

PLACEMENT PROFILE – December 2024
Presbytery Resource Minister for Southern Tasmania

Presbytery:	Presbytery of Tasmania
Time fraction:	1.0 FTE
Term:	5 years
Suitable for:	Minister of the Word / Deacon / Ordinand / Pastor
Approval date:	

Primary purpose of placement:
<p>The Presbytery of Tasmania seeks a collaborative and creative leader to join the Presbytery ministry and leadership team in resourcing the Uniting Church in Tasmania.</p> <p>The Presbytery ministry team works together with other Presbytery leaders (Presbytery meetings in council, the three oversight committees and other UCA staff) to implement the Presbytery’s strategic focus:</p> <p><i>to enable / empower / assist congregations & faith communities to thrive, and to utilise resources well for God’s mission</i></p> <p>Opportunities for innovative mission and ministry, as well as encouraging and nurturing existing communities of faith (congregations, clusters/parishes and faith communities) and enriching the relationship with <i>Leprena</i> UAICC Tasmania, require an experienced and committed Uniting Church ministry leader with creativity, adaptability, resilience and strong collaboration skills.</p>

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 Christ¹:

- 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.

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 Adapted from Yarra Yarra PM Profiles, 2012

Presbytery Minister as ministry leader and Presbytery staff

Key Relationships

Presbytery Ministers as ministry leaders and Presbytery staff have a key role in facilitating collaboration between congregations, Presbytery and Synod, and the Assembly. As a Presbytery we have a statement of strategic focus (see page 1), and with the Synod we have shared Vision, Mission Principles and Strategic Priorities (see Appendix) which outline shared priorities in discipleship together.

Presbytery appointed staff work collaboratively within the Presbytery and its committees, 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*),
- the **Mission Resourcing unit**, and
- **Leprena UAICC Tasmania**

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

Key roles of a Presbytery Minister include:

- Exercising oversight (pastoral, missional) of those providing ministry undertaken in the congregations, agencies and schools in the Presbytery
- Encouraging congregations in their missional life of worship, witness, service and discipleship formation in their local and wider community contexts
- Enriching the relationship with *Leprena* UAICC Tasmania
- Ensuring the shared flow of resourcing (missional, financial, education and practical) for equipping leaders for mission within the Presbytery
- Upholding the ethos of the Uniting Church as expressed in the Basis of Union, and facilitating opportunities for continuing education, reflection and compliance with the Uniting Church's Code of Ethics.
- 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).

Presbytery Context

Description of the geographic and demographic area of the Presbytery

The state of lutruwita/Tasmania has beautiful and remote wilderness areas, rural and seaside towns and villages, isolated islands and busy cities.

Tasmania has continuing traditional custodians (First Nations groups) and visible heritage from the colonial era of settlement, as well as increasing cultural diversity in some locations.

The population of around 500,000 people has strong continuing connections to colonial settlement and is growing as 'mainlanders' seek a lifestyle change away from the over-crowded and expensive cities. Disconnection and isolation from the mainland present some challenges, including easy access to family and friends, timely access to some medical services, and travel requirements for regular meetings of the wider Church including Presbytery Minister networks.

Challenges across the state of Tasmania include economic and employment levels, health and education challenges, with some Local Government Areas being the lowest in the country on some measures of socio-economic disadvantage.

Description of the Uniting Church in Tasmania

The Uniting Church in Tasmania includes *Leprena* UAICC Tasmania (Congress), around forty local congregations and faith communities, community service programs (Uniting Vic.Tas), aged care communities (Uniting AgeWell), and one associated educational institution (Scotch Oakburn College).

Between 1,500 and 2,000 active Uniting Church members and adherents are regularly involved in worship, witness and service across Tasmania. Congregations and members of the Uniting Church in Tasmania include a breadth of theological frameworks and expressions that are held and respected across the life of the Presbytery. This invites a sensitivity in leadership to that breadth and respectful engagement with diversity is needed.

