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Anglican Diocese of  
Canberra & Goulburn

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## Hope Ginninderra Anglican Parish



Hope Ginninderra Anglican

<https://hopeginninderra.org.au>

Parish Details and Profile  
7 October 2025

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Attachment: Parish Profile prepared for the formation of the Hope Ginninderra Anglican Parish (February 2025).

## 1. Introduction

The Hope Ginninderra Anglican Parish has been formed recently from the amalgamation of the parish of Ginninderra and the parish of Charnwood. This occurred when the Parish of Ginninderra could no longer meet in its leased building and both parishes, with the full support of their parishioners, recognised the mutual benefits of merging the two parishes. In addition, due to the close cooperation of the clergy in the Anglican parishes of North-west Belconnen, a Ministry District containing the new parish and the parish of Holt was proposed. These developments were enthusiastically accepted by the Diocese and a period of excitement and revitalisation is underway.

The parish of Hope Ginninderra currently has a Rector, The Rev Peter Malone who will retire in, or before, early 2026.

The Parish is seeking a new full-time Rector. The Parish Profile attached to this document has been approved by the Parish Council and the Bishop and together with the Profile, the details in this document are a way of giving a snapshot of the Parish and helping clergy consider whether this might be where God is calling them to serve.

In addition, clergy considering this Parish may wish to consult with a 2024 consultancy report prepared as part of the planning process for the creation of the new parish, NCLS data, Parish Returns and financial documentation, all of which can be supplied on request to the Archdeacon or Bishop's Office. Much of the information in Section 2 (Parish Perceptions) has been produced as a result of parish consultations in the leadup to the amalgamation of the two parishes. The Diocesan Perspective (Section 3) has been supplied by the Bishop's Office. Sections 4-8 are based on Parish records. Section 9 is based on the Diocesan standards for Clergy Conditions of Service.

We are hoping to have a new Rector in place by the start of 2026, however, are open to waiting longer in order to obtain the right person. The Diocese of Canberra and Goulburn seeks clergy who will faithfully serve Christ and grow the Church's mission. If you are interested in this Parish within the Diocese please contact the Bishop's office. The Clergy Appointments process for this Parish is being overseen by Archdeacon Jonathan Holt by delegation of the Bishop. For more information, please contact the Bishop's Office on (02) 6245 7153, or Archdeacon Jonathan on 0418232465.

## **2. Parish Perceptions**

### Strengths

- The parish has many dedicated and actively contributing parishioners. Strong unity, goodwill and purpose have been maintained through a period of major change.
- This environment of change is enabling a fundamental review and refreshment of the ministries, activities and procedures.
- The church buildings within the parish are well maintained and well located. The parish has two rectories, one of which is rented out.
- The Ministry District formed with the parish of Holt is already utilising a shared children's minister to support a growing ministry for young children and young families.

### Hopes and plans for the future

See sections 4 and 6 of the attached Parish Profile.

### Current greatest needs

See section 5 of the attached Parish Profile.

### Desired qualities in a new Rector

The Rector will be leading the new parish through a period of exciting evolution, where the person can apply their ideas and skills in evangelism and discipleship.

### **Theological qualities of the rector**

1. One who believes in:
  - a. the primacy of God as revealed in the Scriptures,
  - b. the Trinity; the equality of Father, Son, and Holy Spirit and their ongoing work in the world and the life of believers,
  - c. the essentiality of prayer, fellowship, and outreach,
  - d. women in ordained and lay ministry and leadership,and who:
2. Can convey God's messages in an interesting and engaging manner.
3. Is comfortable with traditional and contemporary worship services.
4. Has the ability to encourage and progress people along the discipleship pathway, which also grows church membership.
5. Respects and honours the different Anglican traditions within the Parish.

### **Other desirable attributes of the rector**

6. Has strong pastoral care skills for assisting both existing parishioners and new contacts.
7. Is likely to be available for several years as a full-time rector to the parish.
8. Gifted in outreach. Can establish and maintain networks and team relationship with fellow clergy and others [particularly within the Ministry District].
9. Can provide innovative leadership and sound management with a harmonious, inclusive, and consultative approach, and also able to make firm and decisive decisions if necessary.
10. Can progress and implement decisions.
11. Interacts and communicates well with people of all ages and backgrounds.
12. Has had a range of life experiences (through family, work, communities where resident, outside interests etc).
13. Has resilience while aware of their own limits.



#### Current Parish Mission Statement

See Section 3 of the attached Parish Profile.

### **3. Diocesan Perspective**

#### Current Diocesan Mission Priorities

The Anglican Diocese of Canberra is committed to engaging our world of difference with the love and truth of Jesus. In particular, we are seeking to establish and nurture congregations, schools and welfare ministries characterised by:

- gracious and patient witness
- safe and sustainable ministry
- compassionate and skilled service
- creative and informed advocacy
- just and generous stewardship
- inspiring and empowered worship

Our diocesan ethos is to promote Christ-centred collegiality. We encourage and support women in all levels of ordained ministry.

#### Contribution of the Hope Ginninderra Anglican Parish to Diocesan Mission Priorities

As a newly merged Parish Hope Ginninderra has the opportunity and the potential to demonstrate a collaborative approach to ministry that allows missional engagement (eg with children and young people) which may not be possible when parishes act in isolation from each other.

While Hope Ginninderra is located in an older housing area, there are new housing developments on the north-west edge of Belconnen and it is hoped that in the future there may be scope for church or congregational planting in partnership with the Parish of Holt.

## 4. Services and People

The current worship services are:

**Regular Worship Service 1:** 10am Sunday service at St Barnabas, Charnwood.

The service is framed as the entry point for families and “new” church members who may have little or no previous church experience. While distinctly Anglican it has an intentionally more relaxed and inclusive style. This service has live music and uses PowerPoint, with approximately 40 people attending most Sundays.

*Hope Kids* is a monthly program at St Barnabas for children from aged 3 to year 6 which is co-ordinated by our part-time Children’s, Youth and Family Lay Minister, Caroline Morton, with 5 volunteer lay members. It is provided on the fourth Sunday of each month currently with approximately 8-10 children attending. Over time we intend to see the program operating on a weekly basis.

