



Office use only
Date received by Synod:

**THE UNITING CHURCH IN AUSTRALIA
SYNOD OF SOUTH AUSTRALIA
CONGREGATION PLACEMENT PROFILE**

NAME OF PLACEMENT

	<input type="checkbox"/> Full time
	<input type="checkbox"/> Part Time. (specify) 0.?

NAME(S) OF CONGREGATIONS AND ADDRESSES

MISSION NETWORK(S)

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PURPOSE:

The purpose of this profile is to:

- provide an opportunity for congregations to clarify their sense of identity, the context in which they work, the directions or goals of the congregation, and the leadership needed over the next five to ten years.
- provide information which will enable a Minister to consider whether this is a placement where they believe their gifts can be expressed and utilised.

The profile should be prepared by the Joint Nominating Committee or a nominated committee, in consultation with the (Joint) Church Council. It can be used:

- As a record of mission planning
- As an evaluation of the congregation's programs, or
- In the placements process

Information about your town or region can be gained from:

The Australian Bureau of Statistics <http://www.abs.gov.au/>
Local Government Community Profiles obtained from your local Council Office
Local Information

Congregations are encouraged to update this form regularly.

The following documents are to be attached to the Congregation Profile:

- **Copy of the most recent audited accounts**
- **Copy of the current and next year's Congregation(s) budgets**
- **Floor plan of residence**

EACH CONGREGATION NEEDS TO FILL IN SECTIONS 1 TO 5

WHERE THERE IS MORE THAN ONE CONGREGATION, SECTION 6 SHOULD BE COMPLETED.

THE JNC CONVENOR SHOULD COMPLETE THE PLACEMENT SUMMARY PAGE

THE PRESBYTERY REVIEW PANEL SHOULD COMPLETE THE PRESBYTERY SECTION

NAME OF CONGREGATION (please fill in a separate profile for each congregation in a cluster or joint arrangement where ministry is shared)

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Profile approved by Church Council/ Congregation on

Approval was given to JNC on Sept 17 th 2015 to review and finalise profile following consultation with individual congregations.

SECTION 1 IDENTITY

One of the ways to think about a congregation's life is in terms of identity (what sense of church do the people share), context (what community does the church live in and seek to minister in), direction (what goals has the congregation set and how will it pursue those goals), leadership (who exercises leadership, and how leadership is encouraged). This profile covers each of those areas.

1.1 Some information that identifies who we are

	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	TOTAL
Membership Number of Confirmed Members						
Number of Members in Association						
Number of Adherents						
Number of Church Councillors						
Number of Church Elders/Leaders						
Number of services of worship each week						
Average numbers at worship each week						
Average number at worship twelve months ago						
Average number of people served in mission over a month.						
<i>During the last two years there were (provide numbers):</i>						
Baptisms						
Confirmations						
Transfers from other congregations						
Transfers to other congregations						
Marriages						
Funerals						

Please Note boxes will expand as you type

	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
1.2 What groups exist in your congregation?					
How often do they meet?					
How many people attend their meetings and activities?					
1.3 Are these numbers (Sections 1.1 & 1.2) up or down from the two years previous to this information?					
Why has this change occurred?					
1.4 How has the congregation changed over the past 5 years?					
1.5 How many people who attend regularly in your congregation are new Christians (new to faith in the last 2 years or returning after years away from church attendance)?					
1.6 What are the three missional activities that your congregation does best?					
1.7 What three missional activities would your congregation like to do better?					

	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
1.8 What are the core values of your congregation?					
1.9 What goals did the congregation set for its life in the last couple of years?					

1.10 What languages are spoken in the life of your congregation by:

	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
Individuals					
Groups					
By the Congregation in worship					

1.11 What cultural and linguistic groups (CALD) are represented in the congregation? What percentage of the congregation does each represent?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.