Many Uniting Church congregations are responsible for heritage properties with strong relational links within local and regional communities as well as increasing maintenance costs and challenges. The Uniting Church in Tasmania is also responsible for around forty cemeteries with regulated compliance requirements including safe public access.

Some adaptive responses include movement from traditional church buildings and activities to simpler more modern premises, and innovative outreach into local communities. Properties 'surplus to mission' are sold and the proceeds shared following standard Uniting Church policies.

The UCA Tasmanian Office is located in Launceston, roughly mid-way between the North West coast and the greater Hobart region.

The Presbytery has a manse in southern Tasmania located in Mount Nelson (currently rented), or will provide manse rental or a manse allowance relevant to the needs of the minister in this placement.

Previously the Synod of Tasmania included three presbyteries: in the South, the North and the North West. Although this oversight structure no longer operates, it does indicate the relative geographic location and previous grouping of congregations. In this profile, "southern Tasmania" includes the Midlands and Glamorgan-Spring Bay area, while "northern Tasmania" includes both the North and North West.

Presbytery Staffing

Organisational Structure

The Presbytery ministry team includes the following three placements:

- **Synod Liaison Minister** (Synod appointment) who is the Presbytery ministry team leader in Tasmania and also currently Presbytery Chairperson (1-year term ending March 2025);
- **Presbytery Resource Minister for Southern Tasmania** resources local leaders including any ministers in placement (if present) in the southern half of Tasmania, encourages new ways of being church, provides pastoral care contact and oversight for any ministers in ministry placement or supply, and collaborates with the ministry team and other UCA staff in resourcing the Presbytery in council and Presbytery committees.
- **Presbytery Resource Minister for Northern Tasmania** resources local leaders including any ministers in placement (if present) in the northern half of Tasmania, encourages new ways of being church, provides pastoral care contact and oversight for any ministers in ministry placement or supply, includes a partnership role with the *equipping Leadership for Mission* (eLM) unit in the VicTas Synod as 'Presbytery eLM Minister' for Tasmania, and

collaborates with the ministry team and other UCA staff in resourcing the Presbytery in council and Presbytery committees.

The Presbytery continues to explore effective ways to support ministry with children, youth and their families, and to support local leaders responsible for Uniting Church property and cemeteries. The Presbytery may add further staff roles to the Presbytery ministry team.

Team Ministry/ Team Expectations

Presbytery Ministry is offered through a strong collaborative team structure with regular meetings of the Presbytery ministry team, and with relevant staff and committees: Presbytery Standing Committee (PSC), Pastoral Relations Committee (PRC) and the Resources and Development Committee (RDC).

Resource ministry recognises the range of local leadership structures, including Church Councils, clusters of congregations, Faith Communities, ministers in ministry placement with a congregation or cluster, lay worship leaders and other local leadership roles, and expressions of Church that are not a congregation or recognised faith community.

Resource ministry includes encouraging others in their own leadership and fostering leadership development, connecting them to resources and relationships from the wider Church (Presbytery, Synod and Assembly), and assisting with discernment and strategic planning for the future.

These ministry/staff positions

- are linked to the structure of committees and networks within the Presbytery, and to the committees structures of the Synod (including the Presbyteries-Synod Forum, Money for Mission Steering Committee, and Placements Committee) and Assembly networks/circles;
- relate with congregations and others through a variety of face-to-face encounters in local settings as well as through electronic communication.

These ministry/staff positions are open to both lay and ordained persons.

In 'walking the way of Jesus', it is expected that the ministry team 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
- connect regularly with the UCA Tasmanian Office, and
- model team ministry across the eight Presbyteries and in relationships with Synod staff.

In Tasmania the Synod Liaison Minister has responsibility for convening ministry team meetings and coordinating ministry functions (Reg 2:11.3 (b)).

Placements

Placements for these ministries are through the normal placements process, including advertising the placements if requested. This is a placement of the Presbytery.