**Regular Worship Service 2:** 8am and 11am Sunday services at St Michael and All Angels, Hall.

These two services are traditional APBA services with a mix of organ and recorded music. Each service has approximately 20 people attending each Sunday. The Hall services tend to attract an older demographic.

The 10am service at Charnwood and the 11am service at Hall are shared via ZOOM.

On special occasions, combined worship services and other joint activities are held involving the parishioners of St Barnabas, St Michael and All Angels and St James (Holt).

## Overall Demographics

ABS information from the 2021 Australian census is included in the 2024 consultant's report for the parishes of north-west Belconnen (the document is listed in section 11).

The areas of Belconnen are experiencing increases in the number of younger families with and without children, with an increase of apartments and townhouses and older residents moving on.

While the Belconnen area overall scored nearly 50/50 for English at home versus a language other than English (LOTE), the suburbs relevant to the parish are overwhelmingly English-speaking. The Belconnen overall figures are likely to reflect the international students who attend the nearby colleges and universities.

The majority of members of each of the pre-merged parishes of Charnwood and Ginninderra were similar at over 50 years of age, with many in their 60s and 70s.

Number of faith commitments and other special occasions for the parish of Charnwood and the parish of Ginninderra

Year	2019		2020		2021		2022		2023		2024	
Parish	Ch	Gin	Ch	Gin	Ch	Gin	Ch	Gin	Ch	Gin	Ch	Gin
Baptisms	11	1	4	2	1		1		8	1	3	2
Confirmations	1								3			
Weddings	1				1			1	1	1		1
Burials & Cremations	3	1	2		2		2		4		8	2

## Recent History

The current stipendiary clergy of Hope Ginninderra Anglican parish is: Rev Peter Malone, priest-in-charge, email: [peter@hopeginninderra.org.au](mailto:peter@hopeginninderra.org.au), phone 0429 350 207, who commenced in the Parish of Charnwood in 2022.

## 5. Leadership and Ministries

All paid and volunteer church workers must comply with the Diocesan Safe Ministry requirements ([safeministry@anglicands.org.au](mailto:safeministry@anglicands.org.au)).

### Employed staff

In October 2025, following the amalgamation of two parishes, there is a part time priest-in-charge.

A lay minister is employed for two days per week by the parish for children, youth and families under the Ministry District agreement with the parish of Holt.

The parish employs a part time parish administrator.

### Honorary staff

There are two honorary clergy attached to the parish.

Rev Helen Dean, who has been with the parish of Charnwood since 2010 and is very active in leading worship services and other activities.

Rev Hazel Davies, 'deacon to the world'.

### Outreach and ministry initiatives

#### Mainly Music

This meets on Wednesdays during school terms and provides fun and Christian exposure for parents and their preschool age children.

#### Op-shop

Barney's Boutique is staffed by volunteers and opens three days per week. It provides important support and connection to the community as well as its earnings making a significant contribution to the income of the parish.

#### Men's group

The Men's group comes together in the evening of the 1<sup>st</sup> Monday of the month to share a meal and discussion.

#### Friendship Group

The Group meets on the third Saturday of most months with a variety of activities and outings.



Community choir meets on Tuesday evenings at St Barnabas and participates in music events and concerts for residents in residential aged care.

#### Craft Groups

The UFO Craft Group meets on the 2<sup>nd</sup> and 4<sup>th</sup> Saturday of the month and another Craft Group meets on Thursdays to share support, friendship and skills with their craft work supporting the work of the church and missions.

Mission Stitchin' meets at St James, Holt on Thursday and makes a range of clothing to donate to overseas missions and a local hospital.

Various Prayer and Bible study groups are very active.

## **6. Parish Facilities**

The worship facilities at 10 Charnwood Place, Charnwood are reasonably modern, bright and well-presented with the building opened in 2002. The worship area has a seating capacity for 120 people with very good audiovisual facilities, heating and cooling and disability access. A contiguous space provides a small office, kitchen, an area for social gatherings or meetings and an Op shop.

The building is well positioned facing the busy community shopping centre of Charnwood.

The church of St Michael and All Angels is an appealing, country style building about 10 minutes' drive from St Barnabas and is located in the rural village of Hall, ACT on Victoria Street. It is an older block building which was consecrated in 1950.

St Michael and All Angels has a maximum capacity for 80 people seated on pews. Its size does not warrant an audio system and there is adequate heating and disability access. There is no contiguous space to cater for children however in the past a nearby building has been used for children's activities. For morning tea, congregants gather outside within the pleasant surroundings when the weather is agreeable or use a nearby coffee shop. There is car

parking around the site for perhaps 20 cars, which is adequate for the seating capacity.



St Barnabas, Charnwood, 1981-



St Michael and All Angels, Hall, 1950-

### Rectory

The rectory related to the previous parish of Charnwood is located at 124 Tillyard Drive, about a kilometre from St Barnabas. The house is currently rented out.

The rectory related to the previous parish of Ginninderra is located at 8 Sharwood Crescent, Evatt, about 4 km from St Barbabas. The St Paul's rectory has 4 bedrooms, 2 bathrooms and a large garage, with an attached meeting room with a kitchenette and toilet. The building has electric heating and cooling and the usual utilities with a reserve behind it which was the location of the original St Paul's church and its graveyard.



St Paul's rectory, Evatt

### Facilities report

The church buildings and rectories have been well maintained with any necessary repairs and maintenance carried out promptly.

## **7. Local Community**

In 2025, the city of Canberra was listed first in the world in the Oxford Economics Global Cities for quality of life. Canberra enjoys ease of access and travel, great environment, very good education, health and sporting facilities, and safety.

However, while people in Canberra benefit from good levels of income in general, the city has its share of income stress, isolation and loneliness, in particular with older people, and homelessness.

Information of the suburbs covered by the Hope Ginninderra Anglican Parish can be found in the 2024 consultants' report by Ken Morgan (see section 11).

## **8. Parish Finances**

See Section 8 of the attached Parish Profile for a summary of the 2025 parish Budget.

