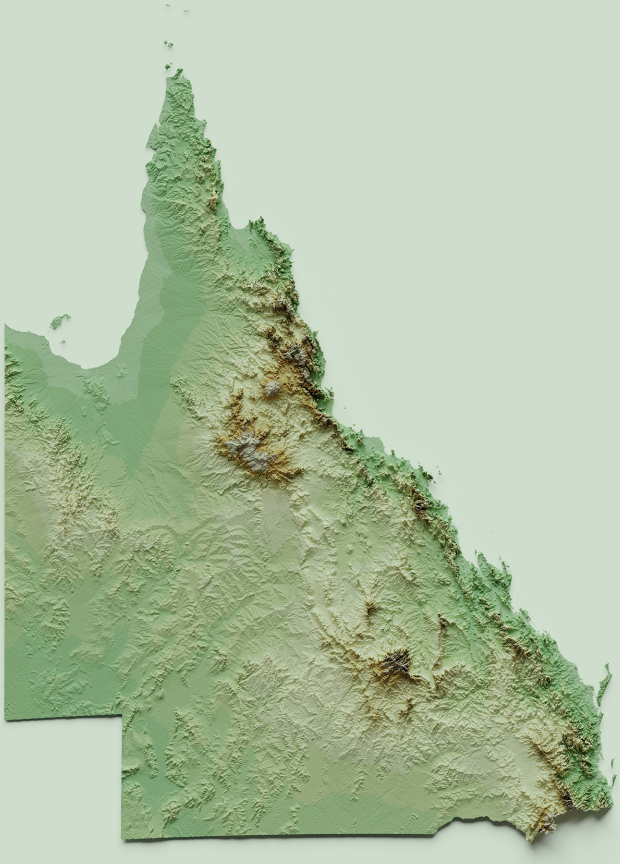
Presbytery Capacity

A Proposal for the 39th Synod



renewal

The Uniting Church in Australia
QUEENSLAND SYNOD

QUEENSLAND SYNOD SHARED AMBITION - REAFFIRMED AT THE 38TH SYNOD

One church,

active in every Queensland community,
bearers of Christ's offer of life in all its fullness.
Together we are committed to a

flourishing future

for church and community.

QUEENSLAND SYNOD STRATEGIC FOUNDATIONS

MISSION RENEWAL AND GROWTH
We will accompany the Church, supporting renewed discipleship, new growth and missional development. We will deepen our covenant with the UAICC and advocate and act for Social Justice for all.

FLOURISHING PRESBYTERIES
We will co-create plans to support Presbyteries, developing new approaches to shared and delegated responsibilities.

FORMING LEADERS
We will embed, build, and optimise the Synod's leadership principles and pathways, and develop emerging leaders across Queensland.

FIT-FOR-PURPOSE GOVERNANCE
We will improve whole-of-church governance processes and structures, implement governance review outcomes for institutions, and develop the capability of governing bodies and councils of the Church.

STEWARDING RESOURCES
We will steward our resources and innovate and diversify funding sources to improve financial sustainability for the Office of the Synod and the wider Church in Queensland.

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Moderator's introduction



The decision before Synod on Presbytery Capacity is significant, not simply because it concerns how we organise our life together, but because it invites us to ask how we may more faithfully serve the mission God has entrusted to us. In this season of Renewal – Praying Without Ceasing, I encourage members of Synod to approach this proposal prayerfully, listen deeply to one another, and discern together where the Holy Spirit may be leading us for the growth, renewal and witness of the Church in Queensland.

At its heart, this proposal is not about structures for their own sake; but strengthening the Church for mission, discipleship and renewal. Our presbyteries have faithfully encouraged, supported and equipped congregations, faith communities and ministry leaders as they participate in God's mission. We give thanks for the commitment, wisdom and leadership of all who have shaped the life of our presbyteries and nurtured the Church across our vast and diverse state. This proposal honours that legacy. It does not diminish what has been given; rather, it seeks to build upon it with gratitude, courage and hope.

Many congregations and leaders are longing for deeper support in discipleship, leadership formation, mission innovation, governance, pastoral care and congregational renewal. At the same time, Queensland's size and complexity, changing communities, financial pressures and increasing ministry demands invite us to ask whether our present arrangements provide the capacity required for a Church seeking to be renewed in faith, hope and love.

The Basis of Union reminds us that the Uniting Church seeks "a continuing renewal" in which God uses our worship, witness and service to set forth the word of salvation, and that we are "open to constant reform" under Christ's Word and in the power of the Holy Spirit.

> *Renewal is not a slogan or strategy. It is a posture of faith: a willingness to be led, corrected, reshaped and sent again by the living Christ.*

This proposal has emerged from prayer, discernment, consultation and collaboration. It reflects conversations among presbytery leaders, feedback from presbyteries, and a shared desire to strengthen the Church's capacity to walk alongside congregations and faith communities in ministry and mission. In that sense, this is an invitation to order our common life so that local communities of faith may be more deeply encouraged, better supported and freshly equipped for the work of Christ.

If adopted, the proposal would establish three new presbyteries from 1 July 2027, with increased staffing capacity and greater flexibility to provide strategic leadership, pastoral support and specialist ministry expertise across the Church. The intention is not merely to redraw boundaries, but to create stronger foundations from which congregations, faith communities and ministry leaders can flourish as signs, instruments and foretastes of God's renewing work in the world.

May our deliberations be marked by courage, humility, grace and hope. May we listen for the voice of the Spirit with open hearts. And may we trust the God who has led us thus far to continue renewing us as a pilgrim people, called to go forward together in the mission of Christ.

Rev Bruce Moore

Moderator

Executive summary

Introduction

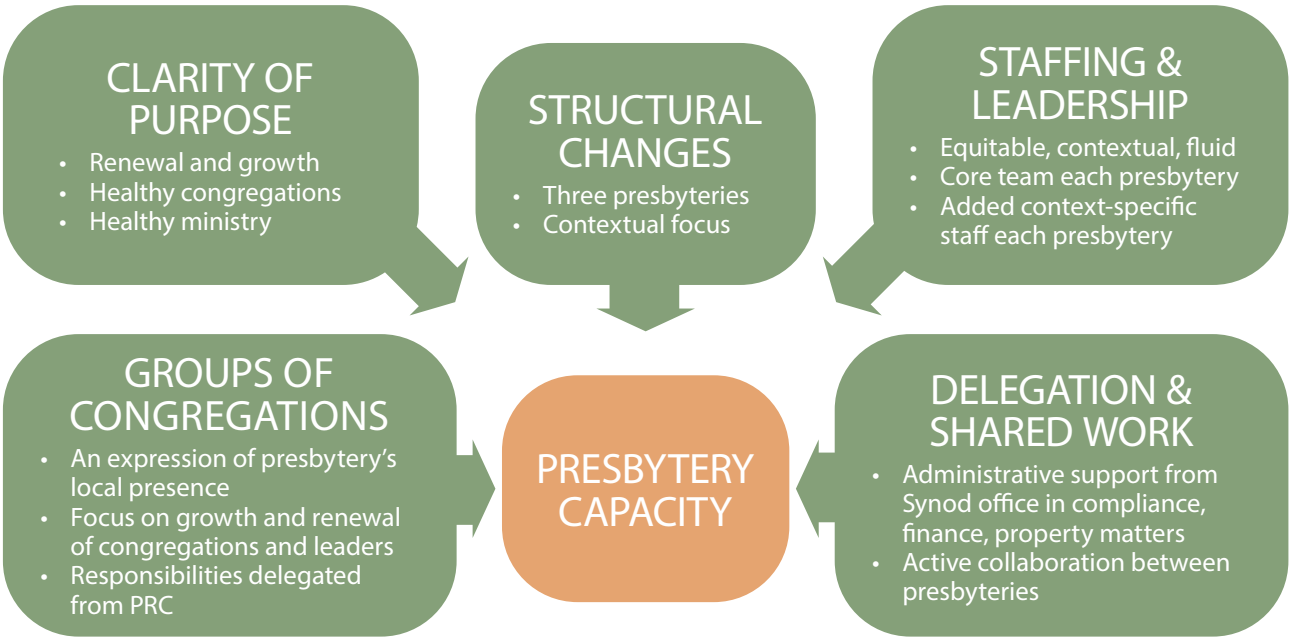
This proposal is part of the Synod's discussion about Presbytery capacity building with a focus on supporting renewal and growth across the Church in Queensland. The objective of this proposal is to boost the capacity for presbyteries to serve a growing and renewing Church, by re-imagining the structure, staffing and operating models of presbyteries in Queensland.

