

Congregational Minister Eastwood Uniting Church

A Placement in the
SYDNEY CENTRAL COAST PRESBYTERY

Profile approved by PRC: 23/08/2020



Purpose

The purpose of this profile is to:

1. Provide an opportunity for congregations to communicate with a prospective minister their sense of identity, context, missional directions and goals, and describe the leadership envisioned and sought by the church and presbytery.
2. Inspire interest in the congregation from prospective ministers, by providing information to enable a minister to discern if this is a community in which their gifts can be expressed and used effectively.

Presbytery Role

It is Presbytery's responsibility to facilitate the completion of the profile. The Presbytery has the responsibility to carry out a "special consultation or mission study" (Reg. 2.6.6(a) and 3.1.4(a)) when a congregation is seeking a new placement. This 'mission study' may build upon a Life and Witness Consultation carried out within the last two years, or called by Presbytery in light of the impending ministry vacancy. The mission study and the task of completing the Profile should inform each other. The Presbytery also has responsibility for helping the Church Council and Joint Nominating Committee (JNC) complete the profile. One of the roles of the Joint Nominating Committee chair is to help identify the distinctive gifting and calling of the congregation.

Sources

Information about your town or region can be gained from:

1. The Australian Bureau of Statistics (<https://www.abs.gov.au/>)
2. Local Government Community Profiles obtained from your local Council Office
3. Local Information
4. NCLS Community Profile (<https://www.ncls.org.au/>)

Presentation

JNCs have permission to be creative in the way they present information in this profile, including linking parts of the profile to online resources such as websites and social media presence and resources. Need help with this? Here's a simple instruction: <https://www.lifewire.com/using-hyperlinks-in-a-word-document-3539981>, or Google 'How to insert hyperlinks in Word' for more ideas.

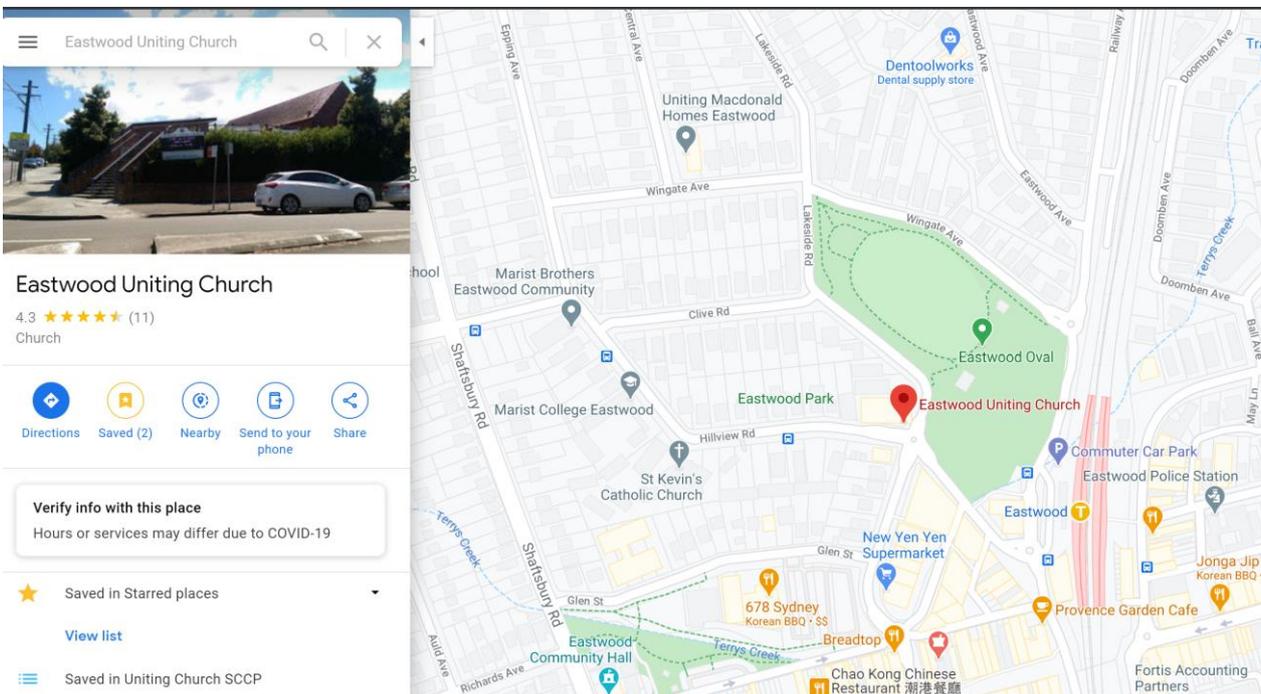
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Placement Details

Placement, Contact Details and Links

Name of Placement	[Congregational Minister]	
Placement physical Address(es) 1	[Eastwood Uniting Church]	
Address 2	[14 – 16 Lakeside Road Eastwood]	
Address 3	[]	
Office location	[Lakeside Road Eastwood]	
Residence location or options	[Auld Avenue, Eastwood]	
Ministry leadership being sought <i>(please tick as many as you wish)</i>	Specific ministry role:	[Congregational Minister]
Specific details	Minister of the Word <input checked="" type="checkbox"/>	Deacon <input checked="" type="checkbox"/> Ministry of Pastor <input type="checkbox"/>
	Additional placement <input type="checkbox"/>	Replacement placement <input checked="" type="checkbox"/>
	Previous incumbent:	[Rev. Nicholas Fried]
	Full Time <input checked="" type="checkbox"/> Part Time <input type="checkbox"/>	[Start from 01/09/2020: negotiable]
Permission sought to advertise	<input checked="" type="checkbox"/> Priority Placement sought by Presbytery? Not at this stage	
Reason for advertising:	[To provide a wide exposure for suitable applicants for the position]	
Contact Person	[Michelle Weatherburn, Church Council Secretary]	
Email address	[mweatherburn@bigpond.com or secretary@euc.org.au]	
Website	[http://www.euc.org.au/about-us]	
Social Media	[Facebook]	
Google Map link	[https://www.google.com.au/maps/place/Eastwood+Uniting+Church/@-	



Our Story

Eastwood Uniting Church is seeking an energetic and collaborative leader who will forge a team that will serve the mission field of Eastwood and Marsfield. This placement requires a person who is excited by the opportunity to help create the future. We envisage a Christian community that is fresh, diverse, and inclusive. That future will be different to the present, so we require a person who can translate ideas and vision into action. Our focus will be beyond the church property in Eastwood, towards the families and students from many nations attracted to this district. Some have heard of Jesus, but for many the Christian message is new. Our challenge is to look past current understandings of Christian community, and to grow a Christian community where all people are welcome, and can flourish. This placement requires a person who will embrace this challenge. A person prepared to contribute to defining what the Uniting Church will be in 2050.

