nominated congregations offering support and care to congregations and leaders. Other tasks would be at the request of the Standing Committee e.g. attending to particular pastoral matters or being part of a Synod group. It is expected that the PM will live in the East of the Presbytery.

The Presbytery is open to the possibility that the eLM role, currently attached to the Presbytery Minister (East) could be rotated to ensure a wider connection for its Presbytery Ministers.

Gifts and Graces

The Presbytery is looking for a person who:

- has a well-rounded, firmly-established spiritual life;
- is a creative, innovative, enthusiastic and committed follower of Jesus;
- Is committed to the rural context and has the capacity to reflect theologically in ways that rural people will understand;
- Has the ability, patience and capacity to help congregations negotiate change through things like coaching, mentoring, and companionship and is willing to develop these skills in others;
- relates well to people across cultures, theological positions and generations;

- has experience in electronic communication including video conferencing (e.g. Zoom);
- has the capacity to resource congregations for worship, leadership and mission including the development of new communities of faith;
- can care for those congregations who are coming to the end of their life.

Having said this, the Presbytery is ready and willing to explore with Presbytery Ministers their particular gifts and graces and is open to what they may bring to the leadership team believing that in this God's people will be best served.

Qualifications and Experience

- Membership of the Uniting Church in Australia.
- An understanding of and commitment to work within the faith and polity of the Uniting Church in Australia.
- Theological, educational and/or missional leadership qualifications and the capacity to support the diversity of faith expressed in the Uniting Church.
- Familiarity with the Councils and Regulations of the Uniting Church in Australia.
- A Working with Children/Vulnerable People Check.
- Familiarity with and willingness to comply with the requirements of the Uniting Church in Australia relevant Code of Conduct for Ministers or Lay Leaders.
- Current Victorian driver's licence
- Ability and willingness to engage in meetings outside normal working hours.

Description of the Presbytery

The Presbytery of North East Victoria stretches from Broadford in the South to the Murray River in the north and from Elmore in the west to Corryong in the east and contains the major centres of Albury-Wodonga, Echuca, Shepparton and Wangaratta. On an average Sunday 1100 people are gathered in 54 preaching places or faith communities, many grouped into clusters. More than half those preaching places have less than 15 people in attendance on a Sunday.

The Presbytery has 22 accredited Lay Preachers (and it is anticipated that more will soon be in training). Currently the Presbytery is promoting the development of local pastors. Across the Presbytery there are 5 full-time and 2 part-time ministry agents. There are three unfilled placements and the potential for two more retirements in the near future but the Presbytery is not without hope and has adopted a set of strategic directions to support existing congregations, to look for new and lighter ways to be the church and to hold the faith through a time of disruption. **See Appendix 1**

Uniting Victas has a presence in the Presbytery, providing significant ministry/outreach in Shepparton, Wangaratta and Wodonga.

Education, medical, social and care services are a vital part of all large centres. Scots School in Albury is a Uniting Church School.

The church and the broader community is largely Anglo with pockets of people from the Pacific, Korea, Africa, Afghanistan and Iraq. There are also communities of First Nations people.

The Presbytery is largely a fruit, wine and dairying area with some larger towns with the usual mix of commerce and light industry. Some small centres are in decline but there are also pockets of growth led by international and retirement migration. There is a wide range of educational and sporting facilities and tourist facilities focused around rivers and mountains.

Presbytery Strategic Direction

See Appendix 1

Meetings

The Presbytery currently meets three times a year. Standing Committee, the Pastoral Relations Committee and Property and Administration committees meet monthly and the Mission and Education Committee meets quarterly.

It is the aim of the Standing Committee to keep Presbytery Minister's time spent in meetings at a minimum. The position, however does require:


- attendance at a one hour approx. online staff meeting on Monday@4,
- the Standing Committee and one other committee meeting.
- The Presbytery expects one formal report through the committee to which the PM is attached outside Standing Committee.
- PM's may present written reports to Standing Committee if they feel it is needed.

Accountability

Presbytery Ministers will be accountable to the Presbytery through the Standing Committee.

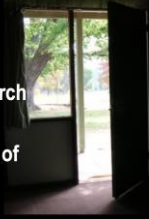
Appendix 1

small,
lay led,
connected
relational



Three tasks

- To support existing congregations
- To look for new/lighter ways of being the church
- To find a way to hold the faith through a time of disruption



Presbytery
Serving
Current
Congregations

- Focus on equipping existing lay leaders. Eg
 - Leading small groups
 - Pastoral care
 - Sacraments
 - Conduct of funerals
 - Resources for Worship

Separate presentation - use of technology

Presbytery
Serving
Current
Congregations


Calling and equipping local people as pastors to serve within and beyond existing congregations

- Full or part time –
- Paid and volunteer –
- Bi-vocational
(local education/mentoring/apprenticing)

Presbytery
Serving
Current
Congregations

We will continue to try to convince you that there are ways to gather other than around preaching in a dedicated church building.