This proposal was developed through discussions with presbyteries and presbytery leadership teams, led by the General Secretary of the Synod at the request of Queensland's Presbytery Ministers. The process included the development of a discussion paper for consultations at presbytery meetings and with Muth arrak in late 2025, regular discussions with presbytery leaders and other stakeholders, and feedback from Synod committees. A draft proposal was developed after a focussed workshop took place in January 2026, including representatives appointed from each of the seven existing presbyteries. Formal consultation with presbyteries based on the draft proposal was undertaken between February and May 2026, consistent with the Regulations, with each presbytery responding in writing after presentation and discussion. In response to feedback received from the consultation, this final proposal was developed and approved by Synod Standing Committee for consideration by the 39th Synod in October 2026.

Summary of the Proposal

The proposal is to redesign Presbytery operating models through the following five elements:

- **Clarity of purpose:** To enhance capacity of presbyteries to support congregations and faith communities and lay and ordained leaders for a renewing and growing Church.
- **Structural changes:** To establish three presbyteries within Queensland, replacing all existing presbyteries.
- **Staffing and leadership:** To develop equitable, contextual and fluid staffing models for each presbytery.
- **Groups:** To use groups of congregations, as an expression of the presbytery's local presence, and support the effective functioning of geographically and numerically larger presbyteries
- **Delegation and shared work:** To investigate the delegations to Synod, or shared work between presbyteries and the Synod office, and support stronger outcomes for congregations



1. Reflection

The Uniting Church in Australia (UCA) is a missional movement in which the congregation, as the gathered community of faith, shares in the ongoing ministry of Christ. The presbytery, through its oversight and the Synod through resourcing, work to support congregations and faith communities in their diverse expressions of worship, witness and service.

In his 1979 retiring address as the first president of the UCA Assembly, Rev Dr Davis McCaughey stated:



> *The councils of the church exist primarily to serve the basic unit, the congregation: to make sure that Word and Sacrament are available for Christ's people, so that they can worship, witness and serve. Presbytery, Synod and Assembly are constituted for that purpose. Of course they may have other things to do as well, but they ought to remember that the further they get away from the task of simply serving Christ's people gathered around Word and Sacrament the further they move from their own sphere of competence.*
>
> **- Rev Dr Davis McCaughey**

The missional heart of the UCA informs a structure in which the congregation is the primary focus of our communal life. Within the Uniting Church, the congregation is understood as being "the embodiment in one place of the One Holy Catholic and Apostolic Church, worshipping, witnessing and serving as a fellowship of the Spirit in Christ" (Para 15, Basis of Union).

The Basis of Union envisions a church which knows that it continues to grow and change in response to a changing world. Together, we seek "a continuing renewal" (Para 1), understanding ourselves as "a pilgrim people, always on the way" (Para 3), acknowledging that Christ "constitutes, rules and renews" us (Para 4), and praying that "God will constantly correct us" (Para 18). Even as we speak of church governance in the Basis of Union, we declare first that "the faith and unity of the Holy Catholic and Apostolic Church are built upon the one Lord Jesus Christ" (Para 3), and that "Christ alone is supreme" (Para 15). A renewing church participates in the ongoing ministry of Christ witnessed to in Scripture. Finally, the Basis of Union recognises prophetically that our church governance and laws are "always subject to revision in order that (we) may better serve the Gospel" (Para 17).

Consistent with this call to continuing renewal that is at the heart of the movement, the Uniting Church throughout Queensland has discerned a focus on growth and renewal in this period. New commitments, including a church planting, replanting and revitalisation strategy, and a set of priorities for our collective work, have been adopted. Resourcing funds have been established to support Church renewal and First Peoples ministry in Queensland. A key focus area is encouraging healthy, thriving congregations in communities across the state. Both Presbytery and Synod have a vital role to play, and the Synod's commitments align with existing presbytery priorities in this area.

It is in light of this commitment to seeking a continuing renewal that this proposal to enhance presbytery capacity is offered. It offers both a bold vision, and an invitation to explore new ways by which presbyteries can effectively fulfil their primary responsibility to exhort, stimulate and encourage congregations, ministry agents and lay leaders to share in the ongoing ministry of Christ. Ensuring our presbyteries have appropriate capacity is crucial in fostering vibrant congregations, faith communities and lay and ordained ministry.

2. Background and proposal development process

Process

During 2024 and 2025, Presbytery Ministers identified and explored a variety of challenges facing presbyteries. These challenges included inequitable staffing, declining numbers of volunteer lay and ordained leaders for presbytery governance roles, increased complexity in the environment in which congregations undertake mission and ministry, continuing increased pressure on congregational financial capacity, and growing demands on presbyteries both from congregations and from the Synod.

Challenges to Presbytery Capacity

People capacity	Financial capacity	Structural inequity	Governance and compliance
• Specialist skills • Governance and oversight functions • Duplication of roles • Pressure on Pres Mins	• CPMP decline • Insufficient funding to meet operating costs • More staff under current arrangements = increased costs • Variable presbytery reserves	• # and health of congregations • Value of property • Access to historical reserves • Geographical size and travel costs	• # and skills of people for various oversight bodies • Amount of time and energy in compliance and ops responsibilities

In considering these challenges, the Presbytery Ministers envisioned potential new forms, functions, and resourcing models. At the heart of this conversation was the health and vitality of local congregations and the health and sustainability of ministry agents and lay leaders. The Presbytery Ministers considered the notion of flourishing, concluding that our current presbytery structures and ways of working do not ideally support this goal. The 38th Synod meeting continued this discussion with presbytery capacity being a focus of the meeting as a *Renewal Conversation*.

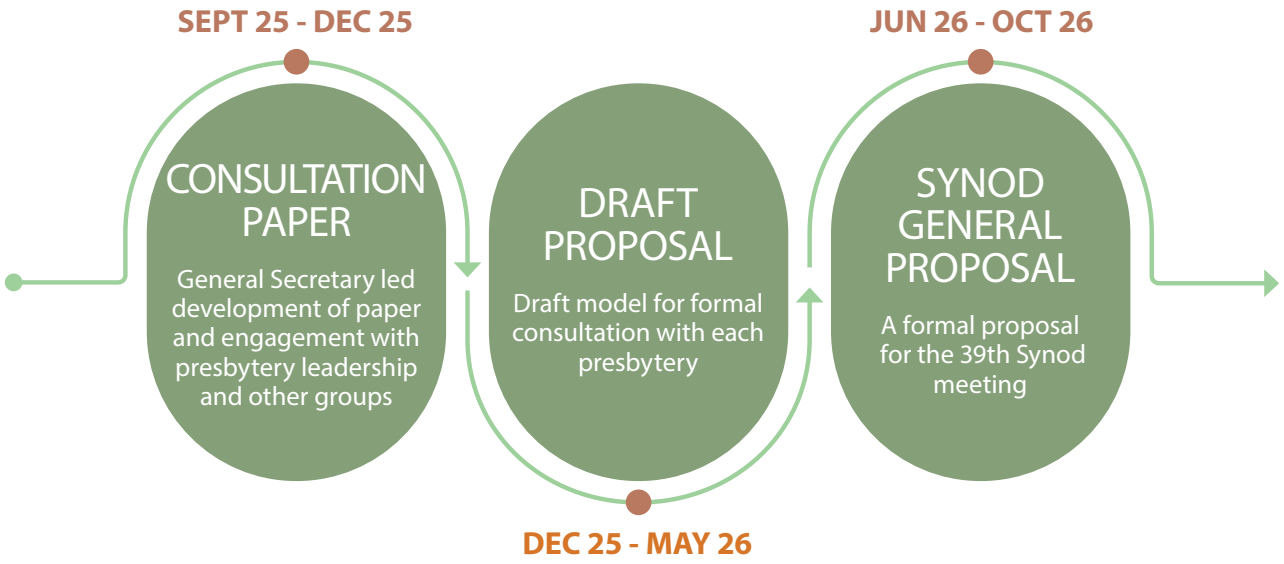
This led to a request in June 2025 to the General Secretary and Synod Standing Committee to facilitate further discussion and develop a proposal for consideration by the 39th Synod in October 2026. The intent of the proposal is that it would lead to increased capacity in presbyteries to more effectively support congregations and faith communities in a renewing and growing Church.

This request, consistent with the ecclesiology and commitment of the Uniting Church to align its activities with its mission, and with the Synod's growth and renewal strategy, led to the preparation of a discussion paper exploring the matter. An initial consultation round was conducted in late 2025 across nine meetings (including all seven presbytery meetings), with 305 meeting attendees and the receipt of 94 written responses.

A preferred model was developed, based on collated feedback and discernment, at a dedicated presbytery leaders' workshop in January 2026. Participants in the workshop were endorsed by their respective Presbytery Standing Committees and were able to work with and hear from those from other parts of the Synod. It was a time of discernment and opportunity to engage with one another, to ask questions and consider how the proposed model might function effectively in different parts of the state. The workshop allowed time for prayer, reflection and rigorous debate, culminating in consensus endorsement of what became a draft proposal.