### Parish balance statement

Total cash balance: \$88,188 as of 30 April 2025

Building loans: nil

Value and description of investments: term deposits

## **9. Provisions and Conditions of Service**

Details about provisions and conditions of service may be found in the Diocesan Administrative Circular, available here:

<https://anglicancg.org.au/ads/administration-documents/>

A summary is:

Stipend: Approx \$82,664 of which 30% may be salary sacrificed)

Superannuation: 15.87%

Housing: Rectory including all utilities

(Electricity/gas/water/rates/internet/phone)

Parish vehicle: the current parish car is a 2020 Hyundai i30 which is leased via the Diocese. A new leased car is anticipated.

All vehicle costs including fuel paid for by parish.

Leave: Four weeks/year. Leave for conferences and study by arrangement with Parish Council.

Expectations for days off: One day per week as selected by the rector.

Expectations/hopes for length of tenure: preferable at least three years during this period of consolidation and reinvigoration.

#### Diocesan expectations on clergy

Attendance at Annual Clergy conference (usually 4 days in May at Narooma)

Attendance at Synod (usually Fri-Sun in September in Goulburn)

Occasional other short Synod or Clergy Conference days

Participation in an annual retreat, whether Diocesan retreat or other

Attendance at ordination services when possible

Regular Deanery meetings

## **10. Diocesan Appointment Process**

This is a summary of the usual process.

1. Parish consultation held
2. Parish Profile etc produced
3. Clergy Appointments Board (CAB) convened with following persons:
  - a. Bishop or Archdeacon to chair
  - b. Three Parish representatives
  - c. Three Diocesan representatives
4. CAB meets multiple times and covers the following:
  - a. Consider candidates who have expressed interest to the Bishop.
  - b. Brainstorms possible candidates for the Bishop's consideration.
  - c. Seeks applications from potential candidates approved by the Bishop.
  - d. Bishop's Office conducts background checks.
  - e. Shortlists possible candidates in consultation with the Bishop and conducts interviews.
  - f. Suggests a preferred candidate to the Bishop for his/her nomination.
  - g. Bishop decides whether candidate will be nominated for balloting by CAB members.
5. The Bishop offers the Parish to the successful candidate.
6. Candidate formally accepts the Parish.

7. Details are worked out such as communicating the appointment to candidate's previous and new Parish, moving house, induction date.

Parishes generally conduct maintenance and improvements on the Rectory during an interregnum.

### Instructions to Prospective Candidates

Thank you for considering ministry in this Parish! We trust that you will prayerfully engage in this process, asking for God's guidance and blessing for both yourself and the Parish.

The process is one of discernment. In other words, applications and interviews are done in the expectation that God will be at work making clear to all parties who the right person of God's choosing is. As you engage in the process, we want you to do so with an openness and curiosity to see whether God might be leading you to serve here. Having said that, there does come a time when decisions must be made. In particular, it is helpful if you can have a fair degree of confidence PRIOR to the interview that this is the Parish you think God is calling you to serve in. We do not expect certainty—and the interview is a time for you to ask questions and learn more about the Parish—but we do expect at least a reasonable degree of confidence in accepting it should the Bishop offer it to you following the interview. If you have serious questions and doubts about whether this Parish is the right fit for you, please try to resolve these before the interview, as this results in the least disappointment all round. The Bishop and Archdeacon are always available for confidential conversations at any stage throughout the process.

In most cases the Bishop will offer the Parish to the preferred candidate within five days of the interview. We would hope that acceptance would be given either immediately or within a few days of the offer.

## **11. Documents available on request**

- a. Consultation Report for the Anglican parishes of Ginninderra, Charnwood and Holt in Northwest Belconnen by Ken Morgan, June 2024.
- b. Tri-parish report from the parishes of Holt, Charnwood and Ginninderra provided to the Bishop of the Anglican Parish of Canberra and Goulburn for the future cooperation and development of the three parishes, October 2024.

- c. Independent audit reports for the parishes of Ginninderra and Charnwood containing the parishes' 2024 Profit and Loss and Balance sheet reports.
- d. Memorandum of Understanding for the Ministry District of North-west Belconnen between the parish of Holt and the Hope Ginninderra Anglican parish, May 2025.

# **Attachment: Parish Profile prepared for the formation of the Hope Ginninderra Anglican Parish (February 2025)**

A draft of this Parish Profile was discussed at a combined meeting of the members of the parish of Charnwood and the parish of Ginninderra on 1 February 2025 and the feedback incorporated into the Profile at a joint meeting of the two parish councils on 5 February 2025. The details for the amalgamation of the two parishes were finalised by the Bishop-in-Council on 21 February 2025. The new parish of Hope Ginninderra Anglican Parish commenced on 28 February 2025. The Parish Profile was included in the agenda for the first AGM of the new parish held on 15 March 2025 and will be reviewed as necessary by the first Parish Council of the new parish and with the expectation that the new rector in 2026 will bring their own aspirations and initiatives to the evolving parish.

## **Profile for Hope Ginninderra Anglican Parish**

### **1 Bringing the Parish of Charnwood and the Parish of Ginninderra together as one parish**

#### **1.1 Shared History of the Two Parishes**

The parishes of Charnwood and Ginninderra have a close and shared history.

The history of the Church of England (which formally changed its name in Australia to the Anglican Church in 1981) commenced in this area now known as Northwest Belconnen in 1841 when Charles Campbell of the Ginninderra holding gave 200 acres of his land to the Church of England; one acre was intended for a church building and the rest for rural pursuits to produce income for operating the church.

The church of St Paul's Ginninderra commenced worship services in 1861 in a simple building located on the top of a hill near the current day Copland College. St Paul's Ginninderra operated, including as a school for a period, until it closed in 1902 due to a declining congregation particularly with the growth of the nearby village of Hall. Church of England services after this period were conducted at the Ginninderra Hall located on the Barton Highway.

The area became part of the Australian Capital Territory on 1 January 1911.

Hall village, originally called Ginninderra but renamed Hall after the first landowner in the area, was proclaimed in 1882. By 1929, Church of England services were held in a building

at Hall and two years later the congregation established a church building fund. The foundation stone was laid on May 8, 1941 but the war delayed the work until early 1948 when the church was built. St Michael and all Angels church was dedicated by the Governor General on 22 May 1948 and consecrated by the Bishop of Canberra and Goulburn on 20 May 1950.

