



Anglican Diocese of Canberra & Goulburn

The Anglican Parish of Sapphire Coast



Parish Profile

November 2025- UNDER REVIEW Fifth draft

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1. Introduction

After our previous Rector concluded his time in July 2025, the Parish of Sapphire Coast is looking for a new Rector. This Parish Profile has been approved by the Parish Council and Bishop as 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 to this Profile, clergy considering this Parish may wish to consult with NCLS data and 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 a Parish Consultation which was held prior to the appointment of Chris Duff. It has been updated and has been agreed to by Parish Council. The Diocesan Perspective 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.

A new Rector may start on appointment by the Bishop.

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 or other opportunities within the Diocese please contact the Bishop's office.

The Clergy Appointments process for this Parish is being overseen by delegation of the Bishop. For more information, please contact the Bishop's Office on (02) 6232 3612.

2. Parish Perceptions

Strengths—a friendly parish that stretches from the mountains to the sea.

The strengths of our parish are as follows –

- Well-equipped office with a harmoniously lead, active Parish Council.
- Strong support for Mission to BCA, CMS, OMF & Tearfund.
- Support for Anglicare through Anglicare Op Shop-Sapphire Surprises.
- Multiple centres for flexibility in services – traditional and different worship styles with congregations who have varied gifts and use them.
- All centres are open and friendly and are prepared to accept change, where necessary.
- Chaplaincy work in two RSL Lifecare Facilities.
- Ecumenical acceptance throughout the parish.
- SRE.
- A reservoir of experience and wisdom. As faithful people we have a precious story to convey to the wider community.
- Active lay people and parish council involved in various ministries and all aspects of parish life.

Hopes and plans for the future –

- Extend Bible Study groups.
- Resume our outreach to Wolumla & Candelo and make services inviting and attractive to young families.
- To continue to tell our story, remain faithful and trust in God.
- Men's breakfast.
- Monthly morning coffee.
- Make a meaningful connection with SCAC.
- To improve our financial viability.
- To increase our clergy to at least 1.5 members of clergy.

Current greatest needs –

- A compassionate priest.
- Aging congregations so need more young people involved.
- Geographical size of the parish presents some challenges.
- Competing with sporting events on Sundays.
- Find ways to connect each centre.
- Encourage missing generations of worshippers 20s-50s.
- Creative ways to meet/lead worship in our outlying centres.
- Someone who is willing to lead and work with Parish Council.
- Flexibility in services with different worship styles.

Desired qualities in a new Rector –

- A Priest with an active commitment to evangelism, good communicator and the ability to embrace the wider community along with our congregations with empathy, flexibility and compassion.
- Ability to work with parish council and lay ministers.
- A sense of humour.
- A people person, sociable, warm and accepting.
- Energy and good health.
- Good business sense.

- Flexibility – all types of worship in different centres.
- Outside interests and involvement to connect with wider community.
- Ability to form connections with local schools where SRE is taught.
- Engage in a range of styles of worship.
- Ability to work with other clergy to enable recruitment of an associate or husband and wife team.

Current Parish Mission Statement

Our mission: To Lead our communities into a relationship with Jesus.

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 Parish of Sapphire Coast to Diocesan Mission Priorities

The Parish of Sapphire Coast has a long history of contributing to the Diocesan mission, especially through congregational worship and compassionate service. The Diocese would hope any clergy appointed to the Parish would build on existing connections with the work of Anglicare. *There is also the opportunity to strengthen connections with Sapphire Coast Anglican College.* Although SCAC is located in the neighbouring Parish of Bega, many school families and staff live within the Sapphire Coast Parish.

4. Services and People –

Centre	Service times and frequency	Average Attendance In 2024
Merimbula	3.00pm weekly - Saturday	21
Pambula	8.00am weekly - Sunday	18
Eden	10.00am weekly - Sunday	37
Wolumla	11.00am monthly – in recess	
Candelo	5.00pm monthly – in recess	
Wyndham	5.00pm monthly – in recess	
Kameruka	11.00am yearly – discontinued	

Towamba	5.00pm regular Sunday PM services by Gospel Fellowship	25
Tura Beach	Hugh Cunningham Gardens	9
Merimbula	Albert Moore	15

Overall Demographics

Weddings/Baptisms/Funerals in a Typical Year*

Weddings: 1

Baptisms: 0

Funerals: 4

* that our past rector would conduct, other funerals/weddings conducted by a priest sourced outside the parish.