Eastwood is a district that has been experiencing significant change for several decades. Eastwood Uniting Church has responded to these changes but realises there is still much to do. The challenge continues. We are seeking an ordained minister to lead the ministry team, who together will guide us through a further period of change. As Eastwood is now a mission field the challenge is to take the Christian message into a community where it is news, profoundly Good News. There is the potential for Eastwood Uniting Church in 2030 to be vastly different from what it is at present. This is an opportunity to develop a form of Christian community that is diverse and inclusive in all possible ways, relevant, and appropriate for the 21st century.

This is a placement for a person with a passion for mission in a multicultural context where the Uniting Church needs to regain its zeal for spreading the gospel. There is enthusiasm in the congregation to pursue a pioneering path that can be a model for mission in a diverse suburban context. It is a placement for a person with ideas, and the energy and enthusiasm to foster a new form of Christian community. Fresh approaches are sought to build a community that integrates international students from Macquarie University, young families, residents, and people who come to Eastwood to enjoy its services. Our church site is well located to operate as a hub for outreach to these people. We need a leader to assist us in building this community.

We collaborate with other Uniting Church agencies in our endeavours, and these partnerships will continue. This placement requires a collaborative leader who can forge a team for mission. In 2021 we intend to further develop this team. Moulding this team will be one of the first tasks for the person in this placement. We will be working in partnership with all Synod councils, Sydney Central Coast Presbytery, and other congregations in the City of Ryde Zone. We receive support from Lane Cove Uniting Church. Uniting Mission and Education is a key partner in our work with the Mandarin-speaking community. We are partners with Epping Uniting Church and the chaplains in outreach at Macquarie University. Within Eastwood we are partners with Christian Community Aid and other community groups. The person in this placement will require the capacity to build and motivate a team that can pursue a shared vision.

Last century Eastwood was part of Sydney's 'Bible Belt,' and the Parish included four churches. Christian missionaries from Sydney travelled overseas. Eastwood is now the mission field and it has only one Uniting church. Bilingual children of Asian ancestry attend schools in the local area where the Uniting Church can only deliver limited Special Religious Education. These children come from families with no understanding of Christianity, and we need to share the good news about Jesus with them. This placement offers opportunities for an innovative Minister to develop and implement strategies to engage with bilingual people who often speak Mandarin, Cantonese or another Asian language at home.

Alongside pioneering new initiatives with people in the local community, there is a continuing ministry with the existing church congregation. We are generally very open to diversity in worship, and accustomed to worship styles that range from very traditional to intergenerational activities. New forms of worship that would be more relevant or engaging for a broader community would be welcomed. The Congregation values preaching that is relevant to individual lives, community issues and the wider world. Preaching and teaching will be essential for our community to flourish.

Our willingness to be inclusive and to accept diversity consistent with the Uniting Church position, presents challenges. We publicly express that we are an inclusive community (God loves all people, whether you like it or not), and particularly that we welcome refugees and people who identify as LGBTQIA. We choose to use inclusive language. We appreciate that this is a barrier to people whose culture or traditions do not accept this position. This sets us apart from some other Christian denominations in Eastwood. We see this as a strength rather than an obstacle. This placement requires a person who will facilitate an inclusive community, accepting that this may not be embraced by some sections of the broader society.

Congregation Identity

What sense of church do the people share? What sense of mission do they share?
 You could link to (or attach) your most recent congregational Annual Report or Life and Witness (L&W) Report.

Membership

Number of Confirmed Members	[179]
Numbers who attend worship in total per week	[110]
Number of members receiving specific pastoral care	[219]

Have there been any significant changes in membership in the last 2 years? Describe the change.

THE INFORMATION CONTAINED IN THIS DOCUMENT REFLECTS THE SITUATION BEFORE THE CONSTRAINTS IN RESPONSE TO COVID-19 WERE IMPLEMENTED. IT IS ANTICIPATED THAT THIS SITUATION WILL CONTINUE TO CHANGE DURING 2020.

A worship service in Mandarin language at 2.00pm on Sunday commenced in June 2018. It was initiated after some Chinese people who attended Wesley Mission and other churches sought space at EUC for a weekly Bible study group. From the initial 24 people who transferred their membership the average attendance is now 30 – 35. While the core leadership team of the 2.00pm service is comprised of people who live outside the Eastwood area, many newcomers live in the Eastwood district. There have been 14 baptisms of new Christians (including 2 children) and these are people from the Eastwood district. The 2.00pm worship group hold a weekly prayer meeting and a Bible study meeting twice a month.

As the number of attenders at the 2.00pm service has increased there has been a gradual, but steady, decline in attenders at the other services.

