



Name of congregation(s) or cluster	<input type="text" value="Hervey Bay Parish"/>
Presbytery	<input type="text" value="Mary Burnett"/>
Name(s) of congregations	A <input type="text" value="Hervey Bay"/>
	B <input type="text" value="Burrum Heads"/>
	C <input type="text" value="Howard"/>
	D <input type="text"/>
	E <input type="text"/>

Profile approved by church council/congregation on

Purpose

This profile should be prepared by the congregation(s) and Presbytery in consultation and can be used:

- as a record of mission planning
- as an evaluation of congregation programs

It is also specifically designed to assist the placement process. Congregations are encouraged to update their profile regularly.

Contents

- Section 1: Identity – to be completed for each congregation in the placement
- Section 2: Context
- Section 3: Mission directions and goals
- Section 4: Leadership
- Section 5: Summary profile
- Section 6: Presbytery – to be completed by Presbytery Pastoral Relations Committee

Congregations complete sections 1 to 5 and Presbytery complete section 6

Enclosures

List all the documents attached to the profile:

1. Floor plan of residence	Yes	<input type="checkbox"/>
2. Copy of last year's audited financial statement (please include any accumulated reserves, including any bequests or designated gifts)	Yes	<input type="checkbox"/>
3. Copy of this year's budget and actual (year to date)	Yes	<input type="checkbox"/>
4. Copy of next year's budget if possible	No	<input type="checkbox"/>
5. Other	Yes	<input type="checkbox"/>

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



Key features of your congregation

1.1 Composition

		Cong A	Cong B	Cong C	Cong D	Cong E
Membership	Number of confirmed members	158	15	13		
	Number of baptised members	10	0	3		
	Number of members in association	7	1	4		
Leadership	Number of elders					
	Number of church councilors					

1.2 Services of worship

	Cong A	Cong B	Cong C	Cong D	Cong E
Number of services of worship each week	1	1	1		
Total number at worship each week	101	25	22		
Total number at worship twelve months ago	2	1	1		

1.3 During the last two years there were (provide numbers)

	Cong A	Cong B	Cong C	Cong D	Cong E
Baptisms	10	0	2		
Confirmations	0	0	0		
Transfers from other congregations	5	0	1		
Transfers to other congregations	1	2	1		
Marriages	1	0	0		
Funerals	11	1	2		

1.4 What groups exist in your congregations? How many people attend these meetings and activities?

Adult Fellowship (20), WOW-Woman on Tuesday (20), Monthly Mens Breakfast (20), Monthly Ladies Afternoon Tea (25), Youth Group (up to 25), KYB-Know Your Bible (30 across Parish), Bible Study Group (17)

1.5 Are these numbers (for baptisms etc. and group attendance) up or down from the two previous years? Why has this change occurred?

Numbers are consistent. Youth Group has grown with up to 25 attending some activities. (Note that this group is currently suspended due to Minister leading this group taking on new placement and Hervey Bay currently vacant)

1.6 Changes in the congregation/s

Congregation A is	stable	and is	stable
Congregation B is	stable	and is	Please select
Congregation C is	growing	and is	Please select
Congregation D is	Please select	and is	Please select
Congregation E is	Please select	and is	Please select

1.7 How have the congregations changed over the past five years?

A - Hervey Bay - Post-Covid initial drop in attendees but numbers maintained since resuming services August 2020

B - Burrum Heads - similar impact on Covid but numbers maintained since

C - Howard - attendee numbers have increased at Howard UC by approximately 25%



1.8 What languages are spoken in the life of your congregation by

Individuals	English is primarily language but Phillipino, Tongan and those from Papua New Guinea and the South Pacific Islands also spoken.
Groups	English
Congregations in worship	English

1.9 What ethnic groups are represented in the congregations? What percentage of the congregation does each represent?

Ethnic group	Cong A	Cong B	Cong C	Cong D	Cong E
English	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %
Filipino	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %
Tongan	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %
Solomon Islands	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %
Papua New Guinea	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %
	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %

1.10 What aspects of your church's life are most valued by attenders?

	Value placed	Comments
Sharing in Holy Communion, the Eucharist or the Lord's Supper	Very high <input type="text"/>	
Sermons, preaching or Bible teaching	Very high <input type="text"/>	
Traditional style of worship or music	High <input type="text"/>	Valued by diff. areas of congreg.
Contemporary style of worship or music	Average <input type="text"/>	Valued by diff. areas of congreg.
Practical care for one another in times of need	Very high <input type="text"/>	
Prayer ministry for one another	Very high <input type="text"/>	
Bible study, prayer groups or discussion groups	High <input type="text"/>	
Social activities or meeting new people	Average <input type="text"/>	Plans to encourage high priority
Ministry for children or youth	Average <input type="text"/>	
Wider community care or social justice	Average <input type="text"/>	
Reaching those who do not attend church	Average <input type="text"/>	
Presence of a church school or preschool	Select <input type="text"/>	N/A
Openness to social diversity	Average <input type="text"/>	

