



A Placement Profile

A1 Presbytery	Gippsland Presbytery		
A2 Name of Placement	High Country FS Bush Chaplain		
A3 Placement city/suburb/town	Swifts Creek- Frontier Services High Country Remote Area Ministry		
A4 Church/Office location(s)	Swifts Creek		
A5 Congregations and agencies associated with this placement	Swifts Creek & Frontier Services		
A6 Ministry leadership being sought	Specific ministry role: <input type="text"/> Minister of the Word <input checked="" type="checkbox"/> Ordinand <input checked="" type="checkbox"/> Deacon <input checked="" type="checkbox"/> Pastor <input checked="" type="checkbox"/> Ministry of Pastor <input type="checkbox"/>		
A7 Specific details	Additional placement <input type="checkbox"/> Replacement placement <input type="checkbox"/> Full Time <input checked="" type="checkbox"/> Part Time <input type="checkbox"/> Time fraction <input type="text"/> Earliest Start Date: Immediate <input checked="" type="checkbox"/> OR Click here to enter a date.		
A8 Placement term	Undefined <input checked="" type="checkbox"/> Up to 10 years (see Reg 2.7.3(a)) Fixed Term <input type="checkbox"/> Required for non-congregational placements (see Reg 2.7.3(b)): Years <input type="text"/>		
A9 To be completed by Presbytery, with reasons given on page 10:	Is permission sought to advertise? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Is a Priority Placement recommended? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
A10 Website	<input type="text"/>		
A11 Social Media	<input type="text"/>		
A12 Google map link	https://www.google.com/maps/@-37.2491449,147.4673134,9z?entry=ttu&g_ep=EgoyMDI1MDUwNy4wIKXMDSoASAFQAw%3D%3D		
A13 Area map (paste image)	<div></div>		

B The Congregation

- B1 Tell a potential minister about this placement and yourselves, in your own words and pictures, in no more than one page. Share something of your congregation's values, beliefs and ways in which you live out and share the gospel message.**

Include comment about why you need a new minister. How will this placement be exciting, challenging, and attractive to a minister? How can God be served in new ways here? What do you want the Minister to do with you and for you?

This is your chance to 'be creative' and catch the attention of someone who is thinking of sharing their call, their gifts, their life with you.

This is a Frontier Services Remote Area bush chaplaincy to the High Country in Victoria including the towns of Omeo, Ensay, Benambra, Dargo, the alpine area of Mt Hotham and Dinner Plain and the town and congregation of Swifts Creek. A few small villages dot the area, but many farmers live in the region, in isolated valleys or perched on high mountain slopes. This is a beautiful, rugged area, that experiences extremes in weather, but relationships that are built are loyal and trustworthy. Our previous chaplain moved in November 2024 to Tasmania, Marian established great relationships with the community services and locals across the region. This is an area where becoming a listening ear and a referral for people can hold you in great stead. We are looking for a ministry agent who will be one of the constants (presence and reliability) in a region largely devoid of services and support people, also to support the local congregation at Swifts Creek

- B2 List and explain any particular priorities which the congregation has identified and which it will address in the next two to five years?**

To assist people and groups to work through difficult issues relating to isolation, nurturing people in their faith, working on issues of social justice and advocacy, to be willing to work in a team with locals, with other churches and faiths and community groups. To care for people and offer practical and pastoral assistance.

- B3 Does this placement relate to more than one congregation?**

Yes ☐

No ☒

If so, provide details on page 7.

- B4 What ethnic and language groups are represented in the congregation?
What proportion of the congregation does each represent?**

Mainly Anglo-Saxon people but with some other ethnic groups in small numbers relating to their work in the area.

- B5 What languages are spoken in the life of your:**

Congregation, by		Community, by	
Individuals	english	Individuals	english
Groups	english	Groups	english

- B6 What languages are spoken by the congregation in worship?**

English

- B7 Describe any involvement your congregation has in covenanting with first nations people.**

Very little at this stage, but our previous chaplain had created a working relationship with the local indigenous groups of community support.