The responses of the Eastwood Uniting Church Congregation to the National Church Life Survey in 2016 provide an insight into changes at Eastwood from 2011 to 2016. More recently a survey was conducted as part of a Life and Witness consultation. The following summary explains changes since 2016 and compares Eastwood with the average for all Uniting Churches in NSW (in brackets below). *The key results were that Eastwood Uniting Church:*

- *Attenders most value the:*
 - Wider community care or social justice emphasis (48%)*
 - Openness to social or cultural diversity (37%)*
 - Sermons, preaching or Bible teaching (27%)*
- *Attenders would like priority given to:*
 - Worship services that are nurturing 42% (av. = 36%)*
 - Building a stronger sense of community in EUC 32% (av. = 29%)*
 - Ministry to children and youth 32% (av. = 23%)*
- *43% of attenders have a strong and growing sense of belonging (av. = 48%).*
- *11% of attenders regularly give 10% or more of their income to EUC (av. = 17%).*
- *74% of attenders are aware of, and committed to, the vision, goals, and directions of EUC (av. 62%)*
- *24% of attenders are confident EUC can achieve its vision, goals, and directions (av. = 29%).*
- *attenders are mostly aware of the EUC vision and direction, but not confident the vision and goals will be achieved.*
- *86% of attenders agree EUC is always ready to try new things (av. = 72%).*

The Church does not have a record of members ages as required below. Figures provided are a guess only:

Approximate number in each age range:

0 – 29	30 – 59	60 – 79	80+
[25]	[45]	[60]	[50]

Worship

Worship services or worship-related gatherings each week

Style of Service	Time	Av. Attendance
Informal lay led	8.00am	10 - 15
Family Service (with Sunday School) Once a month this service is 'fresh expressions' eg a drama, workshops in small groups, activities including children etc	9.30am	60 - 70
Traditional in Mandarin language	2.00pm	30 - 35
Note: the family service is the most multicultural because people from a variety of Asian and European backgrounds attend. To assist some bilingual people portions of the service are displayed on screens in English, Chinese, and Korean languages. These visual displays include the Bible readings, Lord's Prayer, key points in the sermon, and the order of service. The audio of the sermon is available on the EUC website.		

Over the last two years, how many:

Baptisms	[17 mostly at the 2pm Mandarin language service up to Jan 2020.]
Weddings	[2 up to January 2020]
Funerals	[10 up to January 2020]
Other pastoral services	[]

Groups

What regular groups meet in your congregation?

Group	Time of week / frequency	Attendance
[English speaking Bible studies.	Once a week or fortnight. Daytime and evenings	10 – 30 in total dependent on topic and time of year.
English speaking Women's bible study group.	Wednesday 10am-2pm school terms	10
A range of English speaking continuing education activities including specific topics, guest speakers or movies.	Held at specified times during the year.	10-40 depending on activity
English speaking Sunday school/youth at 9.30 worship service and other events during the year (eg picnic, beach)	Sunday morning school terms	5-20 depending on sport, time of year etc
English speaking meditation	Mondays 8-9.30pm.	10
6F social lunch group	1 st Saturday of month 12noon.	30
Chinese speaking bible studies.	2 nd and 4 th Sat each month	10
Chinese speaking prayer group	Fridays 10.30am-1pm.	12
Chinese speaking Happy friends club table tennis	Mondays 1-3pm. school terms	10

Key Events: Witness and Service

What does witness and service look like in your Congregation?

Since 2011 EUC has offered English classes on Monday mornings and Tuesday nights that attract large numbers of people, mainly from the Chinese community. Linked with these classes, opportunities are offered in various forms for those interested to engage in Monday Christian bible class. The 2015 Ongoing Mission Plan adopted the goal for EUC to have a strong missional connection with the Chinese-speaking community by 2020.

In 2016 EUC established the position of Community Resource Worker. The purpose of the position is 'to work in cooperation with the congregation and local service networks so their strengths would be utilised to build stronger communities and strengthen connections between Eastwood Uniting Church and the Chinese-speaking community'. The objectives of this initiative were to build on existing initiatives and interests, connect Chinese people to faith, identify and respond to the needs of the Chinese speaking community in Eastwood, and to work with EUC Ministry team and members of the Congregation to further develop opportunities for the local Chinese community to participate in faith sharing and worship at Eastwood Uniting Church.

EUC has a representative on the Christian Community Aid (CCA) Board and the church premises are provided to CCA for a range of well attended community activities and services run during the week. Other resources are provided to CCA by the church.

Eastwood is a safe Church for the LGBTQIA community.

EUC is the home of Eastwood Uniting Church Musical Society, which uses the church facilities and storage during the week and for public performances and charity fundraisers. This activity brings to the site many people from the local community and district.

The Church facilities are heavily used by community groups, both for-profit and not-for-profit.

EUC takes part in annual local community activities such as Granny Smith Festival and street parade, Lunar New Year, and Moon Festival activities. EUC supports Synod and Assembly activities such as affordable housing advocacy, Palm Sunday, refugees, and Climate Action rallies.

What are regular key events and occasions in the life of the congregation? What is their significance to the congregation?

Granny Smith Festival – an annual October local festival with parade, stall, and fireworks BBQ to promote activities of the church.

Lunar New Year (January/ February) - now a major local activity in Eastwood with concerts and services in the church.

Thanksgiving and Remembrance (December, prior to Christmas, especially for those for whom it is the first Christmas without a loved one).

Maundy Thursday

Lent Event

Christmas Bowl

Blessing of the backpacks (beginning of the school year)

UCA anniversary

Heritage Sunday (celebrating aspects of Eastwood UC and its former congregations)]

Social, Cultural and Linguistic Diversity

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

People from several ethnic and language groups are part of the congregation.

English and Chinese (18%) are the main language groups.

The 2.00 pm worship service is entirely Mandarin language, although many attenders are bilingual.

Other worship services are primarily English speaking with visual information in Chinese and Korean]

Does the congregation have a particular ministry or openness to certain people that helps shape your identity?

Over the last decade significant resources have been committed to mission and ministry with the Chinese community.

As the congregation is deliberately inclusive, there is openness to the LGBTQIA community. Nevertheless, the congregation has not adopted any specific projects or programs to engage with this community.