1.12 What aspects of your church's life are most valued by attendees? (tick up to 8 boxes)

Survey your congregation with the aspects listed here and then indicate below up to 8 of the most valued by the congregation:

	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
Sharing in Holy Communion					
Sermons, preaching or Bible teaching					
A traditional style of worship or music					
A contemporary style of worship or music					
Practical care for one another in times of need					
Prayer ministry for one another					
Bible study, prayer groups or discussion groups					
Social activities					
Meeting new people					
Ministry for children or youth					

Wider community ministry					
Engaging in Social Justice activities					
Reaching those who do not attend church					
Presence of a church school or pre-school					
Openness to social diversity					
Openness to spiritual diversity					
Openness to faith diversity					
Other (please specify)					

SECTION 2 DESCRIPTION OF THE CONGREGATION

The Church Council is to fill out the following section with descriptions of key aspects of the congregation's self-understanding. Describe:

2.1 How the Church Council understands mission in your context.

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.2 The primary theological values held within the congregation (eg values, views about the Bible, worship and worship styles, ministry, prayer practices)

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.3 How members of the congregation live out the Gospel in the church and community

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.4 What the congregation understands to be the role of the Ministry leadership in this placement

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.5 How does the Church Council understand its role in times of change?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.6 What place does worship have in the life of the congregation?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.7 What place does the Bible have in the life of the congregation?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.8 What do you expect of the minister in regard to church administration and financial management?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.9 How does your Church Council make important decisions – who is involved and with what processes?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.10 Do your Elders meet as a separate group and how does that group report/relate to the Church Council?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.11 How do your Elders participate in decision-making?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.12 Please outline the processes in place to encourage people to grow as disciples of Christ.

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

2.13 Is there anything else about ministry and God's mission that the Church Council wants to offer?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

SECTION 3 CONTEXT

3.1 Describe the key features of your community using sources suggested above:

urban/ suburban/ rural (small town/ larger centre); small/ medium/regional; something new; isolated; multi-cultural; faith community; chaplaincy.

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.

General Comments

3.2 Population: numbers, age break-up

Total population of the community (Town) 2011 census

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.

General Comments

Major age groups (and %)

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.

General Comments

3.3 What is the percentage of Aboriginal people in the community?

Booleroo Centre	Booleroo Whim	Melrose	Wilmington	Wirrabara
1%	N/A	1%	4.3%	0.8%

What ethnic groups are represented in the community?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.

General Comments

3.4 What are the major economic activities in the community?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.

General Comments

3.5 What is the socio-economic status of the community?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.

General Comments

3.6 What makes this a very enjoyable community in which to live?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

3.7 Where are the points of stress and pain in the community?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

SECTION 4 THE DIRECTION AND GOALS OF THE CONGREGATION

In answering the questions in this section you can draw on both the long term work of the congregation on goals and directions, and also any recent work done in a consultation or mission planning exercise conducted by the Presbytery when the JNC was formed or when the placement became vacant.

4.1 What is the congregation's vision?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

4.2 What progress has the congregation made with its current goals/ vision?

Booleroo Centre	Booleroo Whim	Melrose	Wilmington	Wirrabara
General Comments				

4.3 What will be the next steps toward achieving the congregation's vision?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

4.4 What relationships does the congregation presently have with Aboriginal people?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

Is the congregation involved in any covenanting activities? Yes No

If 'yes', please indicate what is being done?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

4.5 List all the special events and occasions in your congregation's calendar last year.

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

4.6 Does the congregation have a particular ministry focus or openness to certain groups that is reflected in who is actually part of the congregation? If so, please list. (For example, people from particular ethnic communities, people with particular needs, or people of different sexual orientations.)

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

4.7 Is your congregation currently engaged in, planning or open to the development of a Fresh Expression of mission, community or worship? If so, describe what is currently happening or envisaged.

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

SECTION 5 LEADERSHIP

5.1 What are the formal leadership bodies in the congregation?

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5.2 Is it expected that the Minister will be an up-front leader, or an encourager - facilitator?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

5.3 What is done in the congregation to encourage lay leadership?

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.
General Comments				

5.4 What will be the principal responsibilities of a new ministry agent? Prepare and attach a Position Description if appropriate.

Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.	Name of Cong.

5.5 Name and designation of ministerial team

- specified ministries (Minister of the Word, Deacon, Lay Pastor, Youth Worker, Pastor, Accredited Lay Preacher)
- voluntary lay ministry workers (Lay Presider, Lay Marriage Celebrant)

Name and designation of other people employed in the congregation, if any (e.g. family worker, office staff)?

Are job descriptions available for the above positions?

Is there a designated team leader? YES NO

If 'yes', is this the new ministry person? YES NO

How are responsibilities allocated (e.g. by a particular person or consultatively)?