This draft proposal was provided to presbyteries in February 2026 as part of a formal consultation process under Regulation 3.4.6. Presbyteries were invited to provide a formal response, with each presbytery opting to do so. Those responses conveyed overall support for the proposal, with a number of questions and comments included to assist in further developing either the proposal itself, or implementation and transition planning.

Based on this extensive process, the Synod Standing Committee has approved the current proposal for the 39th Synod.



Changes to draft presbytery capacity proposal and implementation plan

Key feedback themes from formal consultation with Presbyteries have been used to finalise this proposal, the accompanying *New Presbyteries Information Paper*, and a detailed implementation plan that will follow (if the proposal is approved). Primary feedback themes, and the changes or responses to that feedback are as follows:

Feedback	Response
Would like to see detailed implementation plans	Alongside this proposal, a *New Presbyteries Information Paper* outlines a range of implementation matters for the new Presbyteries. Of note, there are decisions which are the responsibility of the Presbytery, and not for the Synod to make on behalf of presbyteries, even when the Synod has the responsibility to dissolve and establish a presbytery. The paper will include a range of suggestions for consideration by the newly established presbyteries, including model policy and delegation frameworks, use of groups, staffing models and so on. This detail is included in the information paper not to dictate presbytery decisions, but to demonstrate ways in which the proposed approach might work. The *New Presbyteries Information Paper* accompanies this proposal for the 39th Synod, but is not, itself, subject to a Synod decision.

Feedback	Response
Expressed concern for workability of large regional presbytery • Geography, size, travel • Equity, representation, regional voice	The inclusion of a single regional presbytery was initially proposed with the inclusion of Presbytery Ministers from regional presbyteries and then finalised based on a workshop with representatives of all presbyteries, and feedback from presbytery members. While size and geography will be a challenge for this presbytery, we believe the strengths outweigh the challenges: • Capacity for the presbytery to develop deep expertise in supporting congregations in regional, rural and remote contexts • Capacity to develop deep expertise in supporting remote area bush chaplaincies, with all such chaplaincies included within a single presbytery • Enhanced capacity for shared learning and expertise between congregations in similar contexts including remote communities, rural communities, and regional cities • The option to add specialist staff to support congregations within the presbytery that are not financially viable under current arrangements • Staffing numbers proposed are based on the notion of equity, not equality. There is higher staffing levels proposed for the regional presbytery, as outlined in Appendix A, in recognition of the larger operating context and the challenges of travel and distance. • Where there are advisory or decision-making bodies of the Synod with members appointed by Presbyteries (e.g. MC3, PSI, Advisory Committee on Ministerial Placements), the Synod Standing Committee will be tasked with ensuring equitable representation from rural and metropolitan SEQ areas in order to ensure a balance of views
Concerns regarding governance with respect to autonomy and centralisation	The proposal is consistent with Uniting Church Constitution and Regulations, maintaining the roles and responsibilities of the presbytery. Any change to delegations from presbytery to other bodies (Groups, congregations, Synod, other Presbyteries) will be at the decision of the newly established presbytery, in accordance with clauses 30 and 70 of the UCA Constitution. The Synod will not determine delegations on behalf of Presbyteries. Development of this proposal originated with Presbytery Ministers, and has included multiple rounds of formal and informal consultations with Presbyteries, and Presbytery Ministers
How will staffing work to ensure support for congregations is enhanced?	The proposed model enables each presbytery to add specialist staff that are not available within each presbytery under current arrangements. These proposed staffing levels are outlined in Appendix A. We note further that while the proposal requests the General Secretary to arrange interim staffing, final decisions on permanent appointments, role descriptions and priorities lie with each presbytery. Such determinations are outside the “basic requirements” needed for the establishment of the presbytery. The Synod Office will continue to provide support directed toward presbyteries and congregations through its Mission Accompanying Team, and Presbytery Support Unit. Presbytery decisions regarding staffing can be made with confidence that these additional levels of support will continue to be available.

Feedback	Response
How will this approach be financially sustainable?	A parallel proposal explores the topic of Presbytery Resourcing, proposing a new model for long-term funding and sustainability of presbyteries, while avoiding increased demand on CPMP. The parallel proposal includes the development of a high-level five-year budget for the proposed new presbyteries to ensure that financial resourcing for implementation and short-medium term operation is available. The proposal has been developed around the principal of cost neutrality, to ensure there are no increased demands on the totality of presbytery or congregational finances, while giving the assurance of staffing requirements for Presbyteries to flourish under the proposed model. The Synod office has incorporated budget allowance for transition and implementation work in 2026/27 including all matters required for implementation of the proposal.
Will this change result in improvements in mission for local congregations and faith communities?	The entire objective of this proposal is to enhance the capacity of presbyteries to provide support for congregations, faith communities, and their lay and ordained leaders in mission and ministry. The proposal originated out of concern that current presbyteries lack the capacity to effectively provide this support in the current environment.
On what basis were decisions made regarding locating congregations within proposed Presbyteries, particularly in eastern Darling Downs area, plus Maryborough and Hervey Bay.	A number of factors were considered in determining where proposed boundaries sit: • The number and nature of congregations and/or faith communities within each proposed presbytery currently and into the future with a renewal and growth strategy view • The contextual similarities within each proposed presbytery, allowing for development of context-specific expertise in particular ministry settings • Long-term forecast population, demographic and social changes, particularly for communities in the major growth corridors of south-east Queensland Specifically: • Some members of Mary Burnett Presbytery raised the fit of Maryborough and Hervey Bay congregations being more closely related to Sunshine Coast and south-east Queensland with the population changes already being experienced in these areas. In this proposal, those congregations have been included in the proposed Wide Bay Brisbane Presbytery • Some members of The Downs Presbytery raised the fit of communities in the eastern Downs area (including Toowoomba, Warwick, Stanthorpe) within the proposed Greater Regional Qld or Southern Queensland Presbyteries. While recognising the social, cultural and commercial importance of relationships between communities across the Downs, the proposal recommends the inclusion of these congregations in the SE (South) Presbytery for the following reasons: o Forecast growth in the eastern Downs area, including demographic, social and population changes in the major centres, leading to more direct connection and similarities to the wider south-east Queensland area over the medium to long term