Mission with People of Chinese Ancestry

A Chinese-speaking Resource worker was appointed in September 2016. The initial task for this position was to formulate a strategy for engaging with the Chinese community. People attending the Monday EUC English classes and the Tuesday Christian Community Aid Community Learning programs held at EUC premises provided a base to begin making connections with members of the Chinese community. These connections, in Cantonese or Mandarin, included:

'Good morning Eastwood' (morning teas in the school holidays held in the early years of the project)

Happy Friends Club (Tuesday afternoons, continuing, attendances 10 to 50, depending on speakers)

Participation in EUC 9.30am worship services recognising Chinese festivals, mid-week Christmas services in Chinese language

External events including stalls at Granny Smith Festival and bus excursions (av. 45 people each trip).

Assisting with EUC's 'English & Bible' classes each Tuesday morning.

Engaging in conversations at 'Chit Chat Corner' each Tuesday morning, in conjunction with CCA's Community Learning Program.

Active involvement in the BBQ outreach at both Marsfield and Eastwood.

Commencing the EUC 2.00pm Sunday Mandarin worship service.

A monthly Sunday 'fun day' after the 2.00pm service.

A weekly prayer meeting and a Bible study meeting twice a month in Mandarin.

The task of preparing a strategy for engaging with the wider Chinese community is complex. A strategy has not been adopted, but will be finalised in 2021. The task is complex because the 'Chinese community' is not homogenous, and resources are limited. People within this community, or their parents, may have come from several countries. Some are citizens, some have been permanent residents for decades, but others are recent arrivals. Some people are Christians, some have another religion, and many have no religion. Many students who attend Macquarie University live in Eastwood. There are now several generations within this community with different needs, expectations, aspirations, and goals. While the principal languages are Mandarin and Cantonese several other languages are evident. English has become the common language for most of the Chinese community. The strategy will identify how EUC will engage with this community and contribute to meeting the needs of these people. This issue continues to be complex due to the fluid situation of overseas students and migration into Australia

An initial task for the person in this placement will be to oversee finalisation of the strategy, and to formulate a plan to deliver the strategy. Proceeds from the sale of the Denistone East property will be used to fund implementation of the plan. Access to these funds cannot be justified until a plan has been finalised and endorsed. The plan will incorporate targets and the means for evaluating successful implementation.

At present there is very little interaction between the Chinese community and the 2.00pm worship group. The Umbrella Group has been advised that efforts to encourage greater interaction have not been successful, partly because many of the worship group do not live in Eastwood.

Are there cultural practices that contribute to the life of your community?

Eastwood UC hosted the Moon Festival in 2018, a major local event organised by the City of Ryde Council in conjunction with the Chinese chamber of commerce.

Awareness of the Lunar New Year, and other festivals, continues to shape interaction between English-speaking and Chinese-speaking people.

What relationships does the congregation presently have with Aboriginal people? Is the congregation involved in any covenanting activities?

Nil

Social Context of the local community

Briefly describe the wider community surrounding your congregation.

E.g. urban / suburban / rural / regional centre / isolated / multi-cultural; include information on the region's major employers, industry, business, socio-economic status.

In summary, Eastwood is suburban; multicultural, with most people having European, Chinese, or Korean heritage; middle-class; a transient student population; well educated.

The district has Macquarie University; good schools; a lively retail/commercial centre; many restaurants and cafes; major employers at Macquarie Park particularly technology companies.

Eastwood has experienced considerable change over recent decades. Eastwood now has a significant Asian character. The Chinese community is particularly strong. The evidence shows change is continuing. A separate review of the demographics of the Eastwood area that uses data from the 2016 population Eastwood's population is around 14,443, but the shopping centre draws people from an area of over 100,000 people. Eastwood Uniting Church is mindful of this broader population without seeking to directly serve these people. Epping, Ryde, and North Ryde Uniting Churches share the mission to these people..

In planning for mission it is assumed that Eastwood Uniting Church serves a core population of 30,000 people, from Eastwood centre towards Marsfield and Macquarie University. This includes an area previously served by Denistone East Uniting Church. It is appropriate that funds from the sale of Denistone East be applied to future mission activities in this area. Some relevant conclusions are:

- The recent period of demographic transition has continued with a declining number of people of European ancestry. The proportion of the population with European ancestry has fallen to 30%. It is forecast that this trend will continue over the next decade.
- Now 21,000 people (70%) were born in Asia or have Asian ancestry.
- Of the 17,000 people born overseas, 14,000 were born in China.
- There are 6,000 people (20%) who identify as having ancestry from Asian countries other than China, such as South Korea, Philippines, India, Vietnam, and Indonesia.
- People who identify as having Chinese ancestry were born in numerous countries and may not speak a Chinese language. They may have migrated from countries such as Malaysia and Singapore, or been born in Australia.
- English is the common language for the people from these countries as 85% of the population speak English well or very well.
- A group of 2,000 overseas born people are Chinese speakers who do not speak English well or very well. It is forecast that this number will decline over the next decade.
- There is a large group of young adults in the 18 to 29 years age groups (7,500 people).
- The 4,500 people who attend university all speak English, majority aged 18 to 29.
- Half of the 3,000 bilingual Chinese speaking (Mandarin and Cantonese) university students live in 'group households.'

The largest cohort of Chinese speakers is bilingual households (9000 people). Parents in these households may have been born in an Asian country (eg. China, Taiwan, Singapore etc.), or Australia, and speak English and a Chinese language. Half of the households speak a Chinese language at home.

A large and growing proportion of households are 'couple with young children' (7500 people). The children are primary school age or younger, and mostly born in Australia. The parents are bilingual Chinese speakers but the children mostly speak English once they attend school.

The Eastwood district has a lower than average number of school age children. The district has good schools that are valued by families with young children. Eastwood district will continue to feature detached cottages and will continue to attract people who can be described as 'couple with young children' Eastwood district was within Sydney's 'Bible Belt'. Now the number of people with 'no religion' is equal to the number of people who identify as Christian. The number of people who identify as Buddhist is the same as the number of Anglicans. In the 2011 – 2016 period the number of Uniting Church attenders declined by 30% to 600 people. It is expected that the decline will have continued.