- B8 List any UCA Schools and/or agencies (Uniting VicTas, Uniting AgeWell) with which the congregation has an existing relationship.**

Uniting VT was using the Swifts Creek church hall, but now has their own building on the school grounds.





C Mission

C1 List three of your missional activities that your congregation does best?

To offer care, connection and comfort in the context of challenge and isolation to the people of the high Country.
To offer care, and community support through relationships., community networks, a ministry of presence and pastoral care
To continue to nourish people in faith through the Swifts Creek congregation, mindful of the need of younger families and children in the district.

C2 What are three missional activities your congregation would like to develop?

To strengthen and grow connections with community groups including the Bush Nursing Centres, hospital, police, schools and Neighbourhoods house.
Grow trust and confidence in the bush chaplaincy.

C3 How has the congregation changed in the past two years?

The area and church has been affected by the stopping of old growth forestry, this has decimated employment and many younger families have left the area and the church.

C4 What changes and developments are anticipated in the next three to five years?

The area is trying to re-find its feet after the ending of the old growth forestry, new business are developing and people are struggling with employment and further isolation.

D The Community

D1 Describe the wider community in which your ministry is located.

Isolation is an issue as many farmers live in places with one road in/out. Families often cannot afford fuel to travel. Many services have been withdrawn in recent years and providers do not have the resources necessary. Long periods of drought and natural disasters continue to be felt even during better times.
Significant relationships and connection to local agencies and organisations including Bush Nursing Centre, Bowls club and hospital. There is a small Anglican and Catholic presence with capacity for increased cooperation. Material and pastoral support through the Mountains Project and Food Bank Primary and High Schools, Bush Nursing Centre, Regional hospital, Police & Ambulance, SES, CFA. Bairnsdale UCA offers practical support as needed.

D2 What makes this an enjoyable place to live?

The majesty of God's creation surrounds you, every part of the area you drive into the scenery changes and the people are authentic.

D3 What are the points of stress and pain in the wider community?

Stresses include: Isolation, drought, flood, fire, poverty, lack of services and support.

D4 How closely does your congregation reflect the demographics of your local area?

The congregation has some older members and also a couple of active younger families; the area has endured a long drought and then was impacted by bushfire and most recently the global COVID pandemic. In response to drought, a support fund 'the Mountain's Project' has offered material and relational support to local farmers and community families. The congregation is a strong and faithful small group of diverse ages including retirees, young parents, children and farmers. It is a fairly good representation of the local community.

D5 What community facilities are present in the local area?

Bush Nursing Centres, Skiing, 4wding, Schools.

E Statistics

E1 Information about the congregation(s)

Congregation	Name of congregation	Name of congregation	Name of congregation	Name of congregation	Name of congregation
Number of contacts on Pastoral Roll	Swifts Creek				
Average number attending worship each week	20				

E2 During the past two years:

Baptisms					
Confirmations					
Transfers in					
Transfers out					
Marriages					
Funerals					

F Worship

F1 Worship services or regular worship-related gatherings

Style of Service	Frequency/Time	Av. Attendance
Swifts Creek	10am fortnightly	20

G Activities

G1 What regular groups meet in your congregation?

Group	Frequency/Time	Av. Attendance



H Governance

H1 Describe the governance of the congregation and the leadership structure, including the key committees. Include the size of the Church Council.

The Church council at Swift Creek has 6 very active members

H2 Who is involved in making important decisions, and how are such decisions made?

For the congregation at Swifts Creek the church council and the congregation make the decisions. For the rest of the FS role the ministry agent is responsible to Frontier Services and the Gippsland Presbytery via the Standing Committee.

H3 When and how does the Church Council meet?

monthly

H4 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?

No

H5 What roles do members of the congregation have in leadership of worship, study, action and prayer groups and missional activities?

