



A Placement Profile

A1 Presbytery	Western Victoria Presbytery		
A2 Name of Placement	Lowan Uniting Parish		
A3 Placement city/suburb/town	Nhill		
A4 Church/Office location(s)	Victoria St., Nhill		
A5 Congregations and agencies associated with this placement	Nhill and Jeparit		
A6 Ministry leadership being sought	Specific ministry role:	<input type="text"/>	
	Minister of the Word <input checked="" type="checkbox"/>	Deacon <input type="checkbox"/>	Ministry of Pastor <input checked="" type="checkbox"/>
	Ordinand <input checked="" type="checkbox"/>		
A7 Specific details	Additional placement <input type="checkbox"/>	Replacement placement <input checked="" type="checkbox"/>	
	Full Time <input type="checkbox"/>	Part Time <input checked="" type="checkbox"/>	Time fraction <input type="text" value=".5"/>
	Earliest Start Date:	3/03/2025	
A8 Placement term	Undefined <input checked="" type="checkbox"/>	Up to 10 years (see Reg 2.7.3(a))	
	Fixed Term	Required for non-congregational placements (see Reg 2.7.3(b))	Years <input type="text"/>
A9 To be completed by Presbytery, with reasons given on page 11:	Is permission sought to advertise?	Yes <input type="checkbox"/> No <input type="checkbox"/>	
	Is a Priority Placement recommended?	Yes <input type="checkbox"/> No <input type="checkbox"/>	
A10 Website	lowan.unitingchurch.org.au		
A11 Social Media	<input type="text"/>		
A12 Google map link	<input type="text"/>		
A13 Area map (paste image)	<div style="background-color: #e0f0ff; height: 150px;"></div>		



B The Congregation

B1 Tell a potential minister about this placement and yourselves, in your own words and pictures, in no more than one page. Share something of your congregation’s values, beliefs and ways in which you live out and share the gospel message.

Include comment about why you need a new minister. How will this placement be exciting, challenging, and attractive to a minister? How can God be served in new ways here? What do you want the Minister to do with you and for you?

This is your chance to ‘be creative’ and catch the attention of someone who is thinking of sharing their call, their gifts, their life with you.

The Lowan Parish consists of two very different congregations just 30 minutes drive apart. The Jeparit congregation is very small , and planning to celebrate 100 years of ministry in the church in August 2025 before closing the building. The future of the congregation is uncertain, but we hope that ministry will continue in some form.



The Nhill congregation has an average regular attendance of between 60 and 70 worshippers, and see themselves as an intergenerational church that welcomes anyone from the community . They are a welcoming and embracing congregation, open to different styles of innovative and creative worship, with capable lay leaders. A small number of children of different ages come with their families, and a number of adults attend a monthly mid week discussion group over a meal. The Ladies Auxiliary is active, along with the Church Council that gives good oversight for the two congregations.

The Nhill congregation has close links to the Karen Baptist Church which meets in the church building for their own services. At various times combined Karen/English services are held, while a variety of ecumenical services have also been held throughout the year.

The Nhill church building has modern facilities with church and hall connected, allowing ample space for a growing congregation. It has an excellent sound system with all words for songs and visuals shown on large television screens.

Any person in placement will be immediately recognised and welcomed as a leader by the whole community .



Nhill Uniting Church



Jeparit Uniting Church

B2 List and explain any particular priorities which the congregation has identified and which it will address in the next two to five years?

Ministry to the aged is a priority, along with more interaction with young people, and intergenerational worship.

Development of lay people in leadership, and discovering different styles of worship.

Expanding our approach to hospitality through broader engagement with the community.

Chaplaincy to the community is also an untapped avenue of service being pursued. .

The Nhill congregation will be looking at continuing its relationship with the Karen Baptist congregation as well as pursuing ecumenical activities with other denominations.
 The Jeparit congregation will be considering its future ministry into the community after the closure of the church building in August 2025

B3 Does this placement relate to more than one congregation?
If so, provide details on page 8.

Yes

No

B4 What ethnic and language groups are represented in the congregation?
What proportion of the congregation does each represent?

Zimbabwean, Fijian, Filipino -all English speaking
 Combined services are held at times with the Karen Baptist congregation where both languages are used.