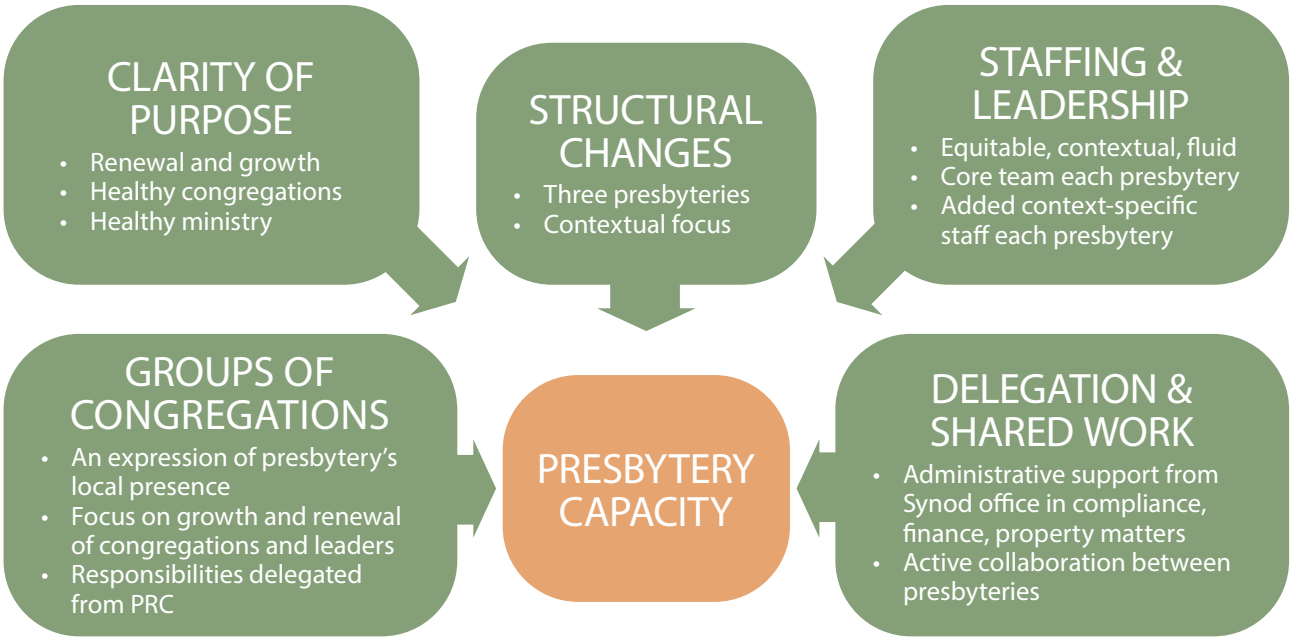
Feedback	Response
On what basis were decisions made regarding locating congregations within proposed Presbyteries, particularly in eastern Darling Downs area, plus Maryborough and Hervey Bay. *(continued)*	o Inclusion of western Downs communities in the Greater Regional Qld presbytery allows for the development of significant expertise related to supporting ministry in small rural and remote communities, and in remote area bush chaplaincies. • Additionally, the proposal supports ongoing relationships between congregations and faith communities across presbytery boundaries. Effective communication, including through mechanisms such as the Presbytery/Synod Interface (PSI), and the Mission Collaboration and Coordination Committee (MC3) will support both new and continued congregational relationships and projects that cross Presbyteries.
Clarity on the role of Muth arrak and its relationship with the newly established Presbyteries, including consideration of establishing Muth arrak as a single entity across all Presbyteries.	The proposal directs the Synod Standing Committee to review the Terms of Reference for Muth arrak, as the regional council for UAICC in Queensland, with respect to the powers, duties and responsibilities of a presbytery in light of this whole proposal. Central to this task is the capacity for Muth arrak to have productive involvement with each presbytery consistent with our covenantal relationship.
Is there more information regarding the addition of new Remote Area Bush Chaplaincies?	At the time the draft proposal was prepared for presbytery consideration in early 2025, there were indications from Frontier Services that funding may become available to commence two additional Remote Area Bush Chaplaincies in the central Queensland area. Presentations to Presbyteries at the time of consultation on the draft proposal outlined this possibility. Recent advice from Frontier Services is that funding for those two suggested bush chaplaincies is not currently available. The proposal for a single regional presbytery (Greater Regional Queensland) includes all current remote area bush chaplaincy areas, including Kennedy, Carpentaria/McKay, Bottle Tree, and Cunnamulla Burke & Wills. The Synod Office will continue to liaise with Frontier Services regarding future funding opportunities to establish further chaplaincies.
Are the two south-east Queensland presbyteries of similar numerical size?	Small changes made to recommended presbytery borders, resulting in the inclusion of Toowong, Indooroopilly and St Lucia in the SEQ (North) Presbytery to assist in balancing numbers. We have also factored in new congregations to align with the Synod-approved Church Planting and Revitalisation strategy.

Presbytery capacity resourcing model proposal

When the Queensland Synod began discussing presbytery capacity building, it also needed to address how to support the resource needs of Presbyteries in an ongoing and sustainable manner. The Synod Standing Committee approved a parallel process to run alongside the Presbytery Capacity conversation, being led by the General Secretary, to develop a separate proposal for resourcing flourishing Presbyteries. That work has followed a similar consultation process and resulted in a separate proposal to the 39th Synod. The two proposals are inter-related, but not interdependent.

3. The preferred model

Summary



A. Clarity of purpose

The primary purpose for redesigning presbyteries within Queensland is to enhance capacity of presbyteries to support congregations and lay and ordained leaders for a renewing and growing Church. The structural changes, staffing, operating models, the use of groups, and delegated and shared tasks outlined below are all oriented to supporting the growth and renewal of the church, and the development of healthy, sustainable ministry providing effective leadership to healthy, vibrant, growing congregations. The intent is a church that continues to grow and be renewed, growing disciples in the whole range of cultural, generational and geographic communities across the state.

B. Structural changes

Under this proposal, the Queensland Synod will establish three new Presbyteries to replace the seven existing presbyteries across Queensland. The makeup of the proposed presbyteries is intended to facilitate effective support for congregations facing similar long-term demographic, social and geographic concerns, and to enable provision of increased context-specific expertise within each presbytery.

Moving to a three-presbytery model will reduce duplication of staffing, volunteers and effort, particularly in executive leadership, and administration functions, allowing for the provision of a wider range of specialist skills within each presbytery while remaining within the existing budget envelope. This provision for increased range of staff skills will enable enhanced support to be directed to congregations, and both lay and ordained leaders.

The proposal suggests a single regional presbytery and has been designed with significant input from Presbytery Ministers and leaders from existing regional presbyteries to ensure such a presbytery can provide effective support across the large area it will cover. The proposal recognises changes in demography throughout Queensland, including changes to population distribution in western Queensland. The Greater Regional Queensland Presbytery will be home to the Remote Area Bush Chaplaincies that cover substantial areas of western Queensland.

The three proposed presbyteries are outlined below, with further detail provided in Appendix A of this proposal:

Greater Regional Queensland

The Greater Regional Queensland Presbytery will cover the geographic bulk of Queensland, including coastal cities north from Bundaberg, together with inland and remote western areas of the state. It includes major regional centres such as Cairns, Townsville, Mackay, Rockhampton, Gladstone, and Bundaberg. Approximately 1.3 million Queenslanders live in this region. This presbytery will develop specialist skills in supporting ministry in both major regional cities, and in rural and remote communities. This presbytery will incorporate all existing remote area bush chaplaincies, enabling it to develop expertise in supporting this form of ministry and presence. It will include the existing presbyteries of Carpentaria and Central Queensland, together with parts of Mary Burnett and The Downs.

A significant aspect within the life of this presbytery is the UAICC/Muth arrak congregations in northern Queensland. Continuing and further deepening the ongoing relationship and support of Muth arrak and its congregations will be a priority for this presbytery, alongside partnership with Muth arrak to explore other new opportunities. The proposal includes directing the Synod Standing Committee to review the current Terms of Reference for Muth arrak as they relate to the powers, duties and responsibilities of a presbytery in light of any changes to presbyteries approved by the Synod.

Wide Bay Brisbane

The Wide Bay Brisbane Presbytery will cover the area from the Brisbane CBD north to and including Maryborough and Hervey Bay, together with the Sunshine Coast and hinterland areas. Approximately 1.7 million Queenslanders live in this region. This presbytery will exercise expertise in working within existing metropolitan and tourism communities, together with substantial growth corridors and hinterland communities that characterize it. The presbytery includes the existing Moreton Rivers Presbytery, together with part of Mary Burnett Presbytery.

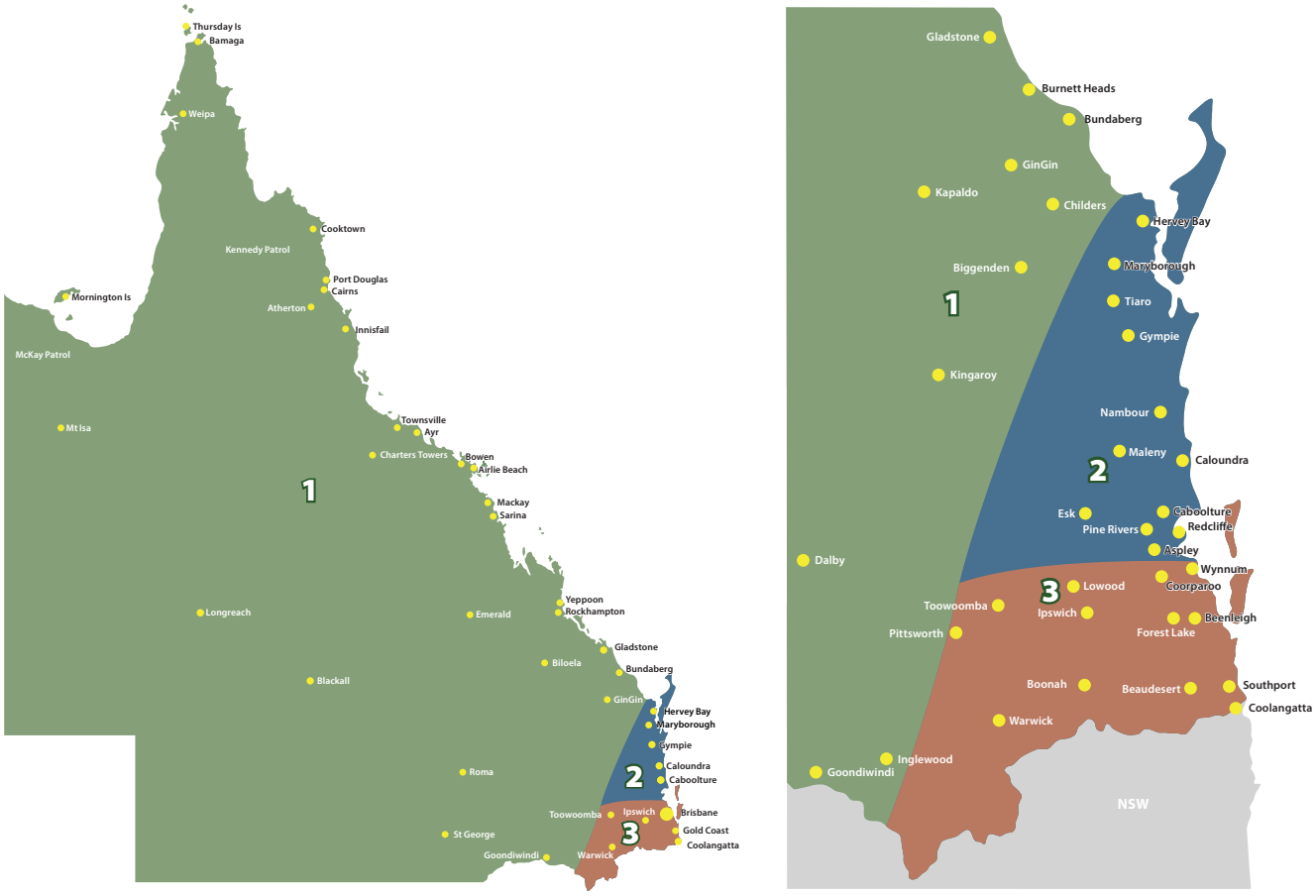
A significant aspect within the life of this presbytery is the UAICC/Muth arrak congregation at Zillmere. Continuing and further deepening this relationship, alongside partnership with Muth arrak to explore other new opportunities will be a priority for this presbytery. The proposal includes the Synod Standing Committee reviewing the current Terms of Reference for Muth arrak as they relate to the powers, duties and responsibilities of a presbytery in light of any changes to presbyteries approved by the Synod.