Half of the people in the Eastwood district, 15,000 people, are not Christians and speak English well or very well. If Eastwood Uniting Church reached 2% of this cohort it would represent 300 people.

While the previous census assists with an understanding of Eastwood and its community there are other factors that will continue to influence the demographic profile of the area. There is the potential for further subtle shifts in response to deteriorating relations between Australia and China during 2020. COVID-19 and the changes to security laws in Hong Kong have the potential to influence migration patterns. Students from Hong Kong are more likely to choose to stay in Australia after graduating from Macquarie University. More Hong Kong residents may decide to come to Australia. Eastwood may attract some of the migrants.

Prospective Ministers are encouraged to click the link and learn about this community:

https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/quickstat/SSC11369?opendocument

What makes your wider community a good place to live?

- Proximity to Macquarie University with its range of educational resources.
- As Eastwood is a transport hub it is well connected to the surrounding area and other suburbs.
- There are high quality public schools, and easy access to many private schools.
- Restaurants and eating establishments in the commercial centre.
- Shops and offices that focus on serving specialist needs (eg. providores, food stores, travel etc)
- Community facilities (library, parks, ovals).
- Health facilities, including medical centres, specialist consulting rooms, Ryde Hospital, Macquarie University Hospital.
- Diversity of housing including low-medium density, apartments, boarding houses, seniors housing.

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

- Long term residents have expressed a sense of loss for what used to be their 'village.'
- As Eastwood draws people from a wide area there is a sense of the locals competing with outsiders for services and space.
- Continuing construction of houses and villa houses as part of the regeneration of the area contributes to a feeling of perpetual change.
- Apartment buildings and shop top housing in Eastwood have changed the street landscape.
- The busy atmosphere in Eastwood centre with the related traffic conflicts, and pedestrian congestion, creates stress for some people.

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

- A high percentage of the congregation does not live in postcode 2122. Some attenders have always lived in nearby suburbs but others have moved away from Eastwood to new accommodation as they have grown older. The congregation reflects the long-time residents more than the present population.
- This reflects the challenge now faced by the congregation. Deliberate action is needed to address this imbalance.

Community Engagement

List three ways in which you most closely connect with, serve or partner with people in your wider community?

1. Christian Community Aid (CCA) uses the Church buildings Tuesdays-Thursdays. Tuesdays and Wednesdays are activities specifically for Chinese-speaking people. A representative from CCA is on the Chinese-speaking Resource Worker Umbrella Group. The Congregation is represented on the CCA Board. Members of the Congregation bring food on Sundays to contribute to CCA's food bank.
2. English classes are delivered by EUC on Monday mornings, Tuesday evenings, and Friday mornings. These classes bring together non-native English speakers and volunteer teachers from the wider community.
3. Community Bar-b-ques in Marsfield and Eastwood and participation in local festivals create relationships in a safe environment.

If you rent or share church property, how do you engage with your tenants?

- There is single property located close to the Eastwood shopping centre. The rationalisation of properties over the past decade was undertaken to create a central 'hub.' The facilities at this hub provide the opportunity for a wide variety of activities.
- Christian Community Aid uses the property for a variety of programs that cannot be accommodated at its offices. This space is provided at a very heavily subsidised 'rent.' There are good communication and relationships with Christian Community Aid.
- Eastwood Uniting Church Musical Society (EUCMS) has used the property for many decades. It has been the most demanding tenant as it uses significant storage space, uses large amounts of electricity, exceeds booking times, and displaces regular tenants, especially during the two performance seasons.

The Congregation has appointed a member to be the liaison person with EUCMS. The financial contribution EUCMS makes is heavily subsidised by the Congregation. Discussions have been held regarding the future of this group as musical societies are becoming antiquated, and in Eastwood it does not align with the changed community.

- There are very good relationships with all users, including Kumon, Dance groups, Little Kickers etc., especially with groups that use the property during office hours.

Partnership

Who are you collaborating with in mission at the moment? Who do you plan to collaborate with in the future?

Include neighbouring congregations, including Uniting Church and other denominations, key individuals, groups or institutions such as Uniting Care agencies, schools, businesses, community groups.

- Christian Community Aid.
- Macquarie University – working with Epping Uniting Church and the University chaplains through the Tertiary Reference Committee. It is intended that this collaboration will increase.
- Gilgandra Uniting Church through Mobilising Ministry.
- Uniting Mission and Education is represented on the Chinese-speaking Resource Worker Umbrella Group. It has assisted with obtaining funding for this work. There will be continuing discussions about pursuing its desire to create a placement for a Mandarin-speaking minister based at Eastwood.
- NSW Synod – Eastwood UC's Mission Plan is used as a 'model' for congregations
- Nearby congregations in the City of Ryde zone within Sydney Central Coast Presbytery.
- Lenten studies with St Kevin's Roman Catholic Church.
- Eastwood Public School and Denistone East Public School for Special Religious Education.
- United Theological College for field placements.

Future Direction

The Direction and Goals of the Placement

Goals identified by the congregation, church council and/or members of the congregation.

Reference should be made to the 2018 – 2022 Mission Plan adopted by the Congregation on 11 March 2018. The Congregation has strong ownership of the Mission Plan. It has been subject to the consultation process required by the Synod Sales Proceeds Policy, and was endorsed by Presbytery on 10 August 2018. It is an ambitious plan that includes several initiatives, as well as commitments to continue existing programs. In terms of resourcing it states, “The utilisation of proceeds from the sale of 17 Acacia Street, Denistone, is necessary to facilitate this Mission Plan.” Subsequent events have shown that some of the assumptions underlying the Mission Plan were too optimistic. For example, the housing slump means the sale price for the property is likely to be below expectations. The property has yet to be sold and the sales proceeds are not available. The Mission Plan was framed on the expectation that only the interest from the sales proceeds would be drawn upon to finance implementation of the Plan. Changed circumstances mean implementation of the Mission Plan in 2021 will require use of some of the capital.