B5 What languages are spoken in the life of your:

Congregation, by		Community, by	
Individuals	English	Individuals	Karen, Indian, Asian & numerous other languages, although most understand English.
Groups	English	Groups	As above

B6 What languages are spoken by the congregation in worship?

English at all services, and translated into Karen when combined services are held

B7 Describe any involvement your congregation has in covenanting with first nations people.

None

B8 List any UCA Schools and/or agencies (Uniting VicTas, Uniting AgeWell) with which the congregation has an existing relationship.

We have had limited relationship with Uniting Wimmera in the past, but look forward to greater engagement in the future, especially through the Wimmera Regional Council.

C Mission

C1 List three of your missional activities that your congregation does best?

Support and interaction with Karen Baptist congregation
Hospitality into the community through activities such as catering for funerals and supporting families in grief.
Informal visiting and pastoral caring between church congregation and community, along with services at Aged Care homes and hospital

C2 What are three missional activities your congregation would like to develop?

Chaplaincy to the community through sporting clubs and other organisations
Interdenominational interaction
ALPHA and other small group activities that will connect with young people and those outside the church
Develop more intergenerational and inclusive styles of worship

C3 How has the congregation changed in the past two years?

The congregation has grown.
Different styles of worship have developed because of lay leaders taking services
A number of families with Lutheran backgrounds have joined after their small country church closed .
More interaction with the Karen Baptist congregation, and more involvement with other denominations in combined events.
Small groups have started and continue to be an encouragement .

C4 What changes and developments are anticipated in the next three to five years?

More interdenominational interaction, building on the success of recent events such as worship services, carol singing, and 'stations of the cross' .
Greater development of lay worship teams
The Jeparit congregation will stop meeting in the church building from August 2025. There is opportunity to encourage broader Christian engagement with the Jeparit congregation and the wider community in the future.

D The Community

D1 Describe the wider community in which your ministry is located.

The Nhill and Jeparit district is primarily a farming community focussing on grain crops and livestock. The towns are a mixed community of retirees and young families, increasingly multicultural especially in Nhill with up to 30 different cultural group backgrounds being a significant presence in the community. 10% of the population is Karen.

Nhill has a number of well attended churches .Currently there are seven denominations other than the Uniting Church: Lutheran, Anglican, Roman Catholic, Presbyterian, The Hub (a campus of the Horsham AOG Harvest Church) ,Seventh Day Adventist and the Karen Baptist church. There is a resident Lutheran Pastor in the town.

Jeparit has a Lutheran Church served by the Nhill pastor.

Nhill is a major service centre for the surrounding area: poultry industry, manufacturing, and public services including Hindmarsh Shire offices, three schools, hospital, dentist and aged-care facilities. Retail shops include an IGA, 2 X Mitre 10 hardware stores, cafes, 2 X Asian food outlets , two hotels, motels , clothing and gift shops and numerous other options. Jeparit has a primary school, aged care hostel and nursing home , a Shire customer service outlet and a supermarket.

Sport is a major focus for the community across the district.

There are some significant disparities in wealth and social need both in and between the communities of Nhill and Jeparit, with significant unemployment and fluctuations in rural economics.

Demographic information from 2021 census:

Nhill population 2,401, median age 47, 627 families.153 primary aged children, 132 secondary
Jeparit pop 476, median age 56, 133 families. 18 primary aged children, 18 secondary



D2 What makes this an enjoyable place to live?

Community spirit, a strong volunteer ethic and small town convenience.
 A safe place to live.
 Most facilities available in the town, and other facilities are available within an hours drive to Horsham
 Active community offering various events through the year
 Many sporting and service groups available
 Buses and train services to major centres.

D3 What are the points of stress and pain in the wider community?

Fluctuations of the market and climate variability are significant stresses for our farming community
 Grief in loss of loved ones as well as domestic violence, and marriage breakdowns
 Prominent families moving away to larger towns
 Volunteers are ageing making it a struggle for some organisations to keep functioning as well as in past years.

D4 How closely does your congregation reflect the demographics of your local area?

The congregation has a higher percentage of older people and people from European backgrounds

D5 What community facilities are present in the local area?