The congregation mostly lead them selves and the bush chaplain supports them by leading worship once a month.



I Multiple Congregations

Complete this section if the placement relates to multiple congregations.

I1 List the names of congregations relevant to the placement

I2 What are the unique characteristics of the various congregations?

I3 Describe the existing or potential relationships between the congregations. How do they interact, or do any groups interact?

I4 How long have the congregations been working together?

I5 Are there others beside the minister who work with more than one congregation?

I6 Is ministerial time or activity expected to be divided in a particular way?

4 days a month are hoped to support the Swifts Creek congregation in worship leadership and support of their missional and spiritual life.



J The Minister

J1 What are the primary responsibilities expected of the role?

To build community resilience and support, to build on the relationships between the UCA and other community groups.

J2 What qualities are important in a new minister in this placement?

Self reliance, able to and willing to drive a lot and to be a people champion.

J3 Name up to five areas which would be expected to be a high priority for the Minister, and explain why these are included.

Building community resilience as people live in isolation and with difficult situations
Engaging in missional initiatives beyond traditional models
Nurturing people in faith and being able to share faith with others
Willingness to work in a team
Social justice and advocacy

J4 If the placement is suitable for the Ministry of Pastor, list competencies that will be required (Reg 2.4.3).

J5 Explain any language requirements or preferences for the role/placement.

J6 Is this placement part of a team ministry?

Yes ☒

No ☒

J7 If so, list other ministry roles (including names of ministry agents, with designation and placement date) associated with the congregation(s).

The Chaplain will be in team with other FS bush chaplains within the Frontier services agency nationally. Also they will work with other UCA ministers in placement to support each other in the Pelican area – which includes Bairnsdale, Orbost, Lakes Entrance, Paynesville and Mallacoota

J8 Describe any particular expectations about the way any team ministry will operate.

Through resourcing, support and leadership of the Presbytery, for ministry agents to:

- work cooperatively and share complimentary ministry, leadership & skills in Ministry Teams in the Presbytery of Gippsland;
- share mission and strategy within and beyond the gathered congregations;
- offer innovative and entrepreneurial ministry across the team
- be the primary pastoral minister for nominated congregations.

J9 Describe any other leadership team arrangements with which the Minister will work in the placement.

J10 What housing arrangements are available to the minister?

(Note that it is a responsibility of the placement to provide housing for the Minister unless the Minister chooses to live in her/his own home).



There is a manse available in Swifts Creek, which is next door to the Swits Creek church building. If this is not deemed suitable, we will rent out a house for the ministry agent.

K Presbytery

This section is to be completed by the Presbytery Pastoral Relations Committee. It requires significant detail. Please avoid one sentence answers.

K1 Presbytery comments on the mission directions identified for the next three to five years?

Presbytery agrees with these directions.

K2 What is the Presbytery perspective on the life and future of this placement?

This placement is part of the Frontier services funding dependent model, but supported strongly by the presbytery including presbytery providing the car for the ministry.

K3 What church style best describes the Congregation; is a transition between styles anticipated or sought? (see Church Style Document at <https://victas.uca.org.au/ministry-mission/placements/>)

Not applicable

K4 Name of previous Minister in this placement:

Rev. Deacon Marion Bisset

K5 For which ministries does the Presbytery consider that the placement is suitable?

Minister of the Word ☒ Ordinand ☒ Deacon ☒ Ministry of Pastor ☐

Note: If Ministry of Pastor is selected, ensure that section J4 is completed.

K6 Is a Priority Placement recommended?

If yes, provide reasons.

Yes ☐ No ☒

K7 Does the Presbytery recommend that the placement be advertised? If yes, provide reasons.

Yes ☒ No ☐

K8 Does the Presbytery foresee any changes to placement responsibilities or relationships that may be required? If yes, provide details.

Yes ☐ No ☒

K9 Is the Presbytery satisfied that adequate and appropriate accommodation will be available?

Yes ☒ No ☐

K10 If not, what steps are being taken to address this?



