



PLACEMENT PROFILE

SECTION 1 – BASIC INFORMATION

- 1.1 Placement Name(s):** Glen Waverley Uniting Church
- 1.2 Please list congregations/agencies names below**
- _____
 - _____
 - _____
 - _____
- 1.3 Profile approved by Church Council/Governing Body** 12 / 9 / 2022
- 1.4 Primary purpose of placement:**
Lead Minister: Oversight, guidance and care for the overall congregational mission, witness and service, leading the congregation's ministry team.
- 1.5 Suitable for (bold all that apply): Minister of the Word / Deacon / Ordinand/ Pastor**
- 1.6 Time fraction:** 100%
- 1.7 Term:**
- | | |
|---|-----------------------------------|
| Undefined up to 10 years (See Reg 2.7.3(a)) | <u>Yes</u> |
| Fixed Term: | <u> </u> Years |
| Initial Term reviewed in: | <u> </u> Years |

This profile should be prepared by the Congregation(s)/ agency in consultation with Presbytery. It is specifically designed to assist in the placement process but it can also be used as a record of mission planning.

Please Note: Sections 1, 2 & 3 of this profile will be uploaded to the [VicTas](#) website.

Contents

Section 1: Basic Information

Section 2: Mission Direction

Section 3: Context

Section 4: People and Activities – to be completed by each congregation in the placement.

Section 5: Joint Congregations – to be completed if more than one congregation in the placement.

Section 6: Working Relationships

Section 7: New Minister – this section contains a list of mission and pastoral activities which are also listed on Minister's Personal profiles

Section 9: Presbytery – to be completed by Presbytery Pastoral Relations Committee.

Section 10: Terms of Placement

Enclosures

Please mark all the documents attached to the profile:

- Floor plan of residence
- Financial information including a copy of last year's Financial Statement and financial projections
- Position descriptions of relevant ministers
- Others

SECTION 2 – MISSION DIRECTION

2.1 What is the Vision statement and or Mission priorities of the placement (or of the individual congregations)

Glen Waverley Uniting Church is an inclusive assembly of Christ's followers passionate about worshipping God, growing in faith, sharing our lives and faith with others, reaching people who don't have a relationship with God, and reaching out to our communities through our transformed lives and radical generosity.

2.2 Date adopted 10 / 11 / 2021

2.3 Provide a short description of the placement/congregation(s)

Glen Waverley Uniting Church is a multicultural and multigenerational church with a variety of worship events mostly on Sundays. Since COVID our on-line presence has expanded significantly engaging rural congregations and many individuals, families and groups who join our live-streamed worship services or watch them later on demand. During the week smaller groups gather on zoom for Bible study, faith sharing and meditation. We have a range of social and missional groups, as well as Sunday morning Kats and Dogs (Sunday school), Uthies for children and Friday evening Youth group. Many of our activities are led by lay leaders including our 4 functional groups: Finance. Communications, People & Culture and Property.

2.4 What Church Style best describes the congregation(s)? (See [Church Style Document](#))

A "Program Church" with strong emphasis on pastoral care:

- Larger congregation, with lots of committees running the different programs and groups
- The Church Council is vital in its overview of what is happening in the church
- New members are incorporated through a program or small group
- Minister provides oversight of programs, committees and ministry team

Diversity of style and preferences as demonstrated by 5 different services

2.5 How has the placement/congregation(s) changed over the last 5 years?

- A Pastoral Care Worker replaced the Coordinator of the Ministry to Seniors
- A Children's Worker has been employed
- Firming of ties with the Indonesian Fellowship within the congregation
- Ageing amongst those who physically attend services
- Greater cultural diversity
- Increased use of technology (eg live streaming services to YouTube every week)
- Declining numbers in physical attendance - specifically, an overall decline of 36% in attendance for a normal Sunday service schedule
- Increasing online numbers (our online congregation is growing)

2.6 What are the congregation(s)/placement's goals?

The Congregation's defining goals are outlined in our 'RE-Vision for 2022' document.

These include:

- Our post-Covid church community needs to experience a rebirth of mind and spirit to bring back that sense of being the community of Christ's followers
- To have a diverse ministry that encourages and empowers individuals, families, youth and children to explore their faith and purpose in a community environment of unconditional love.

2.7 What are the next Strategic Steps to achieving those goals?

Four projects reflect our vision for the future:

1. Continued funding (and possible expansion) of the Welfare program
 2. Establishing a program of multicultural and intergenerational events to encourage involvement with the local community
 3. Creating an integrated online presence, encompassing social media as well as the online streaming of services and functions
 4. Grow connections with the local community through outreach
- Project 1 – Welfare
 - The Project has milestones up until 2024:
 - 2022 – A continuation of the existing welfare work, involving liaising with members of the welfare committee, facilitating a team approach and accessing community-based resources as needed.
 - 2023 – The welfare coordinator would actively explore opportunities for improvement as well as identify and prioritise common welfare issues within the welfare community. Based off what was identified, the Welfare Coordinator in conjunction with the Welfare Committee develop a project in response.
 - 2023-24 – The Welfare coordinator and the Welfare Committee would implement the project and review the project's effectiveness.
 - Continued funding of the Welfare Coordinator and maintaining the work of the Welfare Committee.
 - Expand the hours of the Welfare coordinator and grow the welfare work in general.
 - Project 2 – Program of multicultural and intergenerational events
 - One of the church's meeting rooms would be set up as an events space.
 - A team would be assembled to develop a varied program of events designed to establish the church as the place where "creative and collaborative events take place for the purpose of sharing and growing our faith in God."
 - A coordinator would be nominated who would not necessarily run the events, but rather will assemble event teams and coordinate the program of events.
 - Event participants' feedback and the original objectives would be two key determining factors for the success of the events.
 - Project 3 – Integrated social media and streaming presence
 - Produce for the church community an integrated social media portal and streaming presence.
 - Initial development of a priority list of social media capability/functions.
 - Selection of a developer to whom design specifications will be provided.
 - Identifying people to be 'Champions' of the church's social media presence.
 - A beta version of the social media portal will be created, tested and revised prior to launch with the final version implemented thereafter.
 - Project 4 – Outreach to the local community
 - A sub-group is investigating the possibility of holding an event day at the church, with the goal of growing the church's connections with the local community.
 - Milestones are flagged as
 - 1 – Define project, KPIs and create Project team. Formulate the project components
 - 2 – Plan the execution
 - 3 – Execute and implement the project.
 - Success indicators would be to identify the positive outcomes and assess success based on KPIs.