In March 1973, with the rapid development of the Belconnen suburbs of the ACT, the multid denominational 'Co-operating Churches of Belconnen D' commenced worship services at the Melba Primary School. In January 1974, Rev Brian Carter was appointed the Church of England rector of the Anglican Church of North Belconnen.

In 1980, due to the growth of the Belconnen suburbs and the consequential growth of worshippers, the area was divided into two Anglican Special Districts which became the parishes of Ginninderra and Charnwood. The Parish of Ginninderra covered the suburbs of Melba, Evatt and Spence and its church was named in 1981 as St Paul's Ginninderra after the earlier church. The Parish of Charnwood covered the suburbs of Flynn, Fraser and Charnwood (and later Dunlop) and included the churches of St Barnabas and St Michael and All Angels at Hall.

The Parish of Ginninderra decided to rent rather than build premises for St Paul's Ginninderra and also purchased a house for a rectory in 1982 in Sharwood Crescent, Evatt which is located on the site of the original St Paul's Ginninderra with its graveyard.

After the St Barnabas church had met in locally available venues for many years, parishioners from both St Michael's and St Barnabas worked together to finance the building of a permanent home at Charnwood for the St Barnabas congregation through the collection and sorting of used clothes and other donations from the Anglicare charity bins throughout Canberra, Yass and Goulburn over 6 years. The St Barnabas Ministry Centre was opened in November 2002, with a rectory in Tillyard Drive.

In 2024, after St Paul's Ginninderra had been located in rental accommodation within the Mt Rogers Community Centre in Spence for about 25 years, the increasing costs meant that the Parish of Ginninderra would not remain viable. With God's guidance and the Christian grace of the parish of Charnwood, the congregation was led back to the parish of Charnwood where the parish invited the St Paul's congregation to use St Barnabas and St Michael and All Angels for worship.

In February 2025, the two parishes again became one.

As we step forward into the new season God has prepared, it is important that the intertwined histories of the two parishes are appropriately acknowledged and preserved.

## **1.2 Background to the Formation of Hope Ginninderra Anglican Parish**

In 2024, a Mission Discernment Group (MDG) with membership of parishioners and clergy representing the parishes of Ginninderra, Charnwood and Holt was established by the Bishop to provide advice on the future opportunities for the Anglican parishes in North-west Belconnen. The Mission Discernment Group developed a report for the Bishop and Bishop-



in-Council (BiC) with the assistance of a report provided by a consultant funded by Anglicare, Ken Morgan, who had extensive experience in the revitalisation of churches. At the meeting of BiC on 6 December 2024, the Council endorsed the recommendation of the MDG to merge the parishes of Charnwood and Ginninderra to form a new parish as soon as is practicable. BiC also agreed to the new parish forming a Ministry District with the parish of Holt.

This process of combining the parishes of Ginninderra and Charnwood required:

- The abolition of one of the current ministry units (i.e. one parish) with the expansion of the other ministry unit to cover the combined areas of both ministry units (section 25 of the Governance of the Diocese Ordinance 2000).
- Renaming the expanded parish.
- Appointment and Licensing of person(s) having the charge of the extended ministry unit (section 26 of the Ordinance).

At the BiC meeting of 21 February 2025, BiC was asked by the Parish Councils of Charnwood and Ginninderra to abolish the Parish of Ginninderra and expand the Parish of Charnwood to cover the geographical area of both Parishes and to rename the Parish of Charnwood the Hope Ginninderra Anglican Parish.

With regard to establishing the Ministry District, a Ministry District is established under section 41 of the Governance of the Diocese Ordinance 2000 of the Anglican Diocese of Canberra and Goulburn. This section applies where the mission and ministry of the Anglican Church in an area may be more effectively exercised by the shared leadership and resources of two or more ministry units as a consequence of changes in the demographic or other social characteristics of an area or for any other reason.

The new Parish Council for Hope Ginninderra Anglican Parish, together with the Parish Council of the Parish of Holt signed a MoU to cover the operations of the Ministry District following the Bishop's agreement to the MoU.

## 2 Procedural matters

### 2.1 Boundaries of the extended parish

Prior to the merger:

- the Parish of Charnwood covered the suburbs of Flynn, Fraser, Charnwood, Dunlop and Hall and incorporates St Barnabas church at Charnwood and St Michael and All Angels church in the Hall village.
- The Parish of Ginninderra covered the suburbs of Melba, Evatt, Spence, McKellar and Florey (north of Krefft Street) and incorporates St Paul's Ginninderra which was using the facilities of the Charnwood parish due to the Christian generosity of the Charnwood parishioners following relocation of St Paul's from rented accommodation in Spence.

In accord with section 25 of the Ordinance, the merger did not alter the combined boundaries of the two existing parishes with the Hope Ginninderra Anglican Parish covering the same suburbs.