K11 Is adequate financial support for the placement and other expenses available?

Yes ☒

No ☐

K12 Source of funds (Congregation, grants, Presbytery, other)

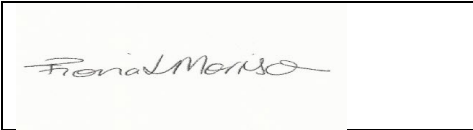
Funding reviewed annually by Frontier Services with minimum 3 year commitment

**K13 Does the Presbytery wish to make any other additional comments?
Include any particular arrangements/expectations required by the Presbytery of its placements.**


Joint Nominating Committee

	JNC Chairperson	Second Presbytery JNC Member
Name	Fiona Morrison	Liz Chapman
Phone	0418661103	0409148302
Address	52 Blair Athol Dr, Traralgon	
Email	fionam73@bigpond.com	

Church Council approval

Date of Church Council approval	14/05/2025
Date on which form is forwarded to Presbytery	14/05/2025
Signature	<div> Chairperson/Secretary of Church Council</div>
Date	14/05/2025

Pastoral Relations Committee approval

Date of Pastoral Relations Committee approval	14/05/2025
Date on which form is forwarded to Synod	14/05/2025
Signature	<div> Chairperson/Secretary of PRC</div>
Date	14/05/2025

PRC Secretary: email the completed and signed profile, including the Terms of Placement on the following page, to placements.secretary@victas.uca.org.au

Terms of Placement

1. Placement	High Country FS Bush Chaplain	
2. Presbytery	Presbytery of Gippsland	
3. Minister Name		
4. Time Fraction	<input checked="" type="checkbox"/> Full time	<input type="checkbox"/> Part time - Time fraction... %
5. Term	<input checked="" type="checkbox"/> Up to 10 years	<input type="checkbox"/> Fixed term of years
6. Other details about term (eg plans for review)	Funding reviewed annually by Frontier Services with minimum of 3 year commitment	
STIPEND – For further information refer to Summary of Ministerial Provisions and Charges		
7. Stipend *	<input checked="" type="checkbox"/> YES	
8. Payment by Centralised Stipend	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
9. Additional provision (if any) % Reason:	
TRAVEL		
10. Car and Fuel allowance * – Minimum of 5000km km	
11. Is a car provided?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO A 4wd vehicle is provided and fuel costs are reimbursed	
HOUSING		
12. Manse	Owned by placement <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Rented by placement <input type="checkbox"/> YES <input type="checkbox"/> NO	
a) Address if manse owned by placement	6848 Great Alpine Rd, Swifts Creek (currently rented till end of May 2025 manse inspection will occur then)	
b) Declared to be an acceptable condition by the Presbytery?	<input type="checkbox"/> YES <input type="checkbox"/> NO	Date of inspection:
13. Manse Allowance	To be paid if minister does not require accommodation * <input type="checkbox"/> Minister to check box	
14. Other details		
ALLOWANCES		
15. Annual Leave	<input checked="" type="checkbox"/> 4 weeks annual leave (including 4 Sundays)	
16. Study Leave	<input checked="" type="checkbox"/> Minimum of 2 weeks study leave (pro rata) *	
17. Sundays (if applicable)	<input checked="" type="checkbox"/> One Sunday per quarter (non-cumulative) free of placement duties	
18. Internet & Phone Allowance	<input checked="" type="checkbox"/> Allowance (minimum \$70/month): \$to be negotiated	
19. Personal Resources & Development Allowance (PRDA)	<input checked="" type="checkbox"/> Full - Minister does not use allocated equipment (PC, desk etc) * <input type="checkbox"/> Discounted - Minister to use allocated equipment \$	
* AS DETERMINED ANNUALLY BY THE SYNOD		
These Terms of Placement were approved by the Church Council on Click here to enter a date.		
<div></div> <div></div> <div></div>		
Secretary/Treasurer	PRC Chairperson/Secretary	Minister accepting Call
Date Click here to enter a date.	Date Click here to enter a date.	Date Click here to enter a date.