Accountability

Presbytery Ministers are members of the Presbytery Standing Committee and are accountable to the whole Presbytery through the Standing Committee. Standing Committee is responsible for the exercise of this accountability for the team and the individual members of the team.

Role description of the Presbytery Resource Minister for southern Tasmania

The Presbytery Resource Minister works with leaders of congregations including ministers in placement for southern Tasmania, and with the Presbytery committees (PSC, PRC and RDC) and the Presbytery meeting ('in council').

The Presbytery Minister resources and encourages local communities of faith in ministry and mission amongst their local and regional communities, and innovative expressions of faith, discipleship and service in the world.

The PRM for southern Tasmania works with Presbytery eLM Minister to link eLM staff and resources into Tasmania, and to communicate the perspectives, challenges and opportunities of Tasmania into the wider networks across the Synod of Victoria and Tasmania.

Key Responsibilities

The Presbytery's Resource Minister for southern Tasmania:

- a. contributes to the leadership of the Presbytery through the Presbytery Standing Committee and the Presbytery ministry team, and facilitates collaborative ways of working, communication and planning across the Church.
- b. assists each congregation and faith community – in its own context for ministry and mission – to thrive in worship, witness, service and discipleship formation (UCA Assembly *Act2*).
- c. provides oversight, guidance, resourcing and support to local ministry leadership teams (lay leaders and any ordained/recognised ministers if present).
- d. provides pastoral care oversight for UCA ministers in placement, in conjunction with the Pastoral Relations Committee.
- e. collaborates in organisation and leadership of Presbytery events including educational opportunities focussed on developing healthy communities of faith and forming leaders for a missional church.
- f. enriches the relationship with *Leprena* UAICC Tasmania (Congress).
- g. encourages leadership formation: links local leaders to relevant resources, networks, and staff to encourage initiative and local responsibility for growing the Church.
- h. encourages mission development: experimentation, innovation, new initiatives, pilot projects, missional outreach, discernment of local community assets, needs and opportunities, to grow the mission of the Church in the service of local communities.
- i. assists local leaders in fulfilling the Church's legal, ethical and social obligations.
- j. engages with Presbytery and Synod oversight committees to maintain strategic focus.

Required gifts/skills

- a. Commitment to the Uniting Church including the Basis of Union, and experience in Uniting Church structure and polity.
- b. Relevant theological qualifications, and capacity to support the diversity of faith expressed in the Uniting Church.
- c. Experience and demonstrated ability to resource congregations, lay preachers and local leaders, including in intergenerational and intercultural approaches to building community, forming faithful disciples and encouraging active mission in the world.
- d. Ability to think and plan strategically, and to assist others to do so
- e. Experience in leading adaptive change for a post-Christendom Church: capacity to read context, reflect theologically, identify possibilities and to work collaboratively in discerning ways forward.
- f. Skills in coaching, mentoring and companioning, including the capacity to facilitate others' acquisition of the skills of coaching, mentoring and companioning.
- g. Demonstrated capacity to work collaboratively and respectfully within teams.
- h. Excellent verbal and written communication skills.

Desired gifts/skills

- a. Experience and expertise in Microsoft Office suite (Word, Excel, and Outlook) and shared electronic filing systems.
- b. Experience in electronic communication including video conferencing (e.g. Zoom, Teams).
- c. Sound organisational and administration skills.

Qualities

- a. Personal commitment to life-long Christian discipleship.
- b. Self-awareness and the capacity for self-care and nurture in the ongoing journey of faith.
- c. Demonstrated initiative, with the capacity to work autonomously and as part of a team.
- d. Excellent attention to detail, analysis and problem solving skills.
- e. Capacity to manage competing priorities and meet deadlines.

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 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.

In April 2023 a Synod-wide Strategic Planning Task Group commenced *Faithful Futures* as a joint project of Presbyteries and the Synod, to work towards the preparation and articulation of a common Strategic Plan in Victoria and Tasmania.