Southern Queensland

The Southern Queensland Presbytery will cover the area from adjacent to the Brisbane CBD south to the border, and west to include the eastern Darling Downs area. Approximately 2.5 million Queenslanders live in this region. Home to some of the fastest growing corridors in Queensland, this presbytery is likely to change substantially in the years ahead with new communities and new inter-city relationships emerging. It will develop expertise in working within such a rapidly changing context, and within adjacent hinterland communities. The presbytery includes existing areas covered by South Moreton and Bremer Brisbane presbytery, together with communities in the east of the Downs Presbytery (including Toowoomba, Warwick, Killarney, Granite Belt and Crows Nest).

This presbytery will establish a relationship with UAICC/Muth arrak to encourage opportunities for existing and new First Peoples ministry within its bounds. The proposal includes the Synod Standing Committee reviewing the current Terms of Reference for Muth arrak as they relate to the powers, duties and responsibilities of a presbytery in light of any changes to presbyteries approved by the Synod.

To address the challenges of change, each of the new presbyteries will ensure that maintaining the missional and relational networks of those closest to the new presbytery borders is encouraged, supporting cross-presbytery communication and collaboration wherever practicable.



C. Staffing and leadership

Critical to the successful implementation of this presbytery approach is the provision of suitable staffing within each presbytery, providing a range of specialist skills to support the presbytery's work with congregations, faith communities and leaders, and ensuring the relational and incarnational presence of the presbyteries to support congregations and faith communities.

The proposed staffing model is based upon three principles:

- Equitable: Recognising that the metrics that determine staffing need in the geographically smaller presbyteries are not the same metrics as in the larger regional presbytery, means that staffing numbers may need to vary between presbyteries. The regional presbytery contends with smaller, financially poorer, less equipped congregations on average, which changes the tasks of presbytery and its staff. Travel demands similarly vary widely between presbyteries.
- Contextual: The shape of a presbytery's staff may not be identical, rather driven by the distinctive needs of each presbytery. For example, Group Coordinators may be vital for the Greater Regional Queensland Presbytery but may not be needed in the geographically smaller presbyteries.
- Fluid: Whatever each presbytery discerns as its initial staffing model is a starting point for ongoing development. Regular assessment of the efficacy of the chosen staffing model will be essential for each presbytery.

General notes:

- The high-level five-year budget presented in the Presbytery Resourcing proposal is based on presbytery staffing up to a maximum of 20 full-time equivalent (FTE) staff in total across three presbyteries.
- Allowing for the principle of equity outlined above, the proposal recommends provisioning the Greater Regional Queensland Presbytery with additional staff relative to the Wide Bay Brisbane, and Southern Queensland Presbyteries. Suggested staffing arrangements are outlined in the General Proposal, noting that there may be a mix of part time and full-time staff/ministry agents including:
  - Greater Regional Queensland: Up to eight FTE staff
  - Wide Bay Brisbane: Up to seven FTE staff
  - Southern Queensland: Up to seven FTE staff

Staffing and ministry model

The proposal is for a staffing and ministry design that provides each presbytery with suitable staff/ministry to meet core functions and then provision for the presbytery to utilise additional staff up to the available maximum to meet additional context-specific functions. Within each presbytery, the General Proposal recommends the General Secretary facilitate the appointment of interim staff, with the presbytery then being able to determine its own long-term, ongoing staffing roles and priorities.

Under the proposed interim staffing arrangements, core staff functions within each presbytery may include:

- Executive Leadership
- Mission Development
- Pastoral Formation
- Younger Generations Ministry
- Administration

Under the proposed interim staffing arrangements, additional ministry staff may be placed under supply arrangements, until each presbytery discerns and designs its own ongoing needs. Examples of functions or responsibilities which may be considered by each presbytery include:

- Rural Ministry
- Church Planting
- First People's Ministry
- Multi- and Inter-cultural Ministry
- Teaching and Formation
- Group Coordination

A brief outline of possible staff functions and responsibilities is attached to this document at Appendix E.

Staff and office locations

The new presbyteries are encouraged to ensure staff are distributed physically across the presbytery, operating from a virtual or hybrid office as the context of each presbytery may dictate. Staff appointments may include a mix of full and part-time staff and may include shared roles with other ministry placements within the presbytery. Consideration may be given to shared roles across multiple presbyteries, particularly in the case of Specialist roles. Such shared roles will facilitate ongoing collaboration.

Transition and implementation planning will consider the potential for the Synod Office to assume an IT support role within each presbytery, including bringing all staff, officers, file systems, hardware, IT security and so on, into the Synod Office IT environment.

Governance and office bearers

Alongside staff, effective officers and governance groups are vital to the work of presbyteries in supporting healthy ministry and healthy congregations. The re-alignment to three presbyteries will enable each presbytery to draw on a larger pool of skilled and experienced lay and ordained leaders. Establishing effective recruitment and operating practices for governance groups such as standing committee, pastoral relations committee and property/resourcing committees will be a priority task in transition and implementation. Presbyteries may consider paid (p/t or f/t) office bearer roles including Chair or Treasurer, within their approved overall staff establishment.

D. Groups of congregations

To support the effective functioning of presbyteries, the effective and intentional use of groups of congregations, as an expression of the presbytery's local presence, could help to ensure health and sustainability for leaders and contribute to the growth of congregations, including through the exercise of delegated responsibilities by the Pastoral Relations Committee. The use of groups in which congregations and leaders can support, encourage and equip one another is consistent with the Basis of Union's description of the purpose of presbytery being to *strengthen one another's faith, to bear one another's burdens, and exhorting them to fulfil their high calling in Christ Jesus* (Para 15).

General notes:

- While recommendations for consideration may be included in the New Presbyteries Information Paper, final decisions regarding the implementation of groups of congregations are the responsibility of each presbytery. The Paper will outline potential implementation options, particularly for the Greater Regional Queensland Presbytery.
- Groups will generally be organised geographically. Alternate approaches may include consideration of contextual grouping where appropriate. For instance, a group might be established consisting of various congregations based in mining communities, or in tourism communities. The final number and makeup of groups will be a presbytery decision.
- If established, groups of congregations will focus on developing health and sustainability for ministry agents and lay leaders and will share in the work of the presbytery to grow flourishing congregations. Various committees and staff within the wider presbytery will provide oversight of governance, administration, complaints and discipline.
- Any delegation of presbytery powers to groups will be a decision of the presbytery. The New Presbyteries Information Paper will outline potential delegations for consideration by the presbytery under a scalable delegations model
- Consideration of resourcing requirements for group operation, including any staff functions dedicated to supporting groups will be made during presbytery budget and strategy processes
- Presbyteries may, for example, opt to include Group Coordinator roles within the overall staffing mix described earlier. A Group Coordinator's tasks might include facilitating congregation consultations, supporting the development of congregation profiles, providing pastoral care, identifying education and formation opportunities, and supporting placements processes. A Group Coordinator may be a part-time role, shared with a congregational or other placement.