Recent Confirmations

0

Recent History

Rev David Ruthven – 2010 to 2015

Rev Lou Oakes – 2015 to 2021

Locums – 2021 to 2022

Rev Chris Duff – 2023 to 2024

Associate Clergy deacon then associate

Rev Lou Oakes – 2013 – 2015

Rev Anthony Frost – 2016 -2019

Casual Clergy and Lay leaders – Dec 2024 to Sept 2025

Locum – Oct 2025 to Dec 2025

5. Leadership and Ministries

Employed staff

– Office Manager 24hrs Casual per fortnight (4hr Mon, Wed & Thurs 9 – 1 pm)

– Locum Priest – 3 days per week

Proposed Clergy Structure and Duties – The incoming Rector’s position will be full time with duties to direct the overall operation of the parish and the duties of a part time Associate Priest, who may work 4 days for the parish and two days as a Mission to Seafarers Chaplain. This assistant priest’s appointment is subject to Parish and Mission to Seafarers funding which is expected to be available

Honorary staff – Parish Council Chair and Secretary

Leadership

– Lay Ministers – 4 (all due for licence renewal) John Weaver, Malcolm Brandon, Cathie Haynes, Shanne Fanning.

– Parish Council is a strong group who are mostly long-term members.

Specific outreach initiatives

– Sapphire Surprises Op Shop with Anglicare

Online presence

Parish Website – Andrew McKinlay
Facebook page – Parish Office Manager

Kids Church - None at present

Youth Group – None at present

Op-shop

- The Sapphire Surprises Op Shop in the main street of Eden is largely managed by the Parish, in partnership with Anglicare NSW South, NSW West and ACT. This partnership is governed by a Memorandum of Understanding between the two organisations. Under this MOU, the Parish receives the bulk of the net retail income, manages the day to day retail operations and volunteers, and provides some Emergency Relief to locals in need. Anglicare provides policy and WH+S guidance and insurance cover, and receives a small proportion of the net retail income.
- The Op Shop is both a valued and respected outreach to the local community, and also a source of valuable income to the Parish. Currently, there are about 28 volunteers working in and around the Op Shop, and a number of these volunteers are not active believers. There are outreach and pastoral opportunities here.

Other ministries

We also have:

- Two RSL Lifecare Centres: Hugh Cunningham Gardens (Tura Beach), Albert Moore Gardens/Bimbimbia Park (Merimbula), with pastoral care needs and church services conducted weekly.
- Bible Study Groups
- SRE in Eden, Merimbula and Towamba Public schools
- Ecumenical Dawn Sunrise Service on Short Point Merimbula and Curalo boardwalk Eden

6. Parish Facilities

St Luke's Wolumla –



Holy Trinity Kameruka – Original Christian Church of the parish 1868-to date.



St Peter's Candelo – Large area of Country Parishioners,.



Holy Trinity Wyndham –



St John's Eden- Regular family services each week.



St Paul's Towamba -



Christ Church Pambula – Regular Traditional services each week.



St Clements' Merimbula – Regular celebration services each week.