Schools: Nhill: Nhill College P-12, Nhill Lutheran School P-6, St Patricks College, P-6,
 Buses also take children to Lutheran and Catholic schools in Horsham
 Taxi service to Special School in Horsham
 Jeparit: Jeparit Primary School

Health: Nhill: West Wimmera Health Services including Nhill Hospital, Dental services ,
 Currently 5 doctors through Rural Doctors Group , with visiting health specialists
 Iona –Digby Harris Aged Care Centre, Avonlea Aged Care
 Jeparit: Aged Care Hospital 1 visiting doctor

Hindmarsh Shire Council with offices in Nhill.
 Community services such as libraries, swimming pools, Nhill Learning Centre

Sporting Clubs including football, hockey, netball, golf, bowls, tennis, squash, badminton, Park Run and more!
 Service and Community Groups including Lions, Rotary, Probus, Senior Citizens, CWA, A&P Society, Nhill Mens Shed, Vintage Club, Nhill Aviation Heritage Centre, Nhill Silo Heritage Project , Fire Brigades , SES, Piggery Lane Players Drama group and many more

E Statistics

E1 Information about the congregation(s)

Congregation	Name of congregation	Name of congregation	Name of congregation	Name of congregation	Name of congregation
Number of contacts on Pastoral Roll	Nhill 160	Jeparit 44			
Average number attending worship each week	65	6			

E2 During the past two years:

Baptisms	1			
Confirmations				
Transfers in				



Transfers out					
Marriages					
Funerals	24	2			

F Worship

F1 Worship services or regular worship-related gatherings

Style of Service	Frequency/Time	Av. Attendance
NHILL: Traditional/creative	weekly	65
Music using organ & Cds/DVDs		
JEPARIT traditional	2X month	6
Music using CDs		

G Activities

G1 What regular groups meet in your congregation?

Group	Frequency/Time	Av. Attendance
Ladies Fellowship	1 X month	20
ALPHA/BETA group	1X month	15



H Governance

H1 Describe the governance of the congregation and the leadership structure, including the key committees. Include the size of the Church Council.

Church Council consists of 12 leaders
Nhill Property committee , Worship Committee and Pastoral Committee are all responsible to the Church Council

H2 Who is involved in making important decisions, and how are such decisions made?

Church Council makes final decisions after discussion and all points of view have been considered and canvassed .An agreement is then reached. If necessary a formal vote may also be held.

H3 When and how does the Church Council meet?

Church Council meetings held bi-monthly. Sub committees usually meet between council meetings.

H4 Does the placement offer any administrative support? Is there a church office? Does it have up-to-date equipment? Is there secretarial or admin help based in the office? How many hours?

An office is set up in the Church with photocopier/printer, and a laptop available for use if required.
A member of the congregation edits weekly news sheets on an honorarium basis.
Other members prepare power point presentations as needed.

H5 What roles do members of the congregation have in leadership of worship, study, action and prayer groups and missional activities?

NHILL: Worship leading, music, prayers message, small group leaders.
Pastoral care and leading services at Avonlea and Iona Aged Care
JEPARIT: Two members lead services at times

I Multiple Congregations

Complete this section if the placement relates to multiple congregations.

I1 List the names of congregations relevant to the placement

Nhill and Jeparit

I2 What are the unique characteristics of the various congregations?

Nhill:

The congregation has a large number of faithful members who attend weekly.

They are predominantly from farming backgrounds with both current and retired farmers.

There are a number of professionals including those with teaching, medical and business backgrounds.

A number of people from other denominations have made the Uniting Church their home, while many have come in from the surrounding communities where churches have closed.

Jeparit:

The congregation is quite small, with long term, faithful worshippers.

Recently due to age and illness, attendance has become irregular

I3 Describe the existing or potential relationships between the congregations. How do they interact, or do any groups interact?

The congregations mainly interact at the Annual Parish Meeting.

The congregations provide mutual support to each other as demonstrated in such things as exchanging lay preachers and shared financial support

I4 How long have the congregations been working together?

Since 1970s – there have always been a variety of arrangements through which the communities have worked together, usually linking the smaller communities with a larger centre, but not necessarily in the same arrangements

I5 Are there others beside the minister who work with more than one congregation?

