

POSITION DESCRIPTION

Growth Strategy Consultant

ABOUT THE UNITING CHURCH IN AUSTRALIA

Our purpose: The mission of the Synod operational area is to inspire, empower and support the Uniting Church in all its varied expressions to live out Christian faith.

Uniting Mission and Education (UME), as a board of the Synod of NSW and the ACT, has the role of leading and resourcing the Synod in *discipleship, mission and leadership* in order to serve Christ through the Uniting Church in Australia.

Our values: Our values will be generous and inclusive, honest and accountable, diligent and professional, just and compassionate, hopeful and courageous

The Uniting Church in Australia (UCA) is one of the largest not for profit and religious organisations in Australia. Broadly, each state is called a Synod and has a governing council with its own boards to manage its affairs. The Synods are drawn together through the national Assembly.

Uniting Mission and Education's (UME) role as a board of the Synod of NSW and the ACT is to assist the Church to provide education, theological insight, strategy, research and resources for leadership, discipleship, ministry and mission. UME manages the operations of United Theological College (UTC).

ABOUT THE ROLE

The position has responsibility for driving key aspects of the church-wide growth and church planting strategy. This position sits within Uniting Mission and Education in the Mission Strategy and Support team, and reports to the Head of Mission Strategy.

The Growth Strategy Consultant will work closely with Presbytery partners, other members of the Mission Strategy and Support Team, the Pulse Team, Mission Enablement Team, and UME colleagues to develop and implement new growth strategies. This will include developing the theological framework to supporting new initiatives, developing plans for new ventures, developing resourcing and planning models for church-wide growth and church planting, and supporting church planters and pioneers in placement. This work will be based on working in collaboration with Presbyteries and congregations, and is an important element of the Synod's orientation towards growth.

This is a ministerial placement.

KEY MINISTRY RESPONSIBILITIES

The role's ministry responsibilities will include:

- In collaboration with Presbyteries, UTC Faculty, UME and Secretariat staff, developing a Uniting Church theological rationale that aligns with the Basis of Union and Regulations for justifying, enabling and guiding the development of Growth Strategies in line with the 2019 Synod Growth decision.
- Guided by these principles:

- Supporting the development of specific robust regional growth strategies (eg SW Sydney, Regional Resourcing “Cores”)
- Supporting implementation of Presbytery growth strategy by assisting with decision making in relation to:
 - Selection of strategic sites for growth/church planting/revitalisation (ie locality strategies).
 - Selection of church planting/revitalisation models to be employed in particular situations.
 - Development of mission and ministry specifications of new or renovated church buildings to support new/revitalised congregations.
 - Investment, development and divestment of property assets for mission.
- Supporting implementation of specific, agreed growth initiatives.
- Building capacity for growth leadership by:
 - Providing theological and missional reflection on congregational vitality and growth, and a range of church planting frameworks in the UCA context, and the leadership skills and gifts required to support these.
 - Developing and coordinating a network to support pioneers, church planters and change agents through pastoral support, teaching, coaching and training.
 - Coaching and pastorally caring for a small number of planters, prioritising situations where Presbytery capacity is low.
 - Working collaboratively with the Vital Leadership, Pulse and UTC teams, advocating for the provision of formation experiences and training (formal, informal, UCA provided, outsourced) for pioneers, planters and change makers, across Ordained (Phase 1-4) and Lay leaders.
 - Growing networks within and beyond UCA.
 - Preaching and teaching on growth themes in Synod, Presbytery and congregational contexts.
- Models for growth
 - As part of the Mission Strategy and Support team, the job holder will make a significant contribution to some or all of:
 - Working collaboratively with Pulse to support Emerging Generations ministry initiatives.
 - Developing a range of proven approaches or frameworks for church planting, pioneering and regeneration of existing congregations that are consistent with UCA values.
 - Applying expertise in interpreting data and research (NCLS, Community Profiles) to inform ministry and mission in congregation, growth and Presbytery settings.
 - Developing models of congregational income support and investment to support mission, in conjunction with UFS and UR, including benchmarks, standards and guidelines for different income sources.
 - Developing innovative resourcing models, including assessment frameworks, to support new mission and growth opportunities.

In addition to those outlined above, specific responsibilities also include:

- Reading and understanding the Basis of Union and having a preparedness to work within the polity and ethos of the Uniting Church in Australia.
- Abiding by the policies and procedures of the Uniting Church in Australia Synod of NSW and the ACT.
- Having a genuine willingness to embrace challenges as they arise and to work flexibly in support of the overall key objectives of Uniting Resources, Uniting Financial Services and the Synod.
- A willingness to work a flexible schedule when required.
- Follow policy and procedures in relation to workplace health and safety.
- Participate in maintaining a safe working environment for both yourself and others in the workplace.
- Undertaking additional duties as directed.

KEY RELATIONSHIPS

INTERNAL

- Head of Mission Strategy
- PULSE Team
- UME Mission Enablement Team
- UME Vital Leadership Team

EXTERNAL

- Presbytery staff and office bearers, especially those with responsibility for mission initiatives and growth
 - UP Property
 - Uniting - Church Engagement Leaders.
 - Synod Communications.
 - Uniting Church ministry agents and volunteers focused on ministry with emerging generations.
 - Tertiary Ministry Teams, Schools Chaplains
 - Sources of research and best practice insight in church planting and fresh expressions of church.
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QUALIFICATIONS AND EXPERIENCE

ESSENTIAL

- Demonstrated experience in successfully supporting church planting/fresh expressions of church, and/or participating in same.
- Ability to demonstrate “missional acumen” in discerning opportunities for growth.
- Ability to initiate, refine and implement change.
- Demonstrated reflective theological capacity, which includes contemporary reflections on the nature of God’s mission and the church’s place in that mission, , and proven ability to apply this in prophetic ways across the differing contexts of the Church.
- Membership of the Uniting Church in Australia or willingness to become a member/member in association.
- Theological qualifications in line with that required for ordained ministry, or equivalent theological training and experience.
- Demonstrated ability in working effectively with diverse cultural, generational, institutional, geographic and other communities.
- Demonstrated commitment to personal and professional growth.
- Demonstrated experience working with Presbytery and Synod.

DESIRABLE

- Experience with supporting mission in Multicultural and Emerging Generations contexts.
 - Advanced skills in communication and social media.
 - Ordained ministry in UCA.
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ROLE OVERVIEW

Classification: Ministerial Placement -
Appointing Body: Uniting Mission and Education

Team: Mission Strategy and Support
Report Line: Head of Mission Strategy

Position Holders Name:		Manager Name:	
		Title:	
Date:		Date:	
Signature:		Signature:	