5.6 Is there a church office? YES NO

Is 'yes', where is it located?

If so, how often is it opened?

5.7 Does the staff have offices at the church? YES NO

5.8 What is the congregation's email address (or other email address through which the congregation can be contacted)?

5.9 What is the congregation's web site address?

5.10 Is there a preference for (please tick as many as you wish):

Minister of the Word () Deacon () Pastor () Lay person () Exiting Candidate ()

Please explain why you chose these forms of ministry leadership.

5.11 Is the congregation seeking

an additional placement () or a replacement placement ()

5.12 What is the date at which the current placement ends or an additional/new placement may commence?

5.13 If replacement is indicated, who is being replaced?

5.14 The congregation is seeking

a full time () or part time (✓) placement. If part time, what FTE? (0.6, but open to flexible arrangement e.g. willing to share a placement)

5.15 Do you request permission to advertise this placement? YES NO

(If yes, please give reasons)

5.16 Is a manse available? YES NO

If yes, does it meet Synod manse standards and is it well maintained? YES NO

(If no, please give details of maintenance or upgrade work that is planned/ scheduled)

COMPLETION OF DOCUMENT

Date on which completed document sent to Presbytery

Checklist for JNC Convener

Document completed and accepted by Church Council

Position Description attached (where appropriate)

Manse plans found and included

Or

Description of alternative housing arrangements attached

Financial records copied and attached

SECTION 6 JOINT CONGREGATIONS

This section is to be completed where linked or clustered congregations relate to the proposed placement. A completed copy of the above profile should be attached to this form.

6.1 Congregations

1. Booleroo Centre	4. Wilmington
2. Booleroo Whim	5. Wirrabara
3. Melrose	6.

6.2 In what ways do the congregations interact?

Flinders council, parish services, KCO, shared lay ministry, fundraising activities,

6.3 Are there any groups where membership is shared across congregations?

Fundraising committee, combined prayer groups, manse committee, participation in ecumenical activities (mission group, combined services, support of CPS worker), KCO, Flinders Council.

6.4 Give details of any agreements entered into for the sharing of Ministry across the congregations.

N/A

6.5 How are decisions made for areas of joint responsibility?

Parish Council

6.6 Do the congregations have separate Church Councils or a joint Church Council?

Each congregation has at least two members on the Parish Council. Executive positions are rotated between the churches. As each congregation is small the whole congregation of each church is involved in their decision making (refer 2.9)

6.7 Are any major changes or developments anticipated within the grouped congregations in the next three/five years, e.g. sudden growth, amalgamations, sale of property, new buildings?

Murray Town Congregation has voted to join with another congregation and the property will be disposed of.

6.8 What shared mission goals (if any) have been adopted by the grouped congregations for the next three/five years?

1. Making each other aware of those needing a visit. 2. Ministry to those 'on the fringe ' of our church & to people in the wider community 3. Encouraging others to a living & growing faith in Jesus.

6.9 What role will the proposed Minister play in achieving these goals?

Provide stable leadership, guidance and encouragement.

6.10 How is the Joint Nominating Committee made up?

One member from each congregation

Joint Nominating Committee Chairperson

NameSue Clarke.....

Email address clarisglen@bigpond.com Contact phone numbers 08 86662170.

**PLACEMENT SUMMARY PAGE
JNC TO COMPLETE**

Placement Name: Flinders Congregations

Congregations involved in placement: Booleroo Centre, Booleroo Whim, Melrose, Wilmington, Wirrabara

Mission Network(s): Hope / Northern Rural

Categories of Ministry Leader sought (5.10): Minister of the Word, Exiting Candidate

Statistics (from 1.1 listing numbers for each congregation separately in the order listed above):

	Booleroo Centre	Booleroo Whim	Melrose	Wilmington	Wirrabara	TOTAL
Membership Number of Confirmed Members	21	10	11	16	5	73
Number of Members in Association	2	15	2	0	1	20
Number of Adherents	5	23	1	12	5	46
Number of Church Councillors	4	3	2	3	1	13
Number of Church Elders/Leaders	1	2	2	2	1	8
Number of services of worship each week	1	1	1	1	1	5
Average numbers at worship each week	15	20	10	13	7	65
Average number at worship twelve months ago	15	20	10	14	7	66
Average number of people served in mission over a month.	75	75 Also support Sang Tawan Christian School in Thailand for Cambodian children	20	40	20	230
<i>During the last two years there were (provide numbers):</i>						
Baptisms	1	1	0	0	0	2
Confirmations	1	0	0	0	0	0
Transfers from other congregations	0	0	0	0	0	0
Transfers to other congregations	0	0	0	0	0	0
Marriages	0	0	0	0	0	0
Funerals	2	0	0	1	1	4