Some Nhill Lay preachers lead services at Jeparit

I6 Is ministerial time or activity expected to be divided in a particular way?

It is anticipated that with Jeparit's uncertain future there will be increased need for pastoral care of the Jeparit people. The time allocated to this will be up to the discretion of the minister

J The Minister

J1 What are the primary responsibilities expected of the role?

Leadership of worship, preaching and teaching.
Empower and encourage people to develop their gifts, including leading worship.
Pastoral care in the community, including visiting hospitals and leading funeral services as requested.
Explore and develop new ways of being a vibrant , all- inclusive Church in our community
Possible chaplaincy work with the community, including local sporting clubs and/or school

J2 What qualities are important in a new minister in this placement?

"We want someone who loves God and loves people" i.e. A person who is sensitive, and perceptive
A people person who is able to lead in ways that attract and retain people, able to adapt to the person being engaged with, and who is willing to work with and communicate well with the Church Council
An Innovator, willing to try new things not just maintain the 'status quo', who is able to bring people along with them.
A leader who is a team player – e.g like a playing coach.

J3 Name up to five areas which would be expected to be a high priority for the Minister, and explain why these are included.

Leadership of worship and proclamation of the gospel.
Enabling , training and supporting lay leadership of worship
Nurturing people in their faith, spiritual development, and capacity to share faith with others
Pastoral care and visitation
Engaging in new mission initiatives beyond traditional structures

The Parish requires a leader who will bring a wider view to the congregation and who will give on- going support to the lay people who are currently filling ministry roles.

J4 If the placement is suitable for the Ministry of Pastor, list competencies that will be required (Reg 2.4.3).

Teaching and preaching
Development of lay leadership
Oversight of pastoral care
A mission presence in the community

We understand that the Pastor is under the oversight of Presbytery and is appointed to a special locality.

J5 Explain any language requirements or preferences for the role/placement.

English

J6 Is this placement part of a team ministry?

Yes No

J7 If so, list other ministry roles (including names of ministry agents, with designation and placement date) associated with the congregation(s).

J8 Describe any particular expectations about the way any team ministry will operate.

J9 Describe any other leadership team arrangements with which the Minister will work in the placement.



It is expected that the pastor will work with the Church Council and lay leaders, and potentially offer collegial support to other pastors and leaders in the Wimmera.

**J10 What housing arrangements are available to the minister?
(Note that it is a responsibility of the placement to provide housing for the Minister unless the Minister chooses to live in her/his own home).**

A manse is currently being rented by a family but would be available for a placement if necessary
A smaller unit could be secured if preferred.

K Presbytery

This section is to be completed by the Presbytery Pastoral Relations Committee. It requires significant detail. Please avoid one sentence answers.

K1 Presbytery comments on the mission directions identified for the next three to five years?

The Presbytery endorses the direction that the congregation is seeking to take.
PRC encourages Lowan to actively explore their idea of community/Hospital chaplaincy.
The ongoing cooperation with the Karen community is to be encouraged.

K2 What is the Presbytery perspective on the life and future of this placement?

Lowan is a good news story. It has strong lay leadership and is a vibrant, growing congregation. It has done very well under the leadership of both the church council and the previous Pastor. There is energy and direction that bodes well for its future.

K3 What church style best describes the Congregation; is a transition between styles anticipated or sought? (see Church Style Document at <https://victas.uca.org.au/ministry-mission/placements/>)

Family/Pastoral

K4 Name of previous Minister in this placement:

Russell Dunlop (Pastor)

K5 For which ministries does the Presbytery consider that the placement is suitable?

Minister of the Word Deacon Ministry of Pastor Ordinand

K6 Is a Priority Placement recommended? If yes, provide reasons.

Yes No

K7 Does the Presbytery recommend that the placement be advertised? Yes No If yes, provide reasons.

Lowan is quite close to the South Australian border. To look west is a logical thing for Lowan. Its last two placements have been Pastors in Placement and to be able to look for appropriately skilled lay people might be helped if advertising is allowed.

K8 Does the Presbytery foresee any changes to placement responsibilities or relationships that may be required? Yes No If yes, provide details.