SECTION 3 - CONTEXT

3.1 Describe the communities in which this placement is located (Mission context).

GWUC is situated in the City of Monash, a culturally diverse community in Melbourne's southeast suburbs. The original inhabitants of the City of Monash were the Wurundjeri and Boon Wurrung Aboriginal people. GWUC is situated on the traditional lands of the Wurundjeri people of the Kulin nation in the city of Monash.

While there is a range of economic status amongst residents, Glen Waverley is a relatively affluent suburb, with high employment and high education standards. Housing costs are higher than the metro average.

Selected demographic data of Glen Waverley (with national data in parentheses) from the 2021 Census is listed below:

Ancestry

1. Chinese 38.0% (Australia 5.5%)
 2. English 14.3% (Australia 33.0%)
 3. Australian 11.0% (Australia 29.9%)
 4. Indian 9.6% (Australia 3.1%)
 5. Scottish 4.0% (Australia 8.6%)
- Other 16.0% (no discrete data for Indonesian in Glen Waverley)

Median Age 38 (Australia 40)

Tertiary Education 29.9% (Australia 23.3%)

Indigenous Status: ATSI 0.2% (Australia 3.2%)

Religious Affiliation

1. No Religion, so described 37.5% (Australia 38.4%)
 2. Catholic 11.7% (Australia 20.0%)
 3. Buddhism 10.4% (Australia 2.4%)
 4. Hinduism 9.8% (Australia 2.7%)
 5. Not stated 5.1% (Australia 6.9%)
- Uniting Church 1169/42642 \approx 2.741% (Australia 673260/25422788 \approx 2.648%)

3.2 How does your congregation reflect or vary from the age, and ethnic mix of your local community?

Our congregation welcomes people from many parts of world and includes both new and long-term arrivals.

However, by proportion to our community, GWUC does not reflect the rapid changes in local demographics. It is much more Anglo than the surrounding community.

We maintain a large proportion of very long-term loyal members in the senior and retired age group. These members often live alone and need pastoral support of various kinds. Many are still active in various programs and outreach endeavours. There are also an increasing number of funerals to be conducted.

Local schools are mostly attended by children of recent migrants, primarily those with Chinese and Indian backgrounds. We have had limited success in attracting these families to our programs.

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

The need for improved English skills is recognised by local new arrivals, and our English language classes have been popular for several years, along with informal English conversation at The Hub (our foyer/lounge).

The Playgroups have also served this purpose.

Our Welfare program serves the needs of those who come to the church for monetary, food or social work assistance. Our proximity to Centrelink and the terminus of the Glen Waverley train line ensures that this is a constant demand.

Competing priorities and time constraints are an ongoing issue for young people. There is a need for creative and engaging programs with realistic expectations.

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

- Festivals – we run a stall in the Chinese New Year Festival at Kingsway with Monash Council. We have also taken part in Easter and Mooncake Festival celebrations
- The Hub is a weekly social gathering welcoming the general public
- Installations – we host spaces to meditate and think on Christmas and Easter such as Stations of the Cross on the lawn
- The youth engage with the community near and far, having served with Habitat for Humanity and community projects during their USA/Mexico and NCYC/Eurora trips
- Welfare work with paid part-time coordinator and small team of volunteers.
- Playgroups – mainly targeting recently arrived families
- Leisure Time – supporting isolated seniors in the community
- Annual Church Fete and Book Fair – well attended by wider community
- English language classes, Participation in Chinese New Year celebrations
- Free Spirit, Choir of Hope, GOMERs (Grumpy Old Men & Early Retirees), Badminton, Table Tennis, Indonesian Fellowship
- Venue Hire – Hall and room hire e.g. Alcoholics Anonymous
- Community Space – our outside benches are used by the general public
- City of Monash PALS (Positive Ageing Lifestyles) reference group and PALS Community Directory – GWUC is represented by the Community Hub mission group, The Hub and Leisure Time at regular forums and has hosted several community events, including special morning teas for charities. We will be participating in the 2022 Monash Seniors Expo.

3.5 What schools/agencies/institutions are in your local communities?

- Glen Waverley Secondary School – we run a regular breakfast programme
 - Brentwood have invited us to run a similar programme
 - Glenallen School - we provide practical assistance at working bees
 - Mt View Primary School - Deaf Facilities. As part of GWUC's HUB activity 8-10 children with hearing impairment & 3 teachers come to church twice per term to play, do craft & have tea, in order to gain confidence in interacting with people outside their family and school. This was prior to Covid, but looking at re-starting these activities by writing letters next term and follow-up with the person to person activities as soon as possible.
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- Wesley College – our congregation has a positive relationship with the Glen Waverley campus of Wesley College. They contribute generously to our Empty Christmas tree charity donations.
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Several primary schools – Glen Waverley Primary has used our building for school concerts in the past and has also provided entertainment for the Leisure Time Christmas function.

We do material offering collections for schools' wellbeing departments.

Glen Waverley Library - we share items on noticeboards and they have been a source of referrals to our English classes.