E. Delegation and shared work

To support healthy presbytery capacity and stronger outcomes for congregations, the establishment of the new presbyteries includes the investigation of further delegations to Synod, or shared work between presbyteries and the Synod Office, or other forms of delegation, including consideration of delegations to a high-capacity congregation.

Delegation is, in this sense, used to mean the delegation of powers by a presbytery to another body. Such delegation is provided for in the Regulations, with the delegating presbytery able to determine both the extent and duration of any delegation, and any ongoing review arrangements.

Alternatively, the term shared work here denotes a less formal arrangement in which presbyteries agree to collaborate with one another, with Synod Office, or with another body, without formally delegating or relinquishing responsibilities.

Decisions regarding delegation or shared work are the responsibility of the Presbytery, not the Synod.

General notes

- A model set of delegations and policies will be prepared as part of transition and implementation planning as outlined in the New Presbyteries Information Paper. Each new presbytery will be encouraged to consider that model set of delegations and policies as a starting point. Any final decision on delegation or policy is the responsibility of the presbytery.
- Synod Office may, by negotiation, undertake increased responsibilities for all presbyteries in the areas of insurance, legal support & advice, contracts & leases, redress (oversight), placements tasks, compliance (including safeguarding, Code of Ethics database, Blue Card database).
- Other areas that may be explored for further delegation to Synod Office in a manner varying from presbytery-to-presbytery include: expertise relating to finance (bookkeeping, accounting tasks), incident and risk management, conflict management, technology support, property processes and management, HR, WH&S, complaints management, discipline support, and legislative, regulations & policy changes/updates. Synod Office will assess its capability to provide such support, including assessing budget implications and alternate models such as fee-for-service provision.
- Presbyteries will be encouraged to actively collaborate where it is beneficial to do so, including on tasks such as:
    - Life and witness consultations; including sharing models and templates
    - Healthy Ministry frameworks
    - Office bearers support, training, and development
    - Budgeting
    - Encouraging cross-presbytery networks, particularly near new presbytery boundaries.

The model: summary of what is changing

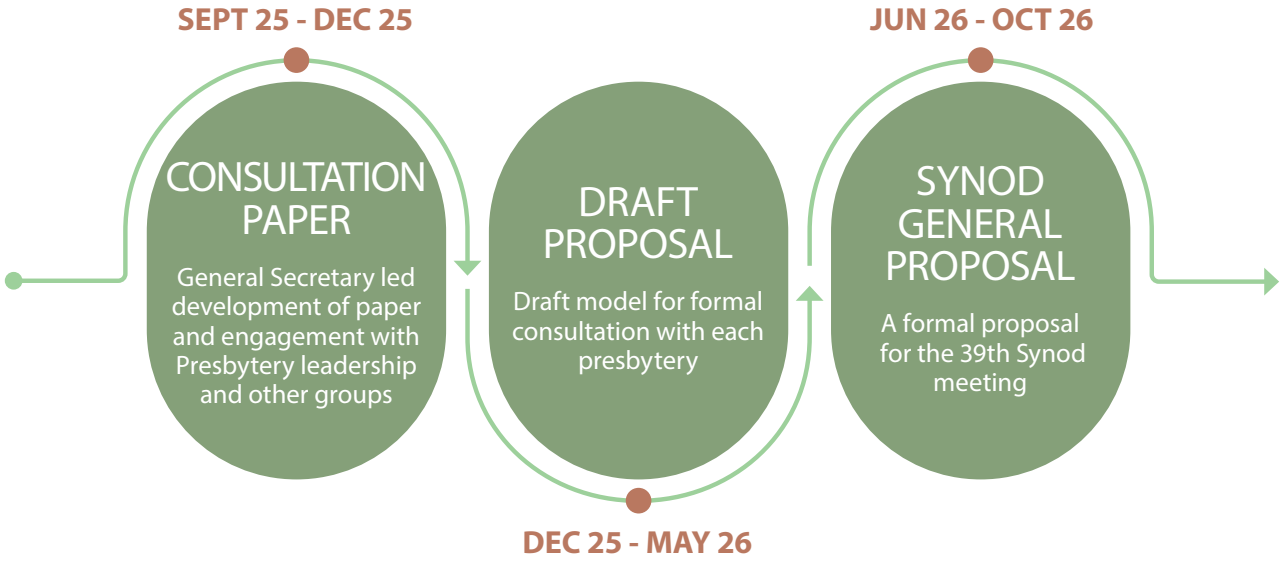
What stays the same?	What is different?
• Presbytery as council, exercising regulated responsibilities in oversight of life and witness of congregations within its bounds • Presbytery governance bodies including Standing Committee, Pastoral Relations Committee, Property/Resourcing Committee • Focus of presbytery on facilitating growth and renewal within congregations	• The number and composition of presbyteries • Higher capacity to fulfil their responsibilities and support congregations and faith communities • Staffing of presbyteries • Potential use of groups of congregations • Delegated and shared work between presbyteries and Synod/Synod office or other bodies

4. Implementation and transition

Under the proposals, detailed transition planning will be undertaken under the leadership of the General Secretary to address the following:

- A detailed transition and implementation plan to allow for new presbyteries to commence operation from 1 July 2027, consistent with the decisions of the 39th Synod.
- Proposed timeline and strategy for meeting any existing presbytery financial, ministry or property commitments.
- High-level five-year budget based on feedback and financial modelling from the Presbytery Capacity discussions and the Presbytery Resourcing general proposal.
- Establishment of an interim staffing model, including recruitment and appointment to interim presbytery staff and ministry roles.
- A model set of delegations and policies for consideration by each new presbytery, including the potential use of groups.
- A model set of presbytery processes, including shared approaches to life and witness consultations, and vitality of call processes for consideration by each presbytery.
- Recommended approach to presbytery operational matters including IT, office locations, standard policy suites, record keeping systems.
- An outline of any planned changes to services offered by Synod Office to presbyteries and congregations to support the transition and implementation of the new approach.
- Timeline and process for ongoing review of the new approach, including staffing, operating models and structures.

The Synod Office has established a transition and implementation project group, consisting of Presbytery and Synod representatives, and reporting frequently to each existing presbytery. All staffing and costs associated with transition planning will be met from within the Synod Office operating budget for FY 2026/27.



5. The proposal

That the Synod:

1. Pursuant to Regulations 3.1.5(b) and 3.4.6(a), forms three new Presbyteries and fixes the bounds of each new Presbytery as outlined in Appendix A, effective 1st July 2027, including:
    a. Adopts the names for each newly established Presbytery as outlined in Appendix A on an interim basis, directing the Synod Standing Committee to work with each newly established Presbytery to finalise permanent names.
    b. Delegates to the Synod Standing Committee the authority, pursuant to Regulations 3.1.5(b) and 3.4.6(a) and (b), to make any final changes to Presbytery arrangements, consistent with the decisions of the Synod.
2. Pursuant to Constitution clause 25, Regulations 3.1.5(b), 3.4.6 and 3.4.7, dissolves each of the seven existing Presbyteries (**The Presbytery of Bremer Brisbane, Carpentaria Presbytery, The Presbytery of Central Queensland, The Presbytery of Mary Burnett, The Presbytery of Moreton Rivers Presbytery, The Presbytery of South Moreton, The Presbytery of The Downs**) within the Synod of Queensland effective 30th June 2027, thanking members and staff of presbyteries for their work in encouraging the mission and ministry of the Church within their bounds.
3. Delegates to the General Secretary the power under Regulation 3.4.6(d) to determine the time, place and agenda for the first meeting of each new Presbytery, including the power to appoint a member of the Church to convene, constitute and preside over the meeting till such time as each new Presbytery elects a chairperson.
4. Pursuant to Regulation 3.4.6(b), authorises and directs the General Secretary to undertake all other tasks necessary to ensure the basic and ongoing missional requirements of the Presbyteries can be met from 1 July 2027, until such time as each Presbytery meets for the first time, including determining and appointing the basic ministry and personnel requirements for the establishment of each new Presbytery on an interim basis.
5. Directs the Synod Standing Committee to consider selection and appointment processes to ensure any Synod bodies with Presbytery-appointed membership have equitable representation from regional and south-east Queensland.
6. Directs the Synod Standing Committee to review the Terms of Reference for Muth arrak, as the Regional Committee of the UAICC in Queensland, in relation to the powers, duties and responsibilities of a Presbytery in light of the newly established Presbyteries in Queensland (Constitution 49).
7. Commends the *New Presbyteries Information Paper* for consideration by each new Presbytery that is formed as a result of this proposal

The scope of a proposal

To assist in more effective support of congregations and faith communities for growth and renewal, the proposal seeks to enhance presbytery capacity through reshaping the nature, number, staffing and operating models of presbyteries within the Synod of Queensland.