1.11 Does the congregation have a particular ministry focus?

- Indigenous Australians
- Multi-cross cultural groups
- Particular needs groups

Please provide details of this ministry

Christmas Gifts Appeal, Good Samaritan's Purse through Shoe Boxes Appeal, Chaplaincy Support in Hervey Bay and Howard/Torbanlea. Looking to the Connect 100 program with initiation of connections with Blue Care and Uniting Care in Hervey Bay.



Facilities

1.12 Is there a church office? Yes

1.13 If Yes, where is it located and what hours of the week is it open?

At Church Premises 56 Exeter Street, Torquay open 9am to 12pm Tuesday to Friday.

1.14 Do the staff have offices at the church? Yes

1.15 Where is the minister's office located? At Church Premises

If Other, where?

1.16 Is there a manse? Yes

If Yes, where is it located? 22 Kent Street, Urangan 4655

1.17 What is the congregation's email address?

admin@hbuc.org.au

1.18 What is the congregation's website?

www.hbuc.org.au

1.19 Is the church property shared with another Uniting Church congregation? No

1.20 Is the church property shared with a Uniting Church agency? No

1.21 Is the church property shared with a non-Uniting Church congregation? Yes

If Yes, please provide details

Hervey Bay Parish consists of Hervey Bay Uniting Church, Howard Uniting Church and Burrum Heads Uniting Church. Burrum Heads Uniting Church (Burrum Heads Christian Community Church) property is shared with Anglican and Catholic Church. Uniting Church service 1st & 3rd Sunday 7:30am, Anglican Church service 2nd & 4th Sunday 7:30am and Catholic Church service 1st & 3rd Sunday 5pm and Liturgy of Word & Communion 2nd & 4th Sunday 9:00am.

Linked or clustered congregations

This section is to be completed where linked or clustered congregations relate to the proposed placement.

1.22 In what ways do the congregations interact?

Ministry - currently very limited with Burrum Heads and Howard due to only 1 FTE Minister. Providing Sunday Worship on roster and support of events but further interaction restricted due to limited Ministry/Preaching resources. Bible Study is open to all congregations.

1.23 List any groups where the congregations interact.

Leadership Team, Easter and Christmas activities and Bible Study.

1.24 Give details of any agreements entered into for the sharing of ministry across the congregations

None

1.25 Do the congregations have separate church councils or a joint church council? Joint



The church council is to fill out the following section describing the congregation's self-understanding.

1.26 The primary theological values held within the congregation

We believe in a loving and merciful God who cares for all creation. His Son, Jesus Christ, as Saviour and Lord. And the power of the Holy Spirit as guide and motivator for our lives.

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

Through Pastoral Care, through friendship and through encouragement for faith growth; through outreach to aged care facility residents and hospital patients; through participation in Religious Instruction in schools; and through financial support of various community groups and overseas activities.

1.28 How the congregation understands the role of the minister in this placement

Empowering and equipping the congregations in their spiritual journey to preach, teach, through the Sacraments, pastoral care, worship, bible study, prayer and outreach within the community.

1.29 How the church council understands its role in times of change

In times of change, the Church Council gives priority to sharing with the Minister in mission and the pastoral care and spiritual oversight of the Congregation nurturing members in their growth in grace. The Church Council understands its role in managing/administrating of the well-being of the congregation, endeavouring to hold the congregation together in unity and harmony by seeking to carry-out the will of God as changes may be needed.

1.30 What place the Bible has in worship and service in the congregation

The Bible points to the centrality of Christ in our lives, therefore, becoming the instruction manual for life by God for His people.

1.31 What you expect of the minister in church administration and financial management?

Only to have oversight using the gifts and graces of others in our church to actually carry-out these functions.

1.32 How your church council makes important decisions: who is involved and with what processes?

Decisions are made through prayer and careful discussion and consideration. Where necessary, decisions are made through a relevant committee, e.g., Finance and Maintenance, or Congregational meeting involvement. We use the Constitution and Regulations, the Basis of Union, UCA Manual for Meetings, UCAQld Treasurer's Manual and other Synod resources to guide our decision-making process.

1.33 Do your elders meet as a separate group and how does that group report/relate to the church council?

No, we have transitioned to a single Leadership Team from previous Elders and Church Council entities.