Summarise the Congregation(s) missional activities/aspirations (1.7):

1. Making each other aware of those needing a visit.
2. Ministry to those 'on the fringe ' of our church & to people in the wider community
3. Encouraging others to a living & growing faith in Jesus.

Goals set by the Congregation(s) (1.9/6.8):

As above
Maintain a place of worship for our community.

Relationships with Aboriginal People and covenanting relationships (4.4):

Nothing formal as we are predominantly of an European background, but are friendly towards other ethnic groups.

Cultural and Linguistic Groups in the congregations (3.3):

Maori, Southern African, Aboriginal

Briefly describe the communities/contexts served by the congregation (3.4-3.7):

The Flinders Council of Churches consists of 5 linked congregations in the Southern Flinders Ranges approx. 300 kms north of Adelaide. Visitors from not only our own state but interstate and overseas come to enjoy the natural beauty of the area as well as the many cycling trails near Melrose. The relaxed lifestyle in safe, friendly and caring communities is valued by all those that reside here. Four of the five churches – Booleroo Centre, Melrose, Wilmington and Wirrabara are in small rural towns, whilst Booleroo Whim is situated amongst the gum trees in a rural setting. They are all located within the District Council of Mt. Remarkable, which has a population of almost 3,000. It is a farming area for grain production, sheep (wool and meat) and cattle. Other areas of employment include education, health, local government, retail, tourism and associated hospitality and food services, a local engineering firm, as well as employment out of the area in mining and associated industries. Overall it has medium to low socio-economic status but with the agricultural production relying on seasonal conditions this is fluctuating. The seasonal conditions give rise to financial pressures for the farmers in particular, but also the community as a whole. The area has suffered from devastating fires in recent times and this has resulted in loss of jobs and the local forest plantation. The lack of job opportunities results in few of the youth returning to the area once they have completed their tertiary qualifications or trades. Unfortunately in the last few years some businesses in Wilmington have closed due to the pressure of competing with businesses in the regional city of Pt. Augusta which is relatively close by. . The community as a whole is concerned that existing services are maintained within the area. There is also pressure on family life from 'fly-in fly-out' workers and the downturn in the mining industry as well as the imminent closure of the Pt. Augusta Power station. The increase in drug related issues within the community is concerning.

What are the principle responsibilities of the Ministerial Leader being sought? (5.4/6.9)

Pastoral oversight of the linked congregations

Worship services to ensure all churches have regular worship services led by the minister. Able to be viewed as one church in five locations we accept that the same service may be delivered to individual congregations over a month.

Teaching and extending congregations' Biblical knowledge and application to life

Developing key people within congregations

Encouraging, equipping and mentoring lay leadership

Hospital and Aged Care visitation - help and encourage others

Working ecumenically within the local area

Ability to relate to our diverse rural congregation, noting that a country placement is for the whole community not just the individual congregations.

If there are joint congregations (6.7-6.8):

List shared mission goals:

1. Making each other aware of those needing a visit.
2. Ministry to those 'on the fringe ' of our church & to people in the wider community
3. Encouraging others to a living & growing faith in Jesus.
4. Maintain a place of worship for our community.

What role will the proposed minister have in these goals?

Provide stable leadership, guidance and encouragement.

How many other people are involved in the ministry team (5.5): N/A

Is this a full time or part-time placement (specify percentage): 60% but are open to flexible arrangement e.g. willing to share a placement.

Is the JNC convinced of the financial viability of this placement? Yes at 0.6

PRESBYTERY SECTION OF CONGREGATIONAL PROFILE

PLACEMENT

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Congregation(s)

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1. Does the Presbytery support the mission directions identified by the congregation(s) (Profile section 4) for the next three/five years? Yes No

Presbytery comment – please elaborate if different to congregation’s proposed directions.