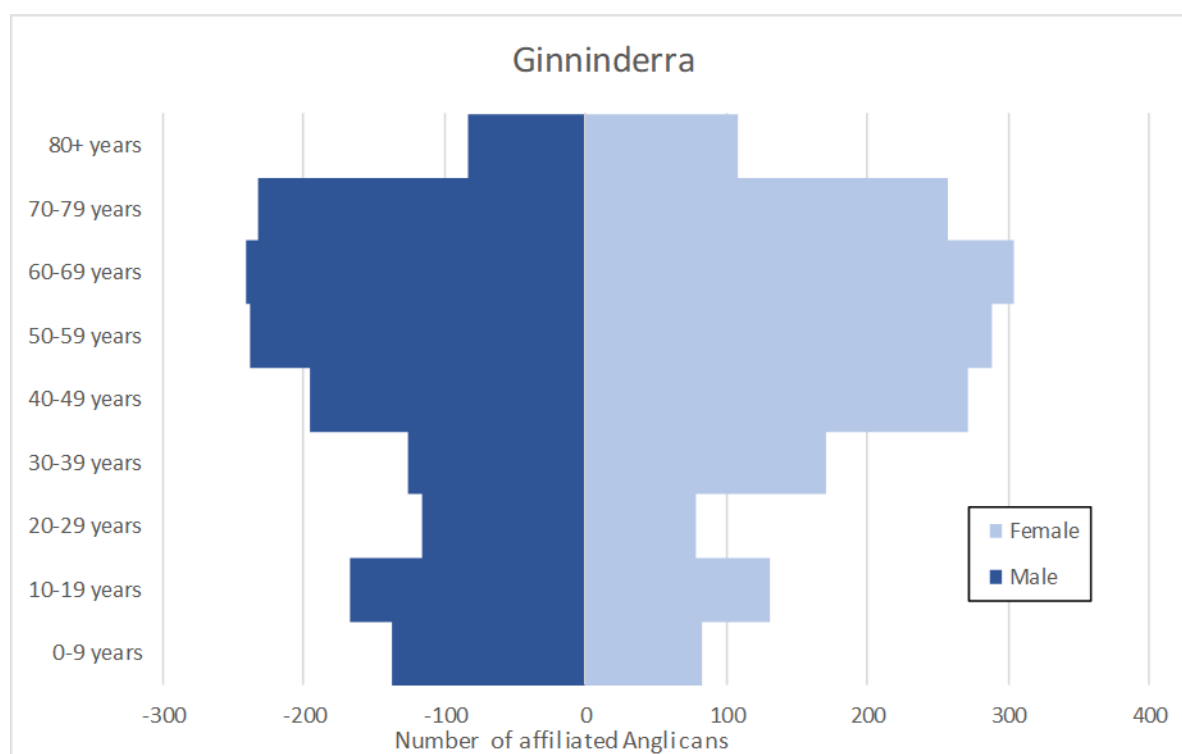
The BiC decision gave effect to the merger as and from 5pm on 28<sup>th</sup> February 2025.

## 2.2 General demographics of the extended parish

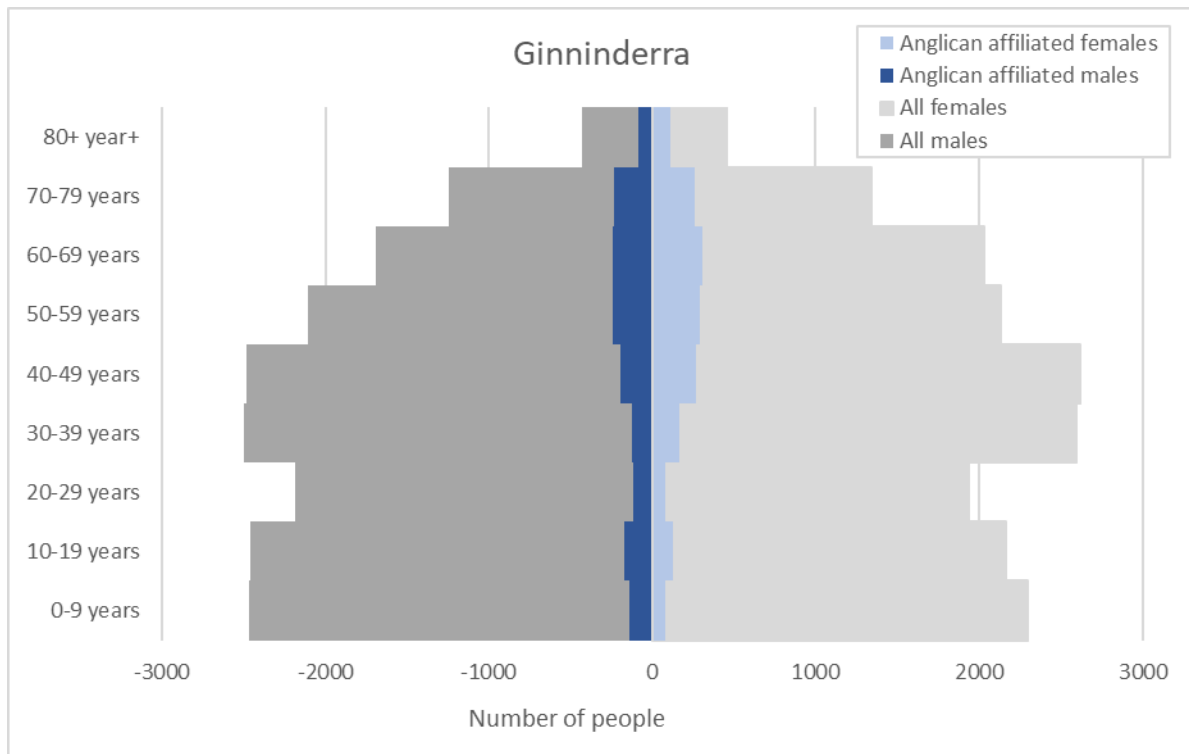
(data from the ABS 2021 census)

ACT suburb	Number of people	Number of families	Stated Anglican affiliation
Charnwood	3055	831	307
Dunlop	7265	2011	690
Evatt	5531	1579	469
Florey (whole suburb)	4781	1346	396
Flynn	3671	1014	344
Fraser	2126	620	227
Hall village	302		29
McKellar	2740	794	206
Melba	3383	933	321
Spence	2587	718	250

Number of affiliated Anglicans in Ginninderra by age and gender



Number of affiliated Anglicans compared to the population in Ginninderra



Note: Chart definition of Ginninderra includes Charnwood, Dunlop, Evatt, Florey, Flynn, Fraser, McKellar, Melba, Spence. Source: ABS, Census 2021.

There is a trend towards younger families as the older residents move on. Since the relocation of St Paul's, the midweek Mainly Music program and the newly commenced Sunday school at Charnwood are already showing increased engagement with younger families.

## 2.3 Name of the extended parish

The parishioners of both parishes were consulted over the name of the new parish and subsequently the Parish Councils of both parishes agreed upon the name of Hope Ginninderra Anglican Parish.

The name "Hope Ginninderra Anglican Parish" was supported because it:

- reflects who we are and what we stand for and believe.
- reminds us that God is our Hope and that He is the God of Hope. This will never change.

Romans 15.13

*<sup>13</sup> May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.*

- reminds us that it was with Hope and trust that the parishes of Ginninderra and Charnwood agreed to merge and it is with Hope that the new parish looks forward with excitement and anticipation as it opens its doors more

fully to those around it and takes the message of Hope out into the community.

