



Role and Person Specification

Moderator

1. Summary of the broad purpose of the position in relation to the Church's goals

The Moderator's role is one of pastoral and spiritual leadership of the Synod. The focus of the role is to promote the Synod's vision and mission for the future of the church; to listen to, guide, and care for all the members and ministers of the UCASA; and to represent the church in the wider community and the ecumenical and political landscape of SA.

2. Reporting and working relationships

The role of Moderator is complex and involves managing many relationships and expectations without executive powers.

The Moderator's primary working relationship is with the General Secretary. It is therefore essential that that relationship should be built on mutual respect and trust, mindful of their different but inter-related roles and functions in the life of the Synod. It is expected that the Moderator and General Secretary will confer regularly in order to be fully aware of their respective roles, functions, goals, priorities and tasks in promoting the ministry and mission of the Synod.

The Moderator is responsible for the spiritual life of the Synod and so will not normally become involved in the administration of the Synod, and will not fulfil an executive function. It is the task of the General Secretary and the Executive Officers to manage the life of the Synod on a day-to-day basis.

The Moderator provides pastoral support to the office bearers of the presbyteries.

3. Statement of key outcomes and associated activities

The duties and responsibilities of the Moderator of the Synod are set out in UCA Regulations 3.6.3.2.

They are:

- (a) **Giving general and pastoral leadership to the Ministers and people within the bounds:**



The Moderator, in co-operation with other officers¹ of the church, listens and leads, guides, sustains and comforts the communities of the Synod of SA.

Particularly in their representative role, the Moderator is available to offer counsel and comfort, especially to the leaders of the Church.

(b) Assisting and encouraging the expression and fulfilment of the mission and witness of the Church:

The Moderator reminds the communities of the Synod of SA of God's mission, the "reconciliation and renewal" of all things, and their "call to serve that end". (*Basis of Union*, Para 3)

They work collaboratively with the General Secretary, to facilitate processes by which spiritual discernment and strategic discussions about the life, vision, mission and direction of the Church can occur regularly within the meetings of the Synod and across the life of the Church.

They facilitate and actively participate in events and programs that strengthen and affirm the missional values of the Uniting Church. These may include honouring First Peoples, fostering intercultural understanding, affirming the equality of women and men, acting for justice, serving compassionately and making disciples.

(c) Counselling and advising, as may be necessary and helpful, to ensure that the life of the Church expresses the faith, policies, standards and procedures to which it is committed:

The Moderator will remind the communities of the Synod of SA of the faith and values of the Uniting Church in Australia as expressed in the Basis of Union, the Constitution, the Regulations, the Synod By-laws, the Code of Ethics and the Manual for Meetings. They will be informed by the key statements of the Assembly on ministry and mission.

(d) Presiding over the meetings of the Synod, its Standing Committee and such other of its boards and committees as may be required by the by-laws of the Synod:

The Moderator will lead the meetings according to the Manual for Meetings. As such the Moderator will help the meetings of the Synod discern God's will together by listening for God's Word, building community, developing trust, valuing and affirming one another, and communicating well (see *Manual for Meetings*, Chapter One).

The Moderator may be called upon to give interpretation of Synod decisions for the wider church or community.

¹ Officers of the church would normally refer to the General Secretary and may include other officers and staff of the Synod, as well as leaders and officers of the presbyteries.



- (e) **Filling, in respect of appointments normally made by the Synod and, in consultation with the Standing Committee and other bodies concerned, such vacancies as may arise between meetings of the Synod and for the filling of which other provision has not been made.**
- (f) **Giving an interpretation where necessary of any doubtful or disputed decision of the Synod, such interpretation to be authoritative until confirmed or varied by the next meeting of the Synod or of the Standing Committee.**

- (g) **Speaking on public issues on behalf of the Synod:**

The Moderator speaks on public issues on behalf of the Synod. The Moderator shall ensure that they are fully briefed beforehand by the appropriate Synod body, officer and/or others in consultation with the Manager Engagement.

- (h) **Representing the Church as may be desirable on public occasions and in inter-church councils:**

The Moderator will be recognised and identifiable by both the church and the community. The Moderator will work with the General Secretary and other officers of the church to discern what may be an appropriate response to the range of opportunities that arise to make contact with community decision-makers and build relationships with community, ecumenical and parliamentary leaders.

The Moderator is expected to give priority to the Uniting Church's commitment to ecumenism, by personal involvement in ecumenical activities like Leaders of Christian Churches of SA, and by fostering growth in ecumenical relationships throughout the Church to encourage greater cooperation in mission and ministry.

- (i) **Administering the discipline of the Church as may be required by any Regulation, by-law or rule:**

The Moderator has official designated roles in matters of discipline and it is therefore important that they keep good records of discipline matters and that these records are accessible to the General Secretary when needed.

The Moderator may receive complaints, and when they do they will work collaboratively with the General Secretary, and other appropriate synod and presbytery officers, to refer complaints to the Committee for Counselling (5.4.1(b)) and the Synod Sexual Misconduct Committee (5.6.7(a)).

The Moderator appoints an advocate for the Committee for Discipline processes (5.7.4(a)).



The Moderator may stand aside a minister from their ministerial duties during a hearing of a complaint (5.7.5(a))

Appeals regarding the Synod Sexual Misconduct Committee are made to the Moderator.
(5.6.15 c.)