- Other buildings
- Kitchen Tables



Brian Spencer


- using technology

Presbytery
introducing
lighter ways
to be the
church

- Transitioning congregations to small groups (faith communities) eg Nagambie Connect, Strath Creek, Wangaratta at 5
- Equipping to operate as leaders of small groups of people.


Presbytery
introducing
lighter ways
to be the
church

- Working more closely with Presbytery Ministers - connection, oversight and support.
- Leaving buildings we can no longer care for and meeting in other places.



Small Group mission

- Long and short-term small groups
- New faith plants
- Led by competent/equipped lay people, or ordained people.
 - Worship, outreach, building community, interests, service etc



Spirituality that connects-

Tony and Cynthia

Pacifica Workers

- Loni Vaitohi started this work.
- Can we extend his work?
(Moti, Lavinia)




Presbytery holding the faith into the future

- Presbytery as Regional Church
 - Develop an opt in scheme for (small) congregations
 - Central administration – lifting the burden from small, aging congregations.


End of 2023 – no Presbytery staff –

offers opportunities to make quite large changes




Presbytery executive and Presbytery based ministers already working as a team.

(Currently 6)



Congregations with placements being asked to share 10 percent of ministers time with smaller congregations.



Presbytery Administrator

- Secretarial, Financial and Property support
- Mentoring, providing a service for small congregations



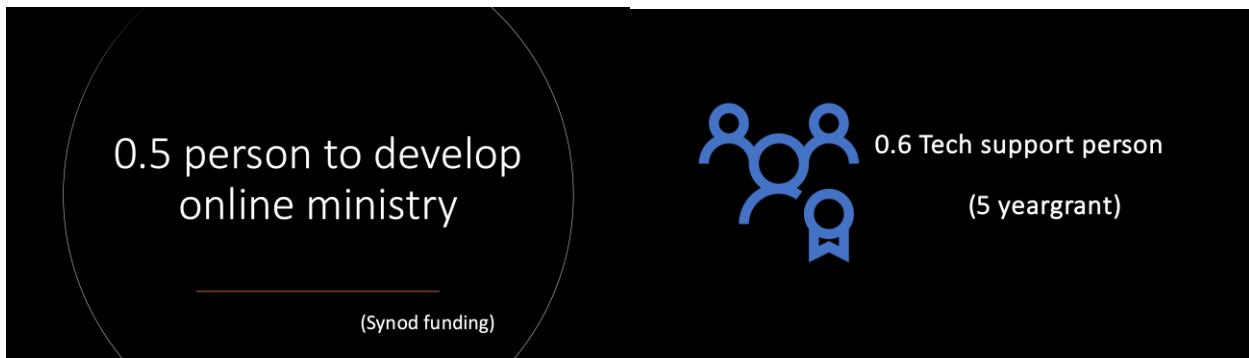
2 generalist Presbytery Ministers (synod funding)

- Work primarily to resource congregations
- To be the “go to” person for those congregations
- Maintaining:
 - Lines of responsibility and accountability;
 - The ethos of the Uniting Church
 - Connecting congregations to the wider church

1 FT Presbytery Minister operating east and another west of Presbytery with resourcing responsibilities for particular congregations (some adjustments on central border).



Some traditional tasks shared across the wider team... gifts and interests and availability..



Appendix 2

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, pg D1.4

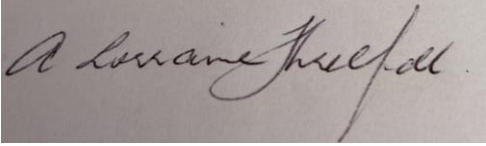
The core responsibilities of presbyteries are laid out in the Constitution and Regulations 3.1.3, and fall into three key areas: Pastoral, Mission/Education and Administration. When Presbyteries are functioning well, they contribute to the building up of the whole Body of Christ

- 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 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 September 30 2018, amount to two equivalent full time positions. Funding is also available for a 0.5 eLM position.

The way in which Presbyteries configure their ministry from these resources will vary. 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.

A handwritten signature in cursive script, reading "Lorraine Threlfall", written in dark ink on a light-colored background.

Signature: Secretary of Standing Committee

Name: Lorraine Threlfall

A handwritten signature in cursive script, reading "Robert Lees", written in dark ink on a light-colored background.

Signature: Chair of PRC

Name: Robert Lees