1.34 How do your elders participate in decision-making?

9:As per 1.33 - Single Leadership Team now in place which incorporates those previously elected as Elders or as Church Council.

1.35 Worship services and activities

	Average attendance	Time of service	Frequency	Style of service
1	Hervey Bay - 101 average	9am	Weekly <input type="text"/>	Traditional <input type="text"/>
2	Burrum Heads - 25 average	7:30	Fortnightly <input type="text"/>	Traditional <input type="text"/>
3	Howard - 22 average	9:30	Fortnightly <input type="text"/>	Traditional <input type="text"/>
4			Select <input type="text"/>	Select <input type="text"/>
5			Select <input type="text"/>	Select <input type="text"/>

1.36 Groups such as home fellowship, Bible study, children's groups

	Name	Frequency	Average attendance	Leadership minister/other
1	WOW Ladies Fellowship HB	Weekly <input type="text"/>	15	Elder <input type="text"/>
2	Know Your Bible (Hervey Bay)	Weekly <input type="text"/>	12	Elder <input type="text"/>
3	Wes' Bible Study (Hervey Bay)	Weekly <input type="text"/>	15	Lay preacher <input type="text"/>
4	Know Your Bible (Howard)	Weekly <input type="text"/>	6	Other <input type="text"/>
5		Select <input type="text"/>		Select <input type="text"/>

From the mission study of your congregation

1.37 What are two or three missional activities that your congregation does best?

1	Pastoral Care - including that of Aged Care Facility residents, hospital patients and our congregational members.
2	Ecumenical Combined Activities - Shoe Boxes, We Care 2, Uniting Care Foodhampers, Frontier Services BBQ
3	Supporting Overseas Mission through Uniting World, Mission Aviation Fellowship(MAF)

1.38 What are two or three missional activities that your congregation would like to do better?

1	Youth, Children and Family Ministry
2	Social Activities for Seniors
3	Establishing a greater community presence



1.39 List any major institutions in which the congregation has specific ministry and mission (for example schools, prisons, tertiary education, hospitals, aged care) and indicate the nature of the ministry and who offers leadership from the congregation.

Institution	Nature of ministry	Leadership
St Stephens Private Hospital	Pastoral Care	Minister <input type="text"/>
Local Schools	Religious Instruction	Other <input type="text"/>
Various Aged Care Facilities	Pastoral Care	Other <input type="text"/>
Hervey Bay General Hospital	Pastoral Care	Other <input type="text"/>

1.40 Provide any comments relating to these ministries, for example who is involved, ecumenical participation, current minister's involvement.

Pastoral Care at hospitals and aged care facilities is shared by Minister and Elder/Leaders as appropriate to need. Religious Instruction is delivered in various schools by members of the congregation, not necessarily, Elder/Leader. Other ecumenical participation is Stations of Cross with Catholic Church, Carols on the Seafront (Combined Churches), Pentecost Service with Baptist, Carols by Candlelight at Burrum Heads (Community Christian Church).

1.41 Are any major changes or developments anticipated within the congregation(s) in the next three/ five years, such as sudden growth, amalgamations, sale of property, new buildings, other?

Continuing decline in our present congregation due to age despite a steady population growth of 1.32% since 2011, with projected growth to be 102,00 by 2026. Growth in membership of new residents has been very limited. Future missional planning with a focus on external outreach may result in growth in our congregations. Major developments in our region include new Torbanlea Rail Facility, Fraser Coast Hospice, 'Lifestyle Resorts' in the Bay and Howard.

1.42 Other comments about ministry and God's mission that the church council wants to offer

We recognise the need to reach out into our community are currently in the process of deciding our future plan to facilitate and meet them where they are at to provide a presence and foster lasting relationships.

Describe the key features of your community and district

2.1 Please provide a weblink to data about your community

https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/communityprofile/SED30036?open

2.2 Which one of these BEST describes your community?

Small regional city

For help with these questions go to quickstats for your area at www.censusdata.abs.gov.au/ABSNavigation/prenav/LocationSearch

2.3 Population: numbers, age break-up

Total population of the community 55702

Major age group and percentage

Major age group	0-19	20-39	40-59	60-79	80+
%	22 %	13 %	22 %	31 %	12 %

The population of the community is



2.4 The percentage of Aboriginal people in the community %

2.5 What relationships do the congregation presently have with Aboriginal people?
Nil

2.6 Is the congregation involved in any covenanting activities? If Yes, how?
No

2.7 What ethnic groups are represented in the community?
According to recent census, the top countries of birth are Australia, England, New Zealand, Germany, Scotland and Phillipine with other ethnic groups including Tongan and South Pacific Islands.