- (j) **Enquiring, when the Moderator considers it expedient so to do, into any grievance, complaint or other circumstance which, in the opinion of the Moderator, adversely affects the good name of the Church, or the order and peace of its Congregations or the progress of the work of God, and seeking a remedy for such situations; in so doing the Moderator shall consult with one or more past Moderators and the chairperson of any Presbytery concerned.**

The Moderator is to be concerned for and uphold the reputation of the Church.

In addition to the Regulated duties and responsibilities, some key functions of the role of Moderator are:

Pastoral and Prophetic Leadership

When the Synod determines its strategic directions, the Moderator will play a key role in helping the church understand that direction. The Moderator holds the life and vision of God's people before the Synod and its Standing Committee, before the Synod staff, the presbyteries, and congregations and offers pastoral and prophetic leadership into the life of the Synod. Free from executive functions, the Moderator may be called upon as an agent of healing and reconciliation. For this same reason, pastoral care and support of the General Secretary and other senior executive staff within the Synod is expected from the Moderator, as is care and support of the Chairpersons of Boards.

Strategic Ministry

The Moderator's role is one in which much time is spent 'out in the field' visiting congregations, ministers, presbyteries, organisations associated with the UCA, and participating in public events in the community. Much of the role is about networking and encouraging, promoting the priorities of the Synod, and bringing back concerns to the Synod office and committees. The Moderator needs to be strategic in how they spend their time in the field to enable the most effective missional outcomes for the church.

Uniting Aboriginal and Islander Christian Congress

The Moderator engages with the Uniting Aboriginal and Islander Christian Congress (UAICC) in expressing the Covenant with First Peoples and how it is lived out in the Synod.



Culturally And Linguistically Diverse Congregations

The Moderator will pastorally support the church's culturally and linguistically diverse (CALD) congregations and communities and may be involved in the Synod's international mission partnership events.

Other roles

The Moderator may attend the Placements Committee as required.

The Moderator is an ex-officio member of the Property Trust and Resources Board.

The Moderator is an ex-officio member of the Assembly.

The Moderator will undertake professional and spiritual supervision.

PERSON SPECIFICATION

Personal skills, knowledge and experience

The Moderator must:

- have an active faith in Jesus Christ, an openness to the leading and empowering of the Holy Spirit, and the ability to model faith in Jesus Christ
- be a member in good standing of the Uniting Church in Australia, in a congregation in the South Australian Synod
- have an awareness of the theological diversity within the Uniting Church in Australia and the capacity to reflect theologically upon current issues in church and society in the light of the Gospel of Jesus Christ
- give evidence of a lifestyle commensurate with the responsibilities and demands of a key leadership role. Such evidence will include a nominee's awareness of their own gifts, abilities and limitations, their capacity to maintain healthy relationships, and an ongoing commitment to their own physical and spiritual wellbeing
- have a good understanding of the polity and ethos of Uniting Church, including the organisations associated with the UCA
- have a good understanding of Australian society, including those emerging issues and trends that need to be addressed in the light of the Gospel
- appreciate the particular issues and opportunities in the SA Synod
- demonstrate team-building and networking capabilities
- have proven pastoral and mediation skills



- have a demonstrated capacity to exercise pastoral care and discipline, the ability to moderate, and be respected generally by the members of the church
- be a good communicator and, as the public 'face' of the church, will need to be articulate and competent in working with the media
- demonstrate cross-cultural understanding and experience and be prepared to work with people from a range of cultural and ethnic backgrounds
- have an understanding of and experience in working in covenant with First Peoples
- be a person responsive to the call of God through the Church, whose ministry (lay or ordained) has included leadership in councils and committees of the UCA beyond the congregation
- have leadership experience demonstrating a willingness to consult and an ability to listen deeply to the Gospel and the Church, and interpret back to the Church the challenging and prophetic Gospel message relevant to diverse contemporary faith communities
- be capable of managing diverse agendas within short timeframes, working well to deadlines while often under pressure
- be confident in the use of consensus decision-making in the councils of the Church, and value the discernment opportunities it offers in inclusive participation
- promote the ideals of good governance within each council of the UCA (Assembly, Synods, Presbyteries, Church Councils, Congregations) and understand the limits of each council's authority.

Conditions

- The Appointment of the Moderator will follow the guidelines set in UCA Regulation 3.6.3.1(a).
- The election of Moderator-elect shall be determined by preferential ballot.
- The Moderator shall be elected for a term of three (3) years and shall not be eligible for re-election for a contiguous term.
- The Synod shall make provision for the election or appointment of a Moderator should the Moderator-elect be unable to take up their office. See UCA Regulation 3.6.3.1(b) (Appendix 1).
- The process of Nomination and Election of Moderator-elect shall be according to Synod By-law 12.1.11–15 (Appendix 2).
- Current Department of Human Services screening and authority clearances must be provided
- Remuneration: if they are a minister, the provisions applying to a standard ministerial placement, plus a margin of 20% of the stipend, or if they are a lay person, at least financial provisions amounting to the equivalent of those for an ordained person. (In establishing the date from which the stipend provisions for the Moderator shall be paid, the principles in Regulation 2.7.2 shall be followed.)
- The Moderator will be provided with administrative assistance.
- The Moderator shall be provided with:
 - > a fully-maintained motor vehicle or reimbursement for use of own vehicle
 - > all fuel costs (including reasonable private use) reimbursed using corporate card



- > car parking at 212 Pirie St
- > a laptop computer or iPad
- > a mobile phone
- > a corporate expense card.
- The Synod will provide media, governance and financial training, and advice as necessary.