

# ZONES in the Sydney Central Coast Presbytery

POLICY | Sydney Central Coast Presbytery | October 2016

## **Minute 2016.10.26/2.2 of the Presbytery Council**

That the Sydney Central Coast Presbytery:

1. Thank and congratulate its members, ministers and congregational leaders for their positive, enthusiastic and insightful engagement with the Zones consultation over the past months (ACCLAMATION);
2. Recognise:
  - a. that the process of consultation, feedback and amendment has enabled us to form a Zones policy with wide understanding and acceptance across the Presbytery;
  - b. that much of the work of the Presbytery's Zones will be experimental and evolutionary and that the Policy will need ongoing amendment;
  - c. that growth and success will depend on constant two-way communication and connection between the Zones and the Presbytery's appointed Officers, Committees and Staff.
3. Adopt the following Policy on Zones in the Sydney Central Coast Presbytery.

**RESOLVED by the Sydney Central Coast Presbytery (Consensus)**

## 1. ZONES IN THE SCCP

- a) The Sydney Central Coast Presbytery will recognise six regional Zones within the bounds. The Presbytery will delegate the fulfillment of certain functions to these Zones, for better local management of regional issues.

1. Central Coast	CCZ
2. Northern Beaches	NBZ
3. Beecroft to Berowra	B2B
4. Upper North Shore	UNSZ
5. City of Ryde	COR
6. Lower North Shore	LNSZ

*Ministry Agent or minister includes all ordained ministers in placement, Pastors and other Lay leaders in Pastoral ministry, youth workers and family workers, chaplains in UME or Uniting placements within the Presbytery, unless exempted by the Presbytery.*

- b) Each Congregation, Faith Community, Mission Centre and Ministry Agent will belong to a Zone and participate in the collegiate work of that Zone.

*Mission Centres: include Church schools, Uniting facilities, civil chaplains and their facilities (where appropriate), secondary and tertiary Chaplaincies and other activities of the church, particularly where ministry agents are placed or aid in mission (e.g. Lifeline).*

- c) The Presbytery, in Council and through its appointed Officers and Committees, will continue to hold responsibility and proper authority for oversight according to the Regulations, including determination of disputed matters relating to the delegated functions of any Zone.

- d) Leadership in the Zone will be the responsibility of the Coordinator, the team of ministry agents in recognised placements, and any other leaders seconded by the ministry team. No formal positions will be held except that of Zone Coordinator. The Coordinator and any ad hoc leadership team(s) will be identified to and recognised by the Presbytery.

- e) A congregation on the border of two Zones may request the Presbytery to join the adjacent Zone if this better suits their community and mission.

- f) Where a congregation or faith community does not have a minister, care must be taken by the Zone to include appropriate lay leaders in all communication and invitations.

## 2. ZONES GATHERING

- a) The Zone is a local subset of the Presbytery. Members of the Zone include all ministers in placement or employment in the Zone's churches or mission centres, and any persons who hold membership in the churches of the Zone, according to the Regulations of the Uniting Church.
- b) Every Zone will hold, at least annually, an open Gathering of all its congregations, faith communities, mission centres, ministers, leaders and interested members. The purpose of the Zone Annual Gathering (ZAG) is to develop relationships, share ministry and mission experiences and information, and discover ways for the congregations to support and encourage each other and to advance the church's mission in that region.
- c) Presbytery will endeavour to resource the ZAG with people and any needed facilitation. All members of the Zone should be invited and encouraged to participate. The Zone may invite any other relevant people, for example local Korean Presbytery members, U.C. school students or personnel within the Zone, local Councillors or other guests.
- d) The ZAG will replace one full Presbytery Council meeting each year.
- e) At other times, each Zone will gather key leaders, lay and ordained, to plan for or meet strategic challenges or opportunities within the Zone.
- f) Such meetings may be called by the Zone ministry team, one or more congregations, or by the Presbytery. If the meeting's value or purpose is disputed, the Presbytery Chairperson will make a ruling and call a meeting if it is required. The Chairperson may choose to chair or appoint a chairperson or facilitator to any such Zone meeting.
- g) The Zone and Presbytery will communicate and cooperate to clarify the issues and process, determine which skills and gifts are most needed, and ensure the right congregations and people are invited to participate.
- h) On matters that affect only the Zone, Zone meetings may determine a course of action. Where decisions are in dispute or regulated, or require oversight or authority of the Presbytery, Zones may propose a course of action to the relevant Council or Committee of Presbytery.
- i) Any issues of dispute concerning Zone membership or decisions will be referred to the Presbytery.