Structurally, the proposal replaces seven existing Presbyteries with three new Presbyteries within the Synod of Queensland from 1 July 2027.

The proposal empowers the General Secretary to ensure each new Presbytery has its basic requirements met, until such time as each new Presbytery meets to establish its own leadership, life and priorities.

A parallel proposal explores a new model for the financial resourcing of presbyteries. The two proposals are inter-related, but not interdependent.

Rationale

The primary purpose for redesigning presbyteries within Queensland is to address limitations in presbytery capacity under the current model for the effective support of congregations and faith communities, and their lay and ordained leaders for a renewing and growing Church. The proposal addresses structural changes that will enable revised and more equitable staffing, shared and consistent operating models, more effective use of groups, and changes to delegated and shared tasks, all of which are outlined in detail in the full proposal document. Such changes are possible as a result of this proposal and are oriented to building enhanced capacity within each of three new presbyteries to: more effectively support the development of healthy, sustainable ministry; and provide effective leadership to healthy, vibrant, growing congregations. The intent of this proposal is to more effectively support a church that responds to God's call to grow and be renewed, growing disciples in the whole range of cultural, generational and geographic communities across the State.

The origins of this proposal are in the ongoing, collaborative, and unique relationships between presbyteries in Queensland. The collective of Presbytery Ministers explored the limitations of the current presbytery model, and potential approaches to increasing presbytery capacity during 2024 and 2025 (including a focussed conversation at the 38th Synod). After this extended discussion, the Presbytery Ministers collectively asked the General Secretary to lead the development of this proposal on their behalf, in order to boost the capacity of presbyteries to support congregations and faith communities.

A discussion paper was first released to presbyteries in August 2025, before a draft proposal for formal feedback (consistent with the requirements of Regulations 3.4.6 and 3.4.7) was shared with presbyteries in February 2026. In both cases, extensive consultation was undertaken with presbyteries, presbytery leadership teams and presbytery members. Feedback from that process has been used to develop this proposal.

Proposers

A proposer and the seconder must be attending the Synod in Session as members. If the proposal is from one of Synod's reporting bodies (committee, board, presbytery, task group), it should be submitted and signed by an authorised officer of that body.

Name: Rev Scott Ballment

Email: Scott.Ballment@ucaqld.com.au

Phone: 0402 465 070

Signature: _____

Name: Rev Christy Allen

Email: presmin@ucacarpentaria.com.au

Phone: 0418 184 834

Signature: _____

6. Use of terms in this document

Term	Use within the document
Congregations	Includes congregations, small congregations and faith communities, however recognised under the regulations
Delegation	Formal delegation of powers from one council of the church to another council or body, consistent with Regulations
Presbytery Resourcing	A parallel process underway to ensure the ongoing, sustainable, effective resourcing of presbytery operations within Queensland.
Staff	Both ministry and administrative staff, including those in ministry placements

Appendix A: Three new presbyteries

Interim presbytery name	Greater Regional Queensland	Wide Bay Brisbane	Southern Queensland
Description	This presbytery covers the bulk of regional Queensland. It includes coastal areas from Cape York south to Bundaberg, together with adjacent hinterland areas. It includes all central and western Qld communities south to the NSW border, including Dalby, Roma, Goondiwindi and all areas west to NT/SA borders. It includes the existing areas covered by Carpentaria and Central Queensland presbyteries, and parts of Mary Burnett and The Downs presbyteries.	This presbytery covers parts of south-east Queensland including the Brisbane CBD (and adjacent areas), and north to Maryborough and Hervey Bay, together with adjacent hinterland areas. It includes the existing areas covered by Moreton Rivers and parts of Mary Burnett presbyteries.	This presbytery covers parts of south-east Queensland that are south of the Brisbane CBD to the NSW border, and west up to and including the Darling Downs communities of greater Toowoomba, Crows Nest, Warwick/Killarney, Central Downs and south to Stanthorpe. It includes the existing areas covered by South Moreton and Bremer Brisbane, and parts of The Downs presbyteries.
Congregations and Faith Communities	Aitkenvale Armitage Atherton Arukun Banana Baralaba Blackwater Bottle Tree Remote Bush Chaplaincy Bundaberg Burdekin Burnett Network (Childers, Biggenden, Gayndah, Mundubbera, Eidsvold, Murgon, Wondai, Kingaroy, Nanango, Yarraman, Blackbutt) Callide Valley Capricorn Coast (Yeppoon, Emu Park) Carpentaria Remote Bush Chaplaincy Cassowary Coast (Innisfail, Mission Beach, Tully)	Albany Creek Albert St Arana Hills Ashgrove West Aspley Bald Hills BELLS Caloundra Blackall Ranges (Montville, Maleny, Palmwoods) Bli Bi Bracken Ridge Bribie Island Buderim Bulimba Caboolture (incl Beachmere, Upper Caboolture) Caloundra Chermside Kedron Clay Church Coolum Beach Cooroy Pomona Dayboro Deception Bay	Acacia Ridge Ashmore Banora Point Bayside Beenleigh Region Brisbane Fijian Brisbane Korean Brisbane Taiwanese Brisbane Valley Brisbane West Brookfield Burleigh Village Centenary Central Downs (Millmerran, Pittsworth) Chapel Hill Community Life (Forest Lake) Crows Nest Eastern downs (Allora, Nobby, Pilton) Elanora/Currumbin Valley Fassifern (Boonah, Flinders)

Interim presbytery name	Greater Regional Queensland	Wide Bay Brisbane	Southern Queensland
	Central West (Longreach, Blackall, Barcaldine, Alpha, Jericho) Charters Towers Chinchilla Clermont/Capella Collinsville Cook Islander Faith Community Edmonton Cook Islander Faith Community Emmanuel Coral Coast (Bargara) Cunnamulla and Burke & Wills Remote Bush Chaplaincy Dalby Jandowae Edmonton Emerald Fernlees Emmanuel Cairns Fitzroy (Rockhampton North & The Caves) Gladstone & Tannum Sands Goondiwindi Ingham/Halifax Iona West (Mackay) Jensen Kennedy Remote Bush Chaplaincy Kirwan Korean Cairns Korean Townsville Magnetic Island Maranoa (Roma, Injune) Mareeba Mornington Island Mossman/Mt Molloy, Port Douglas Mount Louisa Moura Napranum North Church Cairns Northside Mackay Rockhampton South & Mt Morgan	Elimbah Emmanuel Enoggera Faith Works Geebung/Wavell Heights Glasshouse Country Gympie (incl Imbil) Hervey Bay (Torquay, Burrum Heads, Howard) Indooroopilly Kangaroo Point Kawana Waters Kenani Maryborough Merthyr Rd Morayfield Morningside Nambour Newlife Brisbane Newlife Moreton Noosa Coastal (Tewantin, Sunrise Beach) North Lakes Park Road Tongan Pine Rivers Redcliffe Samford Valley Sandgate Simply Church Faith Community Maroochydore St Andrews Brisbane St Lucia St Luke's Hamilton St Paul's Stafford Sunshine Coast Korean Faith Community The Gap Toowong West End Windsor Uniting Life Mooloolaba Zillmere UAICC (58 total)	Fernvale-Lowood Gatton Goodna Samoan Goodna Granite Belt (Stanthorpe, Severnlea, Summit) Harrisville Hatton Vale Highfields Inala Ipswich Kenmore Laidley Lifeworks Little Brown Church (Jimboomba) Living Water Logan Central Multicultural Middle Ridge Mudgeeraba Nerang Newlife Coolangatta Newlife Coomera Newlife Robina Oakey Oxley Paradise Point Pimpama Real Life (Logan) Redland City Rosewood Scenic Rim Sherwood South Sudanese Nuer Southport Southside St David's coopers Plains St Stephens Toowoomba Sunnybank Hills Tallebudgera Tingalpa Tongan Logan City Vietnamese Hope Warwick-Killarney

Interim presbytery name	Greater Regional Queensland	Wide Bay Brisbane	Southern Queensland
	Sarina & Carmilla St Andrew's Mt Isa St George (incl Dirranbandi) St Luke's Weipa St Pauls Mackay (incl Calen) Torres St/Thursday Island Townsville Central West End Townsville Wulguru (58 total)		(incl Freestone) Wilsonton Uniting Flagstone Uniting Ripley (65 total)
Staffing	Up to eight FTE staff in total Permanent roles to be agreed by presbytery Interim roles to be appointed from commencement date of new presbytery	Up to seven FTE staff in total Permanent roles to be agreed by presbytery Interim roles to be appointed from commencement date of new presbytery	Up to seven FTE staff in total Permanent roles to be agreed by presbytery Interim roles to be appointed from commencement date of new presbytery