2.8 What are the major economic activities in the community?
Primary economic activities relate to Health Care & Social Welfare, Education, Tourism and Hospitality. However, a new Torbanlea train building facility with jobs/training opportunities for up to 800 construction and manufacturing jobs is underway as is ongoing construction of 'Over 50s Lifestyle Resorts' in the Bay and in Howard (213 homes).

2.9 What is the socio-economic status of the community?
Fraser Coast Regional Council data on household income levels in Hervey Bay shows a smaller proportion of high income households (those earning \$2,500 per week or more) and a higher proportion of low income households (those earning less than \$650 per week). Approximately 88% are employed in some capacity with 12% unemployed.

2.10 What makes this a very enjoyable community to live in?
Coastal lifestyle, healthy environment, key location for regional and state sporting events, high standard of education available from private or public schools (primary and secondary levels), tertiary education facilities through TAFE, vast array of retirement facilities, quality and availability of care for aged people in the community.

2.11 Where are the points of stress and pain in the community?
Unemployment with no manufacturing or industry being one factor, lower income families, domestic violence, addiction to alcohol and drugs.

Mission directions

In answering the questions in this section you will be able to draw on both the long-term work of the congregation relating to goals and directions, and also the work done in the mission study that occurred when a new placement is sought.

3.1 What is the congregation's vision?
Our Vision is to grow spiritually and in congregation. Through prayer and forming active and accountable disciples of Jesus, we seek to grow our Congregation into an effective missional church that will be able to engage with the local community and beyond.

3.2 Has your congregation engaged in *Project Plenty*?



3.3 (a) What are the congregation's priorities for its mission directions?

1 - Promote a discipline of prayer and spirituality, both individually and corporately:2 - Facilitate the renewal of our leadership for the mission of our church:3 - Enable a demonstrated commitment to our congregations shared call and vision:4 - Seek and provide opportunities for intentional, open community connections and partnerships:5 - Develop a sustainable mission oriented congregation for the Church in Queensland

3.3 (b) What is the congregation's mission statement?

Our mission statement is "To grow in the love of God, to make disciples and to show His love in all that we do."

3.4 List any goals which have been adopted by the congregation for the next three to five years.

1	To demonstrating our commitment to being and making disciples
2	To consider and work on having a greater focus on family, youth and children
3	To continue being welcoming Christ community but look to make greater connections with the outside community
4	To have dynamic and authentic, life-related Worship
5	To consider/work to increase availability of ministry in our congregations that may be through return to 1.5FTE

4.1 What are the formal leadership bodies in the congregation?

Leadership Team

4.2 The minister is expected to be an an encourager-facilitator

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

There is a current challenge due to age demographics and capability and availability of current lay preachers. However, we endeavour to encourage members to participate in Worship with a view of taking on a Worship Leader role.

4.4 What will be the principal responsibilities of a new ministry agent?

Endeavour to equip our congregation and not just accept full responsibility for what we need to do across our parishes. To be strong, persuasive, persistent, patient, encouraging and to lead us to be the church that we need to be for today.

Ministerial team and staff

4.5 Name and designation of ministerial team – specified ministries (Minister of the Word, deacon, pastor, other)

Name	Designation
Minister position currently vacant from 1 October 2021	Minister of the Word <input type="text"/>
Laypreachers subject to availability	Other <input type="text"/>
	Other <input type="text"/>

4.6 Name and designation of other people employed by the congregation (for example family worker, office staff)

Name	Designation
Louise Crittenden	Office Secretary

Are job descriptions available for the above positions? Yes

Is there a designated team leader? No

If Yes, is this the new ministry person?



4.7 How are responsibilities allocated (for example by a particular person or consultatively)?

Responsibilities for the Office Secretary have been determined and agreed by a working group delegated by the Leadership Team and then given final approval by the Leadership Team.

4.8 Are there any ministers-in-association? No

If Yes, who?

Note this term of service will cease if there is a change of placement in the congregation (Reg 2.4.16)

4.9 How many accredited lay preachers? 4

How many non-accredited lay preachers? 0

4.10 Are there any other lay persons fulfilling specified ministries in the region, for example lay people authorised to conduct the sacraments, marriage celebrants, school or other chaplaincies?

It is understood that retired Reverend Wes Furness is authorised to conduct communion services and funerals on request. Consideration is being given for other interested lay preachers to be authorised to offer communion.

Placement to be filled

4.11 The congregation is seeking an ongoing placement

4.12 What is the date at which the current placement ends or an additional placement may commence?

The current placment ends on 30 September 2021.