*The current determination is  
3 x Presbytery Council meetings,  
1x Zone Annual Gathering*

### 3. ZONE MISSION

- a) Each Zone is asked to give attention to its future missional shape, with reference to:
  1. the mission priorities of the UCA Synod, Assembly, and especially of the Sydney Central Coast Presbytery;
  2. the present and future number, location and size of congregations and mission centres;
  3. the best location and type of ministry placements, considering: the balance of ministries needed across the region; sharing of specialist or resource ministries; combining part-time placements; any other ways to increase ministry effectiveness;
  4. the best and highest use of property for the Common Good, including sharing buildings and rental income, sale or purchase, renovating, repurposing or new building;
  5. renewal, development or introduction of mission and service activities within the Zone or local region.
- b) Representatives of the Zone will be asked to bring a Zone perspective to assist each congregation's mission planning.
- c) Zones will connect early and often with Presbytery committees (esp. Business Committee, PRC) when considering options above.

### 4. MINISTERS IN ZONES

- a) All ministers placed or employed within the Sydney Central Coast Presbytery will participate fully in the life and ministry of their Zone, including:
  1. meeting together at least six times per year to grow a collegial, accountable, supportive and proactive Zone ministry team;
  2. engaging in and resourcing the Zone Annual Gathering and other gatherings, meetings or tasks as required, and assisting to fulfil the missional aims and responsibilities of the Zone;
  3. encouraging and assisting all members to participate, according to their gifts, in regional planning for mission and ministry.

*Ministers includes ordained ministers in placement, Pastors and other Lay leaders in Pastoral ministry, youth workers and family workers, unless exempted by the Presbytery.*

*These meetings will be considered part of the essential work of ministry and included in a minister's working hours;*

*Leading by example*

## 5. ZONE OVERSIGHT

- a) With Presbytery resourcing and oversight, some key Presbytery functions will be localised in Zones.
1. Life & Witness Consultations: teams will generally be drawn from within the Zone, unless an external perspective is considered to be necessary.
  2. Joint Nominating Committees (JNCs): ministry placement teams will generally come from within the Zone, unless external resourcing is considered helpful or necessary.
  3. POD oversight: Candidates for POD will apply to the Zone ministry team through the Coordinator. The Zone will assign mentors, and oversee POD progress. If appropriate, completed PODs will be referred to the Ministry committee for vocational discernment.
  4. Other functions may be trialled, including Vital Ministry consultations with ministers, receiving and appraising Annual Reports of ministers and congregations, or other collegiate tasks.

*Vital Ministry consultations were generally not seen as intra-Zone business, on the grounds that close colleagues may be reluctant to speak frankly to each other. 'Presbytery Resourcing' means Zones are not on their own: staff and other resources will be offered to assist the processes.*

## 6. ZONE COORDINATORS

- b) Each Zone will appoint a Coordinator who will act as a link between the Presbytery and the Zone. Their duties will include:
1. convening meetings of the Zone and making arrangements for record-taking, hospitality and other needs;
  2. compiling and maintaining contact lists of all ministers, key leaders and mission centres of the Zone;
  3. reporting as required by the Presbytery or the Zone;
  4. administration of the Zone process including communications, keeping and sharing of calendars, records and other information; ensuring follow-up of decisions or requests, connecting with the wider Presbytery as required.

*Suggestions:*

- Minister's 10% Presbytery tithe*
- *A Secretary or part-time minister desiring extra hours and paid for by cooperative arrangement of the Zone*
  - *A small group (one person will need to be the nominated coordinator for contact)*
  - *Needs pastoral skills / leadership / pester power*
  - *The Zone will need to work out how the role is filled*
  - *The Presbytery will need to resource the Coordinator as the key link to the life of the Zone, including being helpful but not overloading.*

## 7. REVIEW

The effectiveness of the Zone process will be kept under regular review and amendment.

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for the Standing Committee of the Sydney Central Coast Presbytery

## Process:

1. Zone meetings were held early in 2016 to respond to an investigative [worksheet](#)
2. Standing Committee agreed to the form of the [Draft Proposals](#) and referred them to the Zones and Committees (July 2016)
3. Zones and Committees consulted and offered feedback, including amendments (August-October)
4. Presbytery Minister revised the Draft Proposals (the present document) for approval by Standing Committee (October 18)
5. Standing Committee now proposes the Zone Policy to the Presbytery Council for adoption
6. Zone resourcing is included in the PDs of Presbytery staff ([PM](#) and [PDO](#))