While we have ticked no, we recognise the rapidly changing nature of placements. The Wimmera region is increasingly operating as a region. This may see a growing possibility for changes in the way Presbytery organises placements that could impact Lowan.
The closure of the Jeparit church building is foreshadowed, ongoing connection with the Jeparit community is seen as a vital mission.

K9 Is the Presbytery satisfied that adequate and appropriate accommodation will be available? Yes No

K10 If not, what steps are being taken to address this?



K11 Is adequate financial support for the placement and other expenses available?

Yes

No

K12 Source of funds (Congregation, grants, Presbytery, other)

Congregation.
PRC believes there is capacity to fund above 0.5 FTE. This could be explored in a conversation.

**K13 Does the Presbytery wish to make any other additional comments?
Include any particular arrangements/expectations required by the Presbytery of its placements.**

The Presbytery understands that part time will be challenging to find for Lowan. That said, the last two placements have been a great success and we believe that the right person for Lowan is out there.

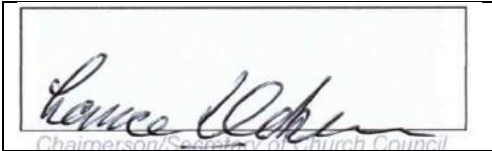


Joint Nominating Committee

	JNC Chairperson	Second Presbytery JNC Member
Name	Harvey Champness	Bev Collins
Phone	0427 255 732	0427 891 899
Address	13 George St., HORSHAM 3400	170 Lloyd St., DIMBOOLA 3414
Email	harveychamp@bigpond.com	beverley_collins@bigpond.com

Church Council approval


Date of Church Council approval	7/04/2025
Date on which form is forwarded to Presbytery	9/04/2025

Signature  Date

Chairperson/Secretary of Church Council

Pastoral Relations Committee approval

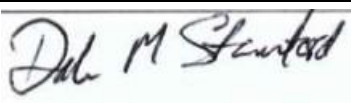

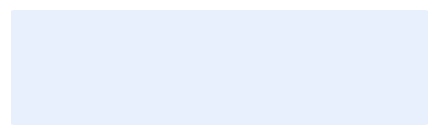
Date of Pastoral Relations Committee approval	1/05/2025
Date on which form is forwarded to Synod	5/05/2025

Signature  Date

Chairperson/Secretary of PRC

PRC Secretary: email the completed and signed profile, including the Terms of Placement on the following page, to placements.secretary@victas.uca.org.au

Terms of Placement

1. Placement	Lowan Parish	
2. Presbytery	Presbytery of western Victoria	
3. Minister Name		
4. Time Fraction	<input type="checkbox"/> Full time	<input checked="" type="checkbox"/> Part time - Time fraction.. 50 %
5. Term	<input checked="" type="checkbox"/> Up to 10 years	<input type="checkbox"/> Fixed term of years
6. Other details about term (eg plans for review)	Review after 3 years	
STIPEND – For further information refer to Summary of Ministerial Provisions and Charges		
7. Stipend *	<input checked="" type="checkbox"/> YES	
8. Payment by Centralised Stipend	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
9. Additional provision (if any)% Reason:	
TRAVEL		
10. Car and Fuel allowance * – Minimum of 5000km	10,000 km	
11. Is a car provided?	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
HOUSING		
12. Manse	Owned by placement <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Rented by placement <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (2 bedroom unit)	
a) Address if manse owned by placement	Manse :16 Pine St., NHILL 3418 Unit: McPherson St., NHILL 3418	
b) Declared to be an acceptable condition by the Presbytery?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	Date of inspection:2020
13. Manse Allowance	To be paid if minister does not require accommodation * <input type="checkbox"/> Minister to check box	
14. Other details		
ALLOWANCES		
15. Annual Leave	<input checked="" type="checkbox"/> 4 weeks annual leave (including 4 Sundays) (pro rata)	
16. Study Leave	<input checked="" type="checkbox"/> Minimum of 2 weeks study leave (pro rata) *	
17. Sundays (if applicable)	<input checked="" type="checkbox"/> One Sunday per quarter (non-cumulative) free of placement duties	
18. Internet & Phone Allowance	<input checked="" type="checkbox"/> Allowance (minimum \$70/month): \$70.00	
19. Personal Resources & Development Allowance (PRDA)	<input checked="" type="checkbox"/> Full - Minister does not use allocated equipment (PC, desk etc) * <input type="checkbox"/> Discounted - Minister to use allocated equipment \$	
* AS DETERMINED ANNUALLY BY THE SYNOD		
These Terms of Placement were approved by the Church Council on 7/04/2025		
		
Secretary/Treasurer Date 8/04/2025	PRC Chairperson/Secretary Date 1/05/2025	Minister accepting Call Date Click here to enter a date.