Appendix B: Transfer of "Responsible Body" status for existing property and financial resources

1. If the Presbytery Resourcing Proposal is adopted by 39th Synod:
   a. Subject to approval of the Resourcing proposal, the "Responsible body" status for all financial and property resources for each dissolved presbytery will be transferred to the newly formed Combined Presbyteries Resourcing Committee (to be the new "Responsible body"). This will be undertaken through a resolution being referred to each Presbytery pursuant to Regulation 4.1, for all Presbytery property including Presbytery money and investments not required for operational funding.
   b. Transfer of the "Responsible body" status of any operational or other funds not specified in the Presbytery Resourcing Proposal, to newly formed Presbyteries will take place on the following basis:

Existing Presbytery	Transferred to New Presbytery
Bremer Brisbane	Southern Queensland Presbytery
Carpentaria	Greater Regional Queensland
Central Queensland	Greater Regional Queensland
Mary Burnett	80% to Greater Regional Queensland 20% to Wide Bay Brisbane
Moreton Rivers	Wide Bay Brisbane
South Moreton	Southern Queensland
The Downs[1]	80% to Greater Regional Queensland 20% to Southern Queensland

[1] Proposal prioritises remaining financial resources from existing Mary Burnett and The Downs Presbyteries (not allocated within the Presbytery Resourcing Proposal) to fund operations of the Greater Regional Queensland Presbytery, assisting to address historic inequity, along with higher operating costs.

2. If the 39th Synod does not adopt any changes to Presbytery resourcing under the relevant General Proposal, transfer of the "Responsible body" status for financial and property resources for which each dissolved presbytery is the responsible body to the newly formed presbyteries will be on the following basis:
   a. Any properties for which a dissolved presbytery is the Responsible body are transferred to the new presbytery in which the property is physically located (consistent with presbytery boundaries outlined in Appendix A or as altered in the final decision of the Synod)
   b. In order to ensure financial sustainability of each new presbytery, with focus on ensuring the Greater Regional Queensland Presbytery is best supported, financial resources for which a dissolved Presbytery is the Responsible body are transferred as follows:
   c. Resourcing Proposal, to newly formed Presbyteries will take place on the following basis:

Existing Presbytery	Transferred to New Presbytery
Bremer Brisbane	Southern Queensland Presbytery
Carpentaria	Greater Regional Queensland
Central Queensland	Greater Regional Queensland
Mary Burnett[2]	80% to Greater Regional Queensland 20% to Wide Bay Brisbane
Moreton Rivers	Wide Bay Brisbane
South Moreton	Southern Queensland
The Downs[2]	80% to Greater Regional Queensland 20% to Southern Queensland

3. Each Presbytery and the Combined Presbyteries Resourcing Committee (if established) are to ensure they:
   a. are familiar with the terms of the charitable trust upon which any property was acquired and is held and that such property is only used for those charitable purposes; and
   b. comply with their obligations as the "Responsible body" under Church laws, policies and procedures.

[2] Proposal prioritises resources from existing Mary Burnett and The Downs Presbyteries to fund operations of the Greater Regional Queensland Presbytery, assisting to address historic inequity, along with higher operating costs

Appendix C: Legal names of existing presbyteries

Each existing presbytery referred to under this proposal has the following legal name under the Australian Charities and Not-for-profits Commission (ACNC) and the following Australian Business Number (ABN).

Name	Legal Name under ACNC	ABN
Carpentaria Presbytery	UCA – Carpentaria Presbytery	88394250165
Presbytery of Central Queensland	The Uniting Church in Australia Presbytery Of Central Queensland	95306112389
Presbytery of Mary Burnett	Uca – Presbytery Of Mary Burnett	19372605618
Presbytery of Moreton Rivers	Uca- Presbytery Of Moreton Rivers	50610591161
Presbytery of Bremer Brisbane	Uca Presbytery Of Bremer Brisbane	77468399805
Presbytery of South Moreton	Uca – South Moreton Presbytery	44008611921
Presbytery Of The Downs	Uca – Presbytery Of The Downs	96338263681

Appendix D: Regulations

Synod powers to dissolve and form presbyteries

The Synod has the power to dissolve existing presbyteries under regulation 3.4.7, with two relevant conditions in this case:

- where any such proposal is initiated in the Synod, each presbytery affected shall be given opportunity to consider the proposal and to make a submission thereon to the Synod before the matter is determined; and
- the Synod shall determine the basic requirements that must be met for the establishment or continuance of a presbytery.

The Synod has the power to form new presbyteries under regulation 3.4.6, determining the name, bounds and arrangements for first meeting, with each listed condition and subclause relevant. The full regulation is:

3.4.6 FORMATION OF A PRESBYTERY

a. A presbytery shall be formed by the Synod, which shall determine the name of the presbytery, fix its bounds and arrange for its first meeting, provided that:

(i) where any such proposal is initiated in the Synod, each presbytery affected shall be given opportunity to consider the proposal and to make a submission thereon to the Synod before the matter is determined;

(ii) where any proposal is initiated in a presbytery, notice of the proposal shall be furnished to any other presbytery affected, such presbytery to have opportunity to make a submission thereon to the Synod before the matter is determined;

b. The Synod shall determine the basic requirements that must be met for the establishment or continuance of a presbytery;

c. The minute of the Synod constituting the presbytery shall be inserted in the first minutes of the presbytery.

d. The time and place for the first meeting of a presbytery shall be determined by the Synod, which shall appoint a member of the Church to convene, constitute and preside over the meeting till such time as the presbytery elects a chairperson.

Church regulations assumptions

- Regulations will not change substantially during the transition and implementation period.
- The Synod will continue as an active participant in the Assembly Act2 process, including sharing lessons learned through this process.
- That no new Congregation will be formed (Reg. 3.4.1); no existing Congregation will be dissolved (Reg. 3.4.3); and there will be no amalgamation or division of an existing Congregation (Reg.3.4.4) as a result of this proposal.

Appendix E: Possible staff functions

Core staff functions

Executive leadership

- Strategic leadership
- Synod Liaison (including Presbytery/Synod Interface)
- Liaison with agencies including UnitingCare Queensland, Wesley Mission Queensland
- Major strategic projects
- Team Leader
- Presbytery Standing Committee and related
- Complaints against ministry agents

Mission development

- Coordinate life and witness consultations
- Coordinate regional mission development
- Coordinate mission planning
- Liaise with groups
- Coordinate church planting and fresh expressions
- Liaise with Synod Mission Accompanying Team
- Synod Mission Collaboration and Coordination Committee (MC3)

Pastoral formation

- Placement matters, including Synod Advisory Committee on Ministerial Placements
- Ministry and lay leadership team pastoral care
- Pastoral Relations Committee and related matters
- POD and candidate liaison and care, including formation panels
- Formation provider liaison (e.g. Trinity College Queensland)
- Coordinate Vitality of Call processes
- Coordinate oversight/care of Phase 3 placements
- Complaints against lay leaders

Younger generations ministry support

- Supporting the development and implementation of ministry with younger generations (children, families, youth, young adults, intergenerational) within congregations
- Coordinating whole-of-presbytery events and activities
- Contributing to whole-of-Synod events and activities

Administration (Presbytery and Presbytery Minister support)

- Exec support to Presbytery Ministers
- Event management/organisation
- Correspondence and relationships
- Compliance
- Liaise with Synod Presbytery Support Unit

Optional Staff Functions

Administration (business manager/finance/property)

- Coordinate compliance
- Coordinate financial administration
- Coordinate property administration
- Liaison with Synod Office property and finance teams
- Liaise with presbytery and congregation treasurers
- Liaise with Presbytery Mission Resource/Property Committee

Group coordination

- Facilitating congregation consultation and vitality of call processes
- Placements tasks including support for profile development, JNC
- Pastoral support for ministry agents and lay leadership teams
- Identifying education, formation and mission development opportunities within the group

Rural and remote ministry

- Support and development for new approaches to mission and ministry in rural and remote areas
- Support for Bush Chaplains

Church planting (incl FX)

- Develop and implement presbytery church planting strategy
- Liaise with Synod MAT team and contribute to whole-of-Synod initiatives in church planting
- Coaching and support for church planters

Teaching/formation practitioner/s

- Teaching and formation tasks within a presbytery formation or education program

Paid office bearers

- Presbyteries may consider paid (p/t or f/t) office bearer roles including Chair or Treasurer, within their approved overall establishment

I am confident of this,
that the one who began
a good work
among you will bring it
to completion by the day
of Jesus Christ.

PHILIPPIANS 1:6 NRSV



The Uniting Church in Australia
QUEENSLAND SYNOD