4.13 If replacement is indicated, who is being replaced? Reverend Luke Smallwood, incumbent Minister of the Word.

4.14 Is there a preference for (tick as many as you wish)

Minister of the Word Resourcing minister Exit student Minister of Deacon Pastor

Please explain why you chose these forms of ministry leadership.

First preference is for a Minister of the Word due to size and area covered by our Hervey Bay Uniting Church congregation and the complex issues that arise delivering ministry across the area.

Pastor may not have full qualifications and is more of a lay preacher who has gone through such training to achieve level of lay pastor. We would preferred higher level of qualifications.

4.15 Is the congregation seeking a full-time or part-time placement? Full time

4.16 What are the top four or five gifts/skills and/or passions that you consider are particularly required to fill this placement and why?

1	To be able to empower our congregation to take on necessary roles in the life of our church and wider community
2	Preaching
3	Good communicator across the diversity of our congregation and with external groups
4	Good listener and able to build up and edify our congregation
5	Flexibility and discernment in implementation of new ideas



Summary page

Please keep responses to brief dot points.

Name of congregation(s) or cluster HERVEY BAY UNITING CHURCH

Presbytery Mary Burnett



5.1 Information about the congregation, for example membership, attendance at worship, number of services each week, existing groups, number of baptisms, marriages, funerals, nature of congregation (stable?)

Membership at Hervey Bay Congregation is 175, Burrum Heads is 16 and Howard is 20. Services are conducted across congregations on Sundays with Burrum Heads having Anglican Service on the alternate Sunday as previously advised. Total of 12 baptisms and 14 funerals conducted in 2020. Marriages are not conducted. 6 official transfer of members.

5.2 What the congregation does best and what it values

Pastoral care to our own congregational members but also within Aged Care and Hospital facilities and to external community as needed. Some community and ecumenical engagement with support for local and overseas missions.

5.3 Context of the congregation i.e. makeup of the local community

Local community is fairly vibrant due to being a coastal community and tourist destination. Lower socio-economic area with low minimum wage and higher unemployment. Large percentage of retirees. Young families but not many young adults between 15 - 24 due to limited education and employment opportunities.

5.4 The direction and goals of the congregation

We seek to grow spiritually, and in members, becoming active disciples of Christ and an effective missional church that engages with the community and beyond. Goals include improving mens ministry through Mens Breakfasts, intentional Children/Youth Ministry through Youth Group and improve Pastoral Care to ensure nobody slips through the cracks.

5.5 Ministry agent – which specified ministry, for example leadership, lay staff, responsibilities

Full time Minister of the Word. Endeavour to equip our congregation and not just accept full responsibility for what we need to do across our parish. To be strong, persuasive, persistent, patient, encouraging and to lead us, across all churches within our congregation, to be the church that we need to be for today.

Signature	
Date	16-10-2021
Position held	Chairperson

Please send this form to your Presbytery / PRC



Presbytery comments

Presbytery

Please select

Name of congregation(s) or cluster

6.1 Does the Presbytery support the mission directions identified by the congregation(s) for the next three/five years?
(Section 1.41 and Section 3)

6.2 Presbytery comment

6.3 What do the Presbytery consider to be the mission opportunities for the congregation(s) in the next three/five years?

6.4 Does Presbytery comment on the above differ at any point from the congregation(s) comment in this profile?

If Yes, please elaborate

6.5 Does the Presbytery consider that the congregation(s) should proceed to a new placement at this time?

Presbytery comment

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

Minister of the Word

Resourcing minister

Exiting student

Ministry of Deacon

Pastor

Reasons

6.7 Is priority placement recommended?

Reasons

6.8 Does the Presbytery consider that any changes to placement responsibilities or relationships are required at this time?

If Yes, please elaborate



6.9 Date of the most recent Presbytery inspection of the residence

Is the Presbytery satisfied that adequate and appropriate accommodation will be available, having regard to the Synod requirements for ministers' residences?

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

6.10 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 Presbytery and/or Synod

If neither box is ticked above, please elaborate

6.11 Does the Presbytery wish to make any additional comments?

6.12 Earliest date at which placement may become effective

Joint Nominating Committee Chairperson

Name	<input type="text"/>
Phone	<input type="text"/>
Address	<input type="text"/>
Email address	<input type="text"/>

Date of Presbytery Pastoral Relations Committee meeting

Signed Chairperson/Secretary of Pastoral Relations Committee

Date on which form is forwarded to Synod

PRC and Synod Boards

Please send the completed and signed profile to the Associate General Secretary Queensland Synod, PO Box 674, Brisbane 4001 or email to placements@ucaqld.com.au

Office use only	Received date
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