Notes in regard to the Terms of Placement Schedule

Ministers of the Word, Deacons, and Pastors are normally called for an undefined term. Extension beyond 10 years requires agreement of Minister, Placement and Presbytery. [Reg. 2.6.8]

Terms of Placement (ToP) must be approved by both the Church Council or other responsible body and the Presbytery, and lodged with the Placements Committee before the placement can be listed. When a call is accepted a copy of the ToP, signed by minister, placement and Presbytery, is to be sent to the Placements Committee Secretary and the Presbytery PRC. During a Placement, variation to these Terms of Placement needs the prior approval of the Presbytery; and the Placements Committee must be notified.

STIPEND: The Synod approves a minimum stipend figure each year.

Additional loading: Some Placements pay a percentage loading above the minimum, which must be justified to the Presbytery with the reasons being on public record within the Presbytery.

CAR ALLOWANCE: Synod determines annually a rate per 1000 km for operating (including standing) costs. The Placement with Presbytery approval determines the appropriate level of travelling expressed in thousands of kilometres.

HOUSING: In providing a manse the congregation shall offer:

- A manse which meets Synod guidelines and has been inspected and approved by the Presbytery; or
- Other accommodation which is considered appropriate by the minister, placement and the Presbytery. This may be a leased property.

The minister may choose not to accept the accommodation offered by the Placement but the maximum manse allowance is not an entitlement and consultation between the parties is required to determine the level of the allowance, with any resulting change to the terms of placement being reported to the Presbytery who will inform the Placements Committee. For advice regarding housing arrangements in part-time placements see the UCA Handbook of Ministerial Provisions and Charges

PERSONAL RESOURCES AND DEVELOPMENT ALLOWANCE: The purpose of PRDA is for personal resources for ministry, computer hardware costs and associated equipment, supervision, and professional development including attendance at the annual presbytery conference.

STUDY LEAVE: The Guidelines approved by the Synod Standing Committee include the following:

- 1 A minimum of 2 weeks Study Leave shall be available each year to Ministers in a Placement. Terms of Placement approved by the Presbytery may specify a more precise figure.
- 2 Study Leave shall normally be taken each year for a program (whether set courses or self-directed study) to equip for ministry within the life and ethos of the UCA. This shall be planned by the Minister in conjunction with the Church Council or other responsible body. The Presbytery, in the exercise of its pastoral and supervisory role, may also choose to be involved in this planning. Normally Study Leave not taken in the year in which it is due is forgone.
- 3 If a substantial period of study is planned, the Minister may negotiate with the Church Council or other responsible body for Study Leave to be accumulated up to five years' entitlement. This needs approval by the Presbytery, and must be reported to the Commission on Education for Ministry.
- 4 Ministers are expected on return from Study Leave to report to the Placement on the experience and its value to themselves and to the Placement.
- 5 Consideration shall be given to the needs of the Placement as well as the needs of the Minister, and the timing of Study Leave acceptable to both. Normally attention will be given to the following:
 - (a) Taking accumulated Study Leave in the same year as Long Service Leave shall require the approval of both the Church Council or other responsible body and the Presbytery.
 - (b) Ministers and Church Councils or other responsible bodies will seek to minimise potential difficulties if Study Leave requests involve multiple absences from a Congregation on a Sunday.

FINANCIAL ASSISTANCE FOR STUDY LEAVE: There is no specific requirement on a Placement. Some Placements offer assistance towards the cost of course fees, travelling, etc.

MINISTERIAL ENTITLEMENTS: The Synod publishes a handbook of Ministerial Provisions & Charges, including details on stipends, allowances, housing arrangements, leave provisions, retirement benefits. The implications for part-time Placements are explained. UCA Handbook at <https://victas.uca.org.au/resources/terms-of-placement-committee/>.