The following extracts highlight the priorities of the current Mission Plan.

The highest priority in mission must be to the demographic with Asian heritage that now characterises the Eastwood centre and its surrounds. The initial goal is for Eastwood UC to have a strong missional connection with our Chinese-speaking community by 2020.

In order to achieve this goal for our Mission we believe it is imperative

- to establish a group of Chinese-speaking outreach/mission workers who will be a part of the Eastwood UC Ministry Team.
- that the wider UC (Assembly, Synod and Presbytery) affirms the potential for pioneering mission and ministry with the Chinese community, and recognises this as a key mission area not just for Eastwood but also for the wider church.
- that Eastwood UC explores and forms partnerships with other compatible ‘stakeholders’ including the wider Uniting Church (Assembly, Synod and Presbytery) and organisations similar to Eastwood Christian Community Aid.
- to explore opportunities for Eastwood UC to provide a place for training other workers by becoming a model for multi-cultural ministry.

The Mission Plan identified the Eastwood UC Ministry Team as:

People:

We need a team of people with diverse skills that can provide a range of ministry and pastoral services. The people required for this team will be:

- A Minister of the Word who will be the leader of the ministry team. This is a full-time position.
- Office staff to provide 50 hours per week of administrative support for the ministry team and the congregation.
- A resource worker for 20 hours per week who can focus on outreach to older members of the local community of Chinese heritage.
- A resource worker for 20 hours per week who can focus on outreach to families with young children from multicultural backgrounds. (2nd priority).
- A resource worker for 20 hours per week who can focus on outreach to youth and young adults, particularly tertiary students from multicultural backgrounds. (3rd priority).

What progress has the congregation made toward these goals?

There has been progress with the highest priority, but not necessarily as expected. It was not anticipated that the employment of the Chinese speaking Resource Worker would result in a Mandarin language worship service. On the other hand, one of the initial intentions of the resource worker position was to formulate a strategy for engaging with the Chinese community. This community is diverse and the second priority is to engage with a younger cohort. Thus far the engagement has been very limited, and the way forward has not been determined. Additionally, limited financial resources have been available to proceed to the next stage. |

What will be the next strategic steps toward achieving the vision?

There are three interrelated steps:

1. Application will be made for access to sales proceeds from the sale of the Acacia Street property in 2021. The congregation, Presbytery and Synod have agreed that some sales proceeds will be shared with the wider Church, but there should be approximately \$1.8 million in the sales proceeds account. Some of this capital will be required during 2021- 2025 to implement the Mission Plan.
2. The employment of a mission resource worker to engage specifically with families with young children. As many families with children are bilingual/multilingual it would be beneficial if the resource worker has some ability to speak an Asian language. This position will need to be fully funded using sales proceeds.
3. Uniting Mission and Education verbally requested in December 2019 that the congregation consider an amendment to the Mission Plan's future options. Under this option the current Chinese-speaking Resource Worker position would be absorbed into a part time placement for an ordained minister. The placement would enable the existing Mandarin language service to be expanded, and for the needs of the people attending this service to be better served. This request has not been considered by Church Council or submitted to the congregation as further research and analysis is required and it has not been possible to hold a Congregation Meeting due to COVID-19. If the Congregation is willing to consider such an option Uniting Mission and Education will need to formulate a proposal to be considered. Uniting Mission and Education would need to obtain funding for such a placement, with funds mostly provided by Synod. If supported, this could release some of Eastwood's sales proceeds funds to be applied to the family and children or youth/young adult resource worker position in the Mission Plan.

How has the congregation changed in the last five years? If current trends continue, what is the outlook for the congregation's health in the next five to ten years?

Eastwood Uniting Church is in a transition phase. Previously this Profile identified two simultaneous changes affecting Eastwood and Eastwood Uniting Church. It is anticipated that the nature of Eastwood Uniting Church will be different in ten years from now. Actions taken in the next three years will largely determine that future.

An additional weekly worship service in Mandarin started in 2018. New people joined the congregation. At the same time a similar number of long-term members of the congregation left. Most have either died, moved into a retirement village, or moved from the area to be closer to family members. The COVID-19 pandemic has exacerbated the loss of long-time members. There continues to be uncertainty about the willingness of older worshippers to attend public gatherings.

The recent demographic trends that are reflected in the transformation of Eastwood have yet to be fully reflected in the profile of the congregation. On current trends Eastwood will be an area with a small proportion of Christians and few people who would be aware of the Uniting Church. Christians who arrive from overseas will not be members of the Uniting Church as it is an Australian denomination. On the other hand, the Uniting Church is not defined by the cultural and philosophical parameters that define other religions and some denominations. The theology of the Uniting Church has the potential to resonate with those who do not have a Christian background. If Eastwood Uniting Church can connect with these people the potential health of the congregation will be strong. However, such people will not automatically come seeking the Uniting Church. Eastwood Uniting Church will need to venture out into the community.

Are any major changes or developments anticipated in the placement in the next three to five years?

The placement is envisaged to be the catalyst for future changes.

Leadership in the Placement

Briefly describe the leadership structure of the placement, including the key committees

The congregation is responsible for key decisions. Congregation meetings are routinely held twice a year with the annual budget considered in June. If circumstances require an additional extraordinary meeting this is arranged. The Congregation selects the Church Council. The Congregation Chair is a member of Church Council. Church Council generally meets 6-8 times a year (as well as decision making by email and online meetings), and is comprised of 8 people, including the Minister. The Chinese-speaking Resource Worker attends when necessary. There are 3 Chinese-speaking 'observers' who have been invited to attend meetings. Most Church Council members have a specific role e.g. secretary, finance, education, caring. Apart from the Property Committee there are no committees. There are several "Umbrella Groups" that have delegated authority to oversee their areas of responsibility, to organise events, and report to Church Council. Examples of Umbrella Groups are: Caring, Chinese-speaking mission resource worker, Continuing Education, Communication, and Vision.