- respects the history of the Anglican church in North Belconnen which started in 1841 when 200 acres of the Ginninderra holding was donated as a glebe. The original St Paul's Ginninderra operated from 1861 to 1902.
- incorporates St Michael and All Angels located in the Hall village, which is part of the area of Ginninderra.
- honours the indigenous history of the area.
- reminds us of the Indigenous meaning of "Ginninderra": 'sparkling little stars' or 'throwing out little rays of light', which is a fitting image of our Christian role.

## **2.4 Name of the primary church in Hope Ginninderra Anglican Parish**

The name of the primary church is St Barnabas. It operates together with the church of St Michael's and All Angels. The Rectory located in Sharwood Crescent, Evatt is to be known as St Paul's Rectory. There is no current intention to change the name of any of these church buildings.

The Op Shop at St Barnabas operates under the name of "Barney's Boutique" and there is no intention to change this title.

## **2.5 Agreement by the Parish Councils to the merger**

Over the course of developing the earlier MDG report, the submissions to Bishop-in-Council and the development of this document, parishioners have been consulted and involved. Overall, there has been a very high and pleasing level of agreement and support considering the degree of change that is occurring.

Following these consultations:

- The Parish Council of the Parish of Ginninderra at its meeting on 5<sup>th</sup> February 2025 agreed to advise the BiC that it supports the abolition of the Parish of Ginninderra.
- The Parish Council of the Parish of Charnwood at its meeting on 5<sup>th</sup> February 2025 agreed to advise the BiC that it supported extending its geographic area to include the area covered by the Parish of Ginninderra (as required under subsection 25.3 of the Ordinance) and to renaming the parish to Hope Ginninderra Anglican Parish.

## **2.6 Logo for New Parish**

At the church site of St Michael's and All Angels in Hall, there are two trees which have over the years intertwined so as to appear almost as one tree. This powerful image of unity has

been used in our new logo to symbolise the intertwined history of our two parishes as we come together to form one new parish.

## 2.7 Appointment of Clergy to the extended parish

As the parish of Charnwood and the parish of Ginninderra each had existing clergy, the Bishop advised that, following BiC's approval of the merger, he would licence the Revd Peter Malone as Rector/Priest in Charge, Revd Ken Rampling as Assistant Priest and Revd Helen Dean as Honorary Priest.

## 3 Draft Vision and Mission of the extended parish

This vision is provided for guidance and will be reviewed and further developed by the Parish Council of Hope Ginninderra Anglican Parish.

### 3.1 Vision

The visions and purposes of the Anglican parishes of Charnwood and Ginninderra were expressed on their respective websites:

*"Walking together with Jesus to take his life into the world"*<sup>1</sup>

*"to see God's Kingdom come on earth as it is in heaven"*<sup>2</sup>

As we joined together, our shared vision is:

*"Walking and growing together with Jesus and engaging the world through the love of God"*



The vision is portrayed in this image.<sup>3</sup>

The three interlocking circular shapes are individual and unique, yet each cannot be separated from the other two.

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<sup>1</sup> <https://mikeandbarneys.org.au/our-story/>

<sup>2</sup> <https://stpaulsginninderra.org.au/about/>

<sup>3</sup> Copyright approval being sought from the Chico First Assembly Church in California.

## **3.2 Focus**

The Hope Ginninderra Anglican Parish incorporates the suburbs encompassed by the previous parishes of Charnwood and Ginninderra and aims to reveal the love of God to our community through:

- Loving God, which keeps our eyes focused on the triune author of our faith and is best expressed in a loving and committed community of worshippers.
- Growing together as a 'whole of life' process that is born from our mutual love for God and a desire to seek to be completely 'clothed in Christ'.
- Engaging the world through Holy Spirit directed ministry that desires to see all people come to know and love Jesus as their Lord and Saviour.

## **3.3 Aims**

Either as an individual parish or in partnership with the parish of Holt, as a member of the Anglican Ministry District of Northwest Belconnen, the Hope Ginninderra Anglican Parish will:

### **3.3.1 Love God**

- Develop and sustain vibrant, authentic and inspiring worship activities.
- Provide a safe and welcoming space to all to encounter Jesus regardless of age, culture or background.
- Deepen our lives in Christ.

### **3.3.2 Grow Together**

- Promote loving relationships based on the love of God.
- Encourage parishioners to pursue a lifelong relationship with the Triune God of the Bible.
- Support leadership based on gifts and skills and active small groups.
- Develop effective governance and leadership structures.
- Respect our different Christian traditions (e.g. charismatic, evangelical, incarnational, social justice, contemplative, etc).

### **3.3.3 Engage the World**

- Provide need-oriented ministry to the community through generous and gracious actions.
- Provide encouragement to parishioners with the skills to initiate conversations with non-Christians.
- Pray for and give to mission beyond the parish (e.g. Mission Stitchin', Makingpeace, Indonesian church plant etc).

## 4 Opportunities Identified

The benefits and opportunities for the merged parish include developing a critical mass in relation to:

- Immediately moving toward a more multi-cultural and multi-generational parish.
- Improved financial circumstance overall.
- Continuing the resourcing of existing ministries.
- Exploring possible new ministries.
- Collaborating effectively with the new Ministry District.

## 5 Aspects to be managed

The following areas have been identified for the new parish councils to address.

1. Future retirements of existing clergy.
2. Transfer of knowledge.
  - a. Technology before Rev Ken Rampling retires,
  - b. Music before Lynette Rampling retires,
  - c. Collating Ministry and Missional contacts,
  - d. Operating the Safe Ministry Information System.
3. Assets
  - a. Updating the website,
  - b. Merging the charts of accounts and other financial arrangements,
  - c. Updating insurance values.
4. Areas of Duplication.
  - a. Consolidating subscriptions,
  - b. Personnel,
  - c. Merge parish roles.
5. Pastoral Care.
6. Communications.
  - a. Internal and External,
  - b. Points of contact.