Notes in regard to the Terms of Placement Schedule

Ministers of the Word, Deacons, and Pastors are normally called for an undefined term. Extension beyond 10 years requires agreement of Minister, Placement and Presbytery. [Reg. 2.6.8]

Terms of Placement (ToP) must be approved by both the Church Council or other responsible body and the Presbytery, and lodged with the Placements Committee before the placement can be listed. When a call is accepted a copy of the ToP, signed by minister, placement and Presbytery, is to be sent to the Placements Committee Secretary and the Presbytery PRC. During a Placement, variation to these Terms of Placement needs the prior approval of the Presbytery; and the Placements Committee must be notified.

STIPEND: The Synod approves a minimum stipend figure each year.

Additional loading: Some Placements pay a percentage loading above the minimum, which must be justified to the Presbytery with the reasons being on public record within the Presbytery.

CAR ALLOWANCE: Synod determines annually a rate per 1000 km for operating (including standing) costs. The Placement with Presbytery approval determines the appropriate level of travelling expressed in thousands of kilometres.

HOUSING: In providing a manse the congregation shall offer:

- A manse which meets Synod guidelines and has been inspected and approved by the Presbytery; or
- Other accommodation which is considered appropriate by the minister, placement and the Presbytery. This may be a leased property.

The minister may choose not to accept the accommodation offered by the Placement but the maximum manse allowance is not an entitlement and consultation between the parties is required to determine the level of the allowance, with any resulting change to the terms of placement being reported to the Presbytery who will inform the Placements Committee. For advice regarding housing arrangements in part-time placements see the UCA Handbook of Ministerial Provisions and Charges

PERSONAL RESOURCES AND DEVELOPMENT ALLOWANCE: The purpose of PRDA is for personal resources for ministry, computer hardware costs and associated equipment, supervision, and professional development including attendance at the annual presbytery conference.

STUDY LEAVE: The Guidelines approved by the Synod Standing Committee include the following:

- 1 A minimum of 2 weeks Study Leave shall be available each year to Ministers in a Placement. Terms of Placement approved by the Presbytery may specify a more precise figure.
- 2 Study Leave shall normally be taken each year for a program (whether set courses or self-directed study) to equip for ministry within the life and ethos of the UCA. This shall be planned by the Minister in conjunction with the Church Council or other responsible body. The Presbytery, in the exercise of its pastoral and supervisory role, may also choose to be involved in this planning. Normally Study Leave not taken in the year in which it is due is forgone.
- 3 If a substantial period of study is planned, the Minister may negotiate with the Church Council or other responsible body for Study Leave to be accumulated up to five years' entitlement. This needs approval by the Presbytery, and must be reported to the Commission on Education for Ministry.
- 4 Ministers are expected on return from Study Leave to report to the Placement on the experience and its value to themselves and to the Placement.
- 5 Consideration shall be given to the needs of the Placement as well as the needs of the Minister, and the timing of Study Leave acceptable to both. Normally attention will be given to the following:
 - (a) Taking accumulated Study Leave in the same year as Long Service Leave shall require the approval of both the Church Council or other responsible body and the Presbytery.
 - (b) Ministers and Church Councils or other responsible bodies will seek to minimise potential difficulties if Study Leave requests involve multiple absences from a Congregation on a Sunday.

FINANCIAL ASSISTANCE FOR STUDY LEAVE: There is no specific requirement on a Placement. Some Placements offer assistance towards the cost of course fees, travelling, etc.

MINISTERIAL ENTITLEMENTS: The Synod publishes a handbook of Ministerial Provisions & Charges, including details on stipends, allowances, housing arrangements, leave provisions, retirement benefits. The implications for part-time Placements are explained. UCA Handbook at <https://victas.uca.org.au/resources/terms-of-placement-committee/>.