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

People in the congregation are provided with the opportunity to participate in worship, primarily through Bible readings, prayers of the people, and assisting with sacraments. Members make up the Umbrella Groups and the Property Committee. Bible studies are led by members of the congregation. People are empowered to 'follow their passion,' and there are connections beyond the local community with eco-theology groups, social justice action groups, and refugee support groups. Members of the congregation participate in public gatherings and marches together with the Moderator and representatives of other congregations. Sydney Alliance has used the property for public gatherings. Within the life of the congregation people are supported to lead various groups e.g. Christian meditation, and trusted to take appropriate initiatives.

Are there significant gaps in key roles?

There are currently no gaps, but some people have too many responsibilities. With the aging of the congregation there is a declining number of people willing to share the workload.

Who looks after financial management and property? Are there clear structures of accountability and oversight?

The Congregation appoints a treasurer and an independent auditor. The current Treasurer is a qualified accountant. Financial management is exercised by a combination of the treasurer and the office staff. Uniting Resources manages the payroll. Property matters are managed by the Property Committee |

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?

A modern Church office is contained within the main building. This building is open and used very day. The office is staffed Monday-Friday 9.00am - 3.30pm. The office has the equipment necessary for it to perform its functions. Administrative support is provided by two staff who job-share 36 hours each week. |

Ministry responsibilities in this Placement

Describe the minister's principal roles in leadership in this placement.

<ul style="list-style-type: none"> • Coordinating and leading the congregation and ministry team. • Preparing worship • Biblical teaching, particularly contemporary scholarship • Reminding the congregation of its mission goals • Empowering others • Pastoral care/ visiting • Ensuring all activities and actions support the mission goals

Is this ministry shared beyond this congregation?

No

Current Staffing Arrangements: Please supply names and role designations of

4. Current employed ministry agents/ministry team
2. Other employed staff (office staff, musician, grounds, cleaner etc.)
3. Unpaid active members of ministry team (honorary minister, voluntary lay ministry worker, lay preacher, lay presider, marriage celebrant)

Name	Designation and brief role description
[Rev. Nicholas Fried]	[Minister of the Word]
[Tennyson Chan]	[Community Resource Worker (20 hours per week)]
[Michelle Loxton]	[Church office administration (shared – 36 hours per fortnight)]
[Kerrie Springett]	[Church office administration (shared – 36 hours per fortnight)]

Is there a designated team leader?

Yes No

[Minister in Placement]

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

By position description.

Presbytery

Presbytery comments on the mission directions identified for the next 3-5 years?

Eastwood has developed from scratch a significant ministry among the Chinese-speaking people of the district. Asian migration will continue to define the nature of the suburb, and the sustainability of the UC depends on reaching into this community. Realising property assets for growth and mission is essential. Building a ministry team capable of reaching the majority cultures of the area with a gospel of inclusivity and grace will be a permanent challenge. Eastwood has discerned the way forward accurately but needs significant experienced ministry leadership to pursue this mission direction.]

Presbytery perspective on this ministry's life and future?

Presbytery recognises the challenges and seeks to prioritise this ministry placement in the life of the church. Eastwood is a strategic congregation in several senses: a transport hub, existing community connections in mission and service, student and family location, significant church plant, a key leader in the City of Ryde Zone, active and engaged membership. Enabling the continued growth of the congregational presence and missional activity of Eastwood is significant to the future of the ministry of the whole Presbytery.]

For which ministries does the Presbytery consider that the position is suitable?

Minister of the Word Deacon Ministry of Pastor

Is the Presbytery satisfied that adequate and appropriate **accommodation** will be available?

Yes No

Adequate financial support for the placement and other expenses will be available?

Yes No

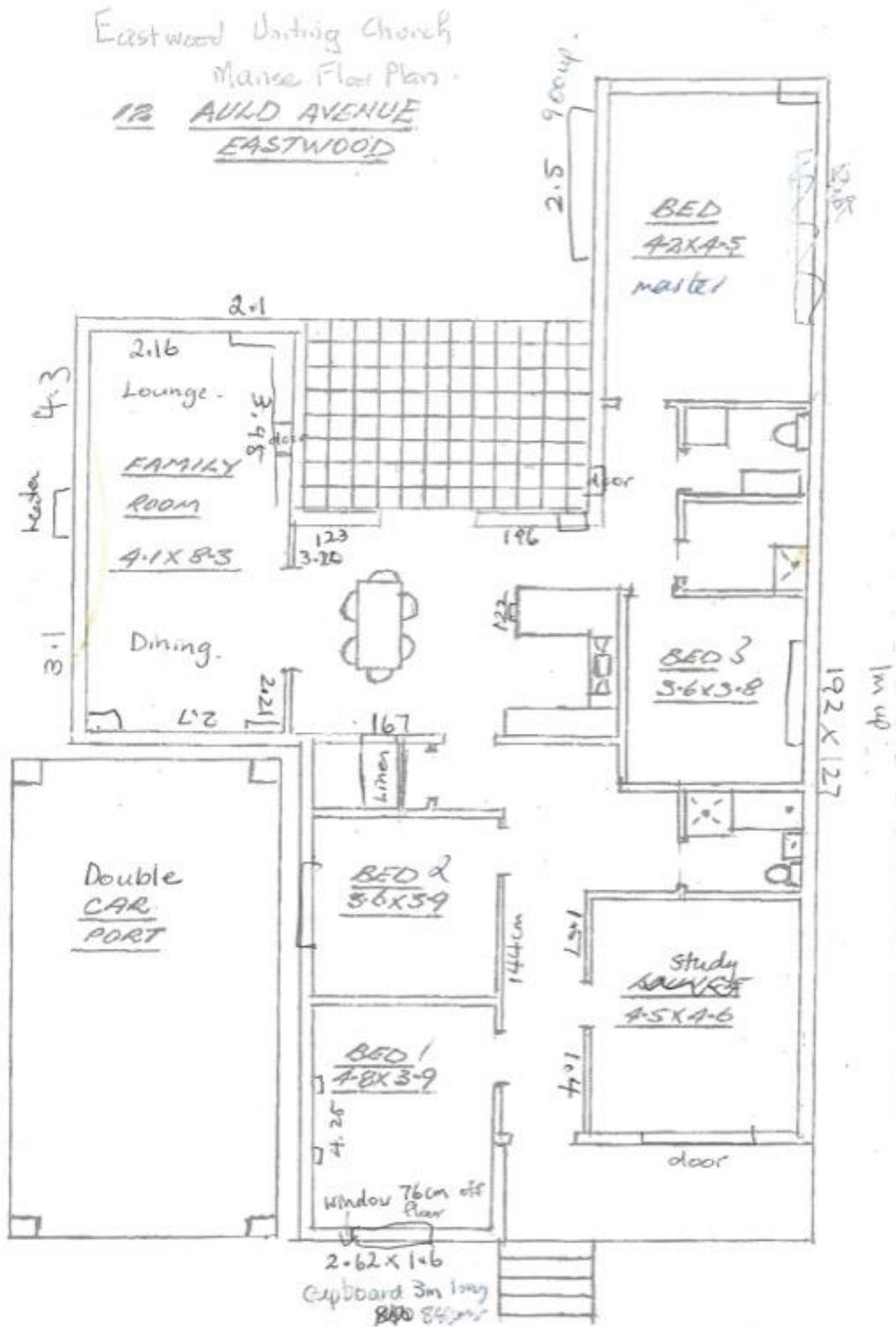
Source of funds (*Congregation, grants, Presbytery, other*)