## 6 Priorities for 2025

The main priorities for 2025 will be:

1. To establish the new parish and harness the savings from the opportunities for consolidation of various expenses and achieving greater efficiencies.

2. Planning and implementing activities to diversify and build the congregation of the new parish with a focus on young families. Both parishes have ageing congregations at the current time. This focus does not detract from our desire to reach out to the diverse members of our community (e.g. singles, divorcees, couples without children).
3. To form and progress the Ministry District with the parish of Holt.
4. To develop and implement a communications strategy for the Parish and the Ministry District.
5. To identify the required staffing especially considering the retirement of existing clergy.
6. Continue to recognise the contributions and pastoral needs of all members of the parish.



## 7 Workplan approved for 2025

The following principles are applied to activities planned or provided by the new parish remembering the truism ‘less is more’ and our available finite resources (primarily volunteers and the financial income):

- exemplifies our Christian values and the Parish vision and mission.
- meet a demonstrated community need.
- be welcoming and foster social connectiveness with the community and with our parishioners.
- be provided in a way that is comfortable, safe, useful and engaging for the recipients.
- be sustainable including with succession planning for the providers, any substantial risks managed and be financially viable taking into account other outlays.
- Potential to engage and move people along the discipleship pathway.

Activity	Description	Comment	Progress
<b>Mission, Worship and Ministry</b>			
Worship services	<ol style="list-style-type: none"><li>1. Regular worship services (need to review the number).</li><li>2. Adjustments to provide more appealing worship to a wider demographic where families feel comfortable and safe e.g. a Messy church service.</li></ol>	Reduced the number of Sunday services from 4 to 3 with discussions ongoing related to suitability of style and time and future sustainability.	Occasional combined services between Charnwood and Hall are held.

Activity	Description	Comment	Progress
	3. A focus on developing ministry to young families and children, including Mainly Music and Sunday school.	Consider employing a youth leader/minister	Caz Morgan jointly employed with Holt parish.
Evangelism and Discipleship	4. Use personal testimonies for the influence of Christ in people's lives. 5. ALPHA training. 6. Outreach activities, encompassing all areas covered by the new parish. 6A Practise initiating and development of Gospel conversations. 7. Apply the discipleship pathway to activities/ministries. 8. Train new leaders.	Could be addressed as part of the Ministry District activities. Some parishioners wish to apply their giftings in this area. (e.g. Family Fun Dinner Friday evening outreach).	
Participation in the development and implementation of the Ministry District of Northwest Belconnen	9. Develop and implement the Memorandum of Understanding (MoU) with the parish of Holt and commence joint activities with the parish of Holt.	The progress of activities will be monitored jointly by the Ministry Team formed through the MoU.	The MoU has been supported by the parish and submitted to the Bishop.
Ministry Groups	10. Craft Groups.	All the groups are active.	

Activity	Description	Comment	Progress
	11. Choir. 12. Prayer groups. 13. Bible study groups.		
Community engagement	14. Barney's Boutique. 15. Mainly Music.  16. Collaborate with the Wesleyan Tongans, Belconnen Babies group and HeartnSmart Exercise group. 17. Community information and education events e.g. parenting, finance, first aid, legal, aged care.	Seek new opportunities.  Grow and duplicate – perhaps a new location.  Could be addressed as part of Ministry District activities.  Could be addressed as part of Ministry District activities.	
Supporting Missions	18. Regular Mission reports provided to the congregation. 19. Continue missional relationships beyond our parish.	Proposal to be developed by the Parish Council.	
<b>Fellowship and Pastoral Care</b>			
Pastoral Care	20. Pastoral Care especially during periods of review and change is vital.		An active pastoral care policy and structure is in place.

Activity	Description	Comment	Progress
	21. Establishing an ongoing Pastoral Care framework will be one of the priorities of the new parish council.		
Fellowship	22. Fellowship occasions e.g. dinners, film nights, BBQs. 23. Developing the now combined Men's Group. 24. Growing the existing Barneys Friendship Group.		Some combined fellowship activities have begun.
<b>Operational matters</b>			
Avoid duplication in administration	e.g. combine websites, office admin, subscriptions, copyright.	To be addressed as part of the Ministry District activities.	
Safe ministry	Meet Diocesan requirements.	Being managed by the Parish Secretary.	
Governance and procedures	Prepare and implement policies and procedures for the extended parish.	Parish Council is revising and extending existing documents.	
Communications	Apply the <b>Communications plan</b> particularly through website, social media to raise our profile and community awareness.	To be addressed as part of the Ministry District activities.	
Carefully monitor and manage finances, encourage giving	Establish financial procedures. Regular financial and trend reports for the congregation. Monitor against <b>Parish Budget</b> regularly.	Role of the 2025 parish council.	
Manage other risks	Regularly review the <b>Risk Management plan</b> .		

## 8 Parish Budget summary for 2025 and 2026

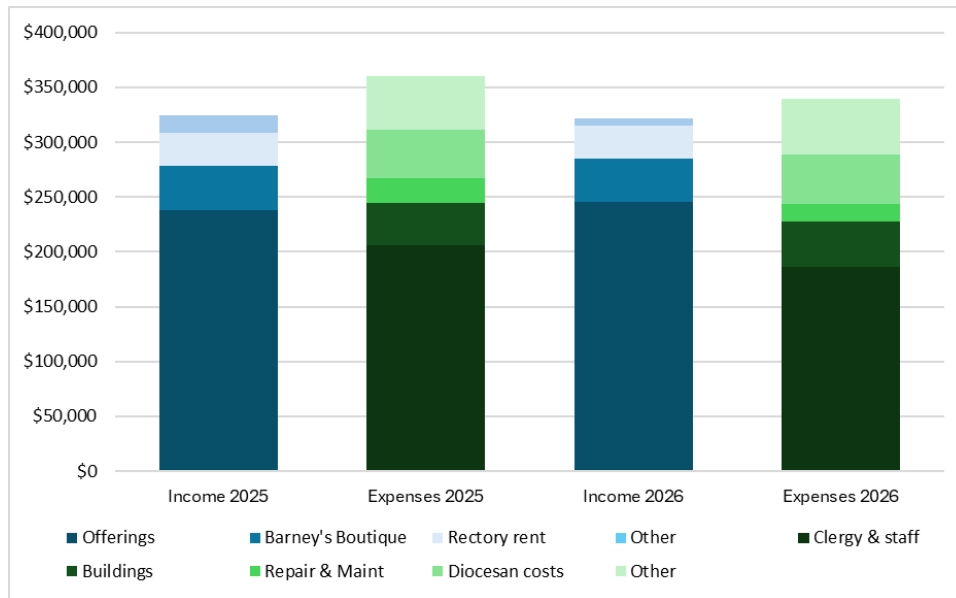
**Table 1**      **Summary of Budgeted Profit and Loss, 2025 and 2026**