2. Does the Presbytery consider that the congregation(s) should proceed to a new placement at this time? Yes No

Presbytery comment:

3. For which of the following ministries does the Presbytery consider that the position is suitable?
 Minister of the Word Deacon Pastor Exiting Candidate

Give reasons for this choice:

4. Is Priority Placement recommended? Yes No

Give reasons for this choice:

5. Does the Presbytery consider that any changes to placement responsibilities or relationships are required at this time? Yes No

If yes, please elaborate:

6. Is the Presbytery satisfied that adequate and appropriate accommodation will be available, having regard to the Synod requirements for ministers’ residences? Yes No

If no, what steps are being taken to remedy the situation?

7. Is the Presbytery satisfied that adequate financial support for the placement and other congregation expenses will be available:

from the congregation(s) alone? with help from Synod or Uniting Foundation?

List any grants applied for or approved:

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8. Does the Presbytery wish to make any additional comments?

Two empty rectangular boxes for additional comments.

9. What is the earliest date at which placement may become effective?

One empty rectangular box for the earliest date.

10. If the JNC is requesting permission to advertise do you support their reasons? (Please give reasons)

Three empty rectangular boxes for reasons.

Presbytery Representatives on Joint Nominating Committee:

NamePhone.....

NamePhone.....

Date of Presbytery Pastoral Relations Committee meeting

One empty rectangular box for the meeting date.

Signed

Chairperson/Secretary
Pastoral Relations Committee

Check list for PRC Convener

The Profiles are complete and have been approved by PRC:

Adequate Manse Plans are attached

Or

Description of alternative housing arrangements have been approved

Financial details are attached and have been reviewed by Presbytery to ensure confidence that the Placement can be sustained

Presbytery section is complete:

UCA FLINDERS COUNCIL

0.6 time minister 4 year budget forecast – OPTION C

INCOME	2015	2016	2017	2018	2019
Congregation					
Boomeroo Centre	16800	16800	16800	16800	16800
Melrose	6250	6250	6250	6250	6250
Boomeroo Whim	19900	19900	19900	19900	19900
Wilmington	14630	14630	14630	14630	14630
Wirrabara	8550	8550	8550	8550	8550
Parish Services	2000	2000	2000	2000	2000
Total Offerings	68,130	68,130	68,130	68,130	68,130
Fund Raising(net)	3000	3000	3000	3000	3000
Other Income	1000	1000	1000	1000	1000
Stipend supplement	0	7,283	9,193	11,151	13,158
Total	72,130.00	79,413	81,323	83,281	85,288

Total stipend
supplement

40,785

EXPENSES

Ministerial Expenses	0.4	0.6	0.6	0.6	0.6
Stipend	21468	33006	33831	34677	35544
Professional Development	700	1076	1103	1130	1159
Beneficiary Fund	3178	4980	5105	5232	5363
Administration	96	138	141	145	149
Travel Equalisatn	48	78	80	82	84
Long Serv Leave	700	1076	1103	1130	1159
Minister's Benefit Fund	860	1320	1353	1387	1421
Deprec/ Standing Charges		5484	5621	5762	5906
Sub total	27,050	47,158	48,337	49,545	50,784
Parish Expenses					
STEDS/Rates	2900	2973	3047	3123	3201
Electricity/Gas	4150	4254	4360	4469	4581
Water	1920	1968	2017	2068	2119
ES Levy	250	320	328	336	345
Insurance	11000	5600	5740	5884	6031
Copier/Printing/Office	800	820	841	862	883
Minister's Travel	2200	2255	2311	2369	2428
Visiting Ministers	240	246	252	258	265
Copyright	431	442	453	464	476
Mission & Service	5764	5908	6056	6207	6362
Network Activities	1925	1973	2022	2073	2125
Inter-Church Council	500	600	615	630	646
Telephone	1200	1230	1261	1292	1325
Fire Extinguisher Mtce	650	666	683	700	717
Maintenance & Repairs	6000	2000	2000	2000	2000
Outreach	250	250	250	250	250
Children's Ministry	250	250	250	250	250
Sundry Expenses	4650	500	500	500	500
Sub total	45,080	32,255	32,986	33,736	34,504
Total	72,130	79,413	81,323	83,281	85,288

INCOME

72,130

79,413

81,323

83,281

85,288

EXPENSE

72,130

79,413

81,323

83,281

85,288

SURPLUS/DEFICIT

0

0

0

0

0