Congregation]

Financial support documents to be attached:
Please click links to access from Dropbox

- [Profit and Loss Summary see below](#)
- Balance Sheet
- Budget Excel; Budget .pdf

Auld Avenue Manse plan



Eastwood Uniting Church
Budget Profit and Loss Summary
July 2020 - June 2021

DRAFT 12/5/20

	Jul 18 - Jun 19 ACTUAL	Jul 19 - Jun 20 ESTIMATE	Jul 20 - Jun 21 BUDGET
INCOME			
Collections			
English Worship	167,691.97	141,000	140,000
Chinese Ministry	22,949.90	20,000	30,000
Total Collections	<u>190,641.87</u>	<u>161,000</u>	<u>170,000</u>
Donations	4,035.70	7,000	3,000
Interest Received	6,530.90	4,000	3,500
Special Collections	9,157.10	686	2,200
Fundraising suppers	4,527.55	2,945	4,000
Grants		45,000	15,000
	<u>214,893.12</u>	<u>220,631</u>	<u>197,700</u>
EXPENSES			
Ordained Ministry (inc manse maintenance)	(105,590.16)	-105,610	-110,750
Administration staff	(54,043.89)	-42,263	-53,100
Administration other	(18,920.99)	-13,570	-22,200
Presbytery levy	(6,028.00)	-6,000	-6,500
Seeds of Growth	(24,000.00)		-10,000
Uniting World water project	(7,500.00)		
Other UCA appeals/donations	(3,592.35)		-200
Christmas Bowl	(5,133.50)	-686	-2,000
Eastwood Ministry	(497.18)	-1,000	-4,250
Eastwood Mission (Chinese)	(47,376.07)	-35,900	-50,800
Total EXPENSES	<u>(272,682.14)</u>	<u>-205,029</u>	<u>-259,800</u>
	<u>(57,789.02)</u>	<u>15,602</u>	<u>-62,100</u>
Property Income net of expenses			
14-16 Lakeside Rd, Eastwood	7,897.00	-16,467	-10,000
17 Acacia St, Denistone East	(207.96)	115	
16 Vera St, Denistone East	27,869.68	14,430	26,650
Redevelopment costs - Denistone East site			
NET INCOME(LOSS) FOR THE YEAR	<u>(22,230.30)</u>	<u>13,680</u>	<u>-45,450</u>
Extraordinary items			
Write back DE Redevelopment costs 2018	27,272.73		
Write back transfers to Major Repairs Reserve	154,799.24		
Balance adjustments	1,769.13		
	<u>161,610.80</u>		

NOTES

Extraordinary items are adjustments to the Income and expenditure statement to more accurately reflect the way expense items have been accounted for.

DE redevelopment costs are expected to be recouped from Sales Proceeds during the 19/20 financial year and are now shown in accounts receivable.

Transfers from the Major Repairs Fund are funds used over the past few years to cover major repairs and other expenses covered by general funds.

Significant support has been provided to CCAS and EUCMS through greatly reduced costs for Eastwood Property usage.

Pastoral Relations Committee approval

Date of Pastoral Relations Committee approval

[24/08/2020]

Date on which form is forwarded to Synod

[24/08/2020]

Signature

[Mombard]

Chairperson/Secretary of PRC

Date

[24/08/2020]

Checklist for PRC Convener

- The Profiles are complete and have been approved by PRC
- Adequate Manse Plans are attached or description of alternative housing has been approved
- Preliminary Terms of Placement have been completed
- Financial details including Profit and Loss sheet, balance sheet and budget are attached and have been reviewed by Presbytery to ensure confidence that the Placement can be sustained
- Copy of the draft advertisement if position is to be advertised. [Advertising Template link](#).
- Presbytery section is complete

Joint Nominating Committee

Convenor Name

[Rev. Mark Hillis]

Phone

[0408 412 414]

Address

[]

Email

[mkhillis@gmail.com]

Checklist for JNC Convener

- Profile completed and accepted by Church Council
- Manse OR alternative housing arrangements
- Financial records copied and attached
- Congregational members of JNC: appointed, ref. John Brunton, bruntons@bigpond.net.au
- Presbytery-appointed members of JNC: Rev. Mark Hillis, Rev. Tammy Hollands (West Epping UC); support resourcing Rev. Graham Perry, Presbytery Minister

Step 1

Congregation

Please send this to your Presbytery for comments.

Step 2

Presbytery

Please email the completed and signed profile to acomp@nswact.uca.org.au