	<b>2025</b>	<b>2026</b>
	\$	\$
<b>Income</b>	<b>324,130</b>	<b>321,400</b>
Tithes and Offerings	238,000	245,000
Barney's Boutique	40,000	40,000
Rectory rent	30,180	30,450
Fundraising	1,200	1,200
Interest	2,000	2,000
Specific Purpose donations or receipts <sup>4</sup>	12,750	2,750
<b>Expenses</b>	<b>359,793</b>	<b>339,797</b>
Stipends & staff	206,080	186,597
Buildings (incl utilities)	38,390	40,550
Buildings R&M	22,500	16,500
Diocesan costs	44,271	45,330
Administration	25,527	27,030
Mission	19,617	19,420
Worship expenses	2,909	3,870
Other	500	500
<b>Net Profit/Loss</b>	<b>-35,663</b>	<b>-18,397</b>

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<sup>4</sup> Includes \$10,000 grant from the Pelican Foundation for the work of Caz and Youth Ministry.

**Figure: Broad parish sources of income and expenses 2025 and 2026**



**Table 2 Budget expenses 2025 and 2026**

	2025	2026
	\$	\$
<b>Stipends &amp; staff</b>		
Clergy 1	89,968	120,226
Clergy 2	64,801	0
Assistant Priest	3,950	4,170
Locum	400	450
Parish Administrator	10,197	10,422
Youth Minister	28,196	32,871
Ministry District Leader	8,568	18,458

<b>Buildings (incl utilities)</b>		
Rectory - Charnwood	12,470	12,950
Rectory - Spence	8,750	9,400
St Barnabas	15,520	16,550
St Michael & All Angels	1,650	1,650
<b>Buildings R&amp;M</b>		
Rectory - Charnwood	6,000	5,000
Rectory - Spence	5,000	5,000
St Barnabas	10,000	5,000
St Michael & All Angels	1,500	1,500
<b>Diocesan costs</b>		
Diocesan costs	44,271	45,330
<b>Administration</b>		
Accounting	1,132	1,200
General administration	13,520	13,980
Insurance	10,000	11,000
Subscription	75	0
Training	800	850
<b>Worship expenses</b>		
Worship expenses	2,909	3,870
<b>Mission</b>		
Home study	880	750
Ministry within church	2,230	2,250
Outward mission	16,507	16,420
<b>Other</b>		
Cost associated with fundraising	500	500
<b>Total Expenses</b>	<b>359,793</b>	<b>339,797</b>

#### Notes

- The above combines all costs for January through to December, including the months of January and February when Hope Ginninderra was operating as two separate parishes as it is not practical to try and split the costs.
- Income from tithing is based on a midpoint of tithing in 2024 and the first 3 months of 2025 (x4). It assumes a moderate increase for 2026.
- Clergy 1 costs include full year at 4 day per week. It also includes a Housing Allowance of \$10,828. Related electricity, water, and gas costs for clergy 2 form part of Spence rectory costs.
- Clergy 2 costs are based on a full-time salary until July.
- Youth minister is based on 2 days per week for 11 months in 2025 plus ministerial expense allowance and workers compensation.
- Ministry Team Leader costs are based on 1 day per week beginning from July 2025.
- Clergy costs for 2026 are based on an 8% estimated increase.
- Charnwood rectory costs are high as it includes a Land tax fee (payable when renting a property) of \$5,000 in addition to a rates fee of about \$3,000, rental management fee of \$2,300 and water costs of \$1,900.
- St Barnabas church building costs are high mainly due to cleaning costs (\$8,000) and electricity costs (\$5,000).
- Accounting including audit fees and MYOB subscription fees.
- Diocesan costs mainly consist of the pledge to the diocese with only a very small amount allocated for synod.
- General administration includes \$4,000 for tech support and the website, \$2,700 for telephone & internet, and \$3,500 for stationery and office consumables.
- Subscription relates to the Anglican Historical society which is \$75 paid every three years.
- Home study include New Daylight guides and study guides. These are often partially costs recovered.
- Ministry within the church includes Mainly music, which is partially cost recovered, parish retreats, and bibles and gifts for children for baptisms, etc.
- Outward mission mainly consists of parish giving to mission with a very small amount for parish outreach.
- Worship expenses include Altar supplies, music & copyright costs, e-pray program, etc.

## Mission Giving

1. The parish agrees to give \$10,000 or 5% of our income to Mission Giving in 2025, whichever is the greater.
2. The chosen missions are:
  - a) Church Missionary Society for the support of Ian and Jenny Wood who lecture at the Nungalinya Bible College, Darwin (\$1,500)
  - b) Far East Broadcasting Company (\$1,500)
  - c) Bible League (\$1,500)
  - d) Mission in Health Care and Development in the Democratic Republic of the Congo (\$1,500)
  - e) Hope for the Children – Pastor Sihati in East Java (\$1,000)
  - f) Deacon Hazel Davies and the work of Making Peas/ce (\$2,000)
  - g) Woolworths food vouchers for those in need in our community (\$1,000).
3. Any additional funds raised, based on our income, will be distributed to missions at the discretion of parish council.



## Ministry District Team Leader

4. The parish agreed to fund a Ministry District Team Leader for 1 days per week. In 2025, these costs represent \$15,963 per annum. The Ministry District team and the Bishop regard the provision of a team leader as vital to the success of the Ministry District and an important investment to assist the growth of the parish.
5. The parish is not able to fund this position from recurrent expenditure. However, it is in the position to use the parish's equity to invest in a Team Leader with the financial position kept under review.