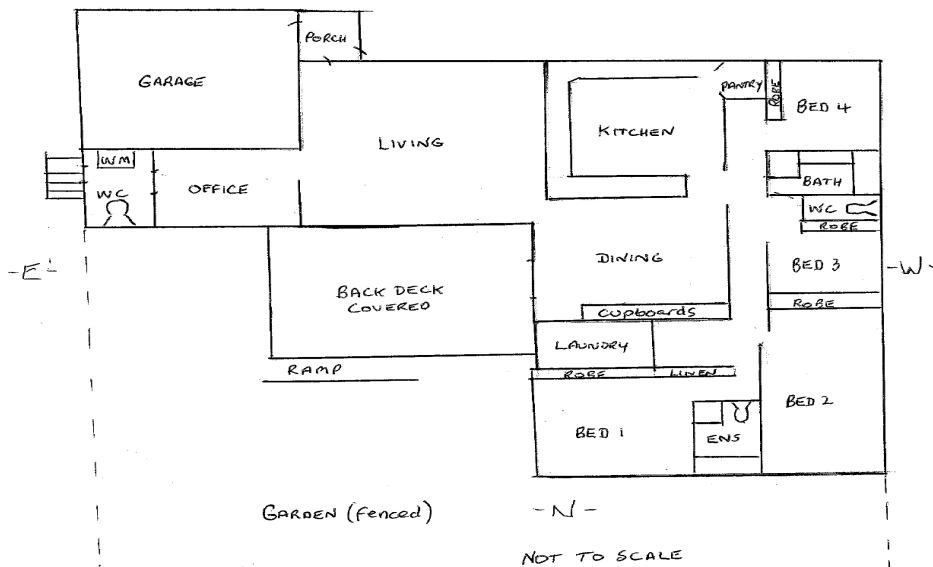


St Clement's Rectory, Merimbula

Four bedrooms, office, open plan living area, family bathroom and en-suite to main bedroom, garage and back deck onto a small garden, separate toilet with outside entrance. Gas heater and electric reverse cycle in the living/dining rooms and electric wall heater in the hall.



ST CLEMENTS RECTORY -South-



Facilities report

Three main centres – Merimbula Church seats 120 & Annexe caters for 50, with modern kitchen. Pambula Church 65 B J Doran Hall caters for 30 with modern kitchen and Eden church seats 60 with separate hall caters for 75 with modern kitchen and all with toilet facilities.

7. Local Community

A community with a large proportion semi-retired or retired people.

Catholic, Baptist, Uniting, Sapphire Life, Aboriginal Evangelical Fellowship and Anglican churches with a Minister's Fellowship with regular gatherings.

Sapphire Coast Anglican College, Public schools in Merimbula, Pambula, Eden and Lumen Christi Catholic at Pambula Beach.

The parish occupies a coastal strip from south of Bega down to the Victorian border, and a rural inland hinterland, as far as the coastal escarpment.

The population does not have typical age distribution:

- Comparative shortage of people between the ages of 20 to 35 (leaving the area for further education and careers).
- A comparatively large number of people are over 65 (retirees who have come to the area for a sea change).
- There is a significant proportion of people in Aged Care facilities.

The population is predominately Anglo in background, with a small number of recent migrants to Australia. There are several locations with groups of people identifying as Aboriginal, with the highest number in the Eden area. Twofold Aboriginal Corporation operates Jigamy Farm, between Pambula and Eden, as a community centre for culture and events.

Employment is an issue, especially for young families but is available in Education, Tourism, Health and other services, Small Business and Trades.

Population numbers swells substantially in the coastal tourist areas over Christmas, New Year and Easter. Schools are considered to be very good with a Uni of Wollongong Campus in Bega that offers a number of tertiary courses.

8. Parish Finances

Typical recent annual income

	2020	2021	2024
Direct-debit:	\$70,000.00	\$65,000.00	\$59,711.00
Open-plate:	\$10,000.00	\$10,000.00	\$15,280.00
Envelopes:	\$38,000.00	\$37,000.00	\$54,418.00
Op-shop:	\$12,000.00	\$33,000.00	\$143,814.00
Other:	\$163,000.00	\$160,000.00	\$651,024.00
Total Income:	\$293,000.00	\$305,000.00	\$924,247.00

Parish balance sheet statement

Total cash balance:	\$90,000.00	\$20,000.00	2,268,629.00
Building loans:	\$70,000.00	\$10,000.00	0.00
Value and description of investments:			
(Trust)	\$190,000.00	\$1,900,000.00*	2,110,214.00

(* = proceeds of recent St John's Rectory sale 1.7 million)

We consider the parish to be financially sound.

9. Provisions and Conditions of Service

Stipend: Approx \$82,655 ex super (of which 30% may be salary sacrificed)

Superannuation: 15.87%

Housing: Rectory including all utilities (Electricity/water/rates/internet/phone)

Parish vehicle: 2019 Subaru XV Wagon Hatchback with 98,000km. The member of the clergy shall have the use of the car at all times for parish and personal use, and for travelling outside the parish, including holidays. The member of the clergy will pay for fuel only when the car is used for annual leave or long service leave or excessive private trips. All vehicle costs including fuel paid for by parish. A fuel card is available with the vehicle.

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

Expectations for days off: to be negotiated

Expectations/hopes for length of tenure: 5yrs or negotiated

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

Undertake professional supervision

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

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

10. Diocesan Appointment Process

This is a summary of the usual process.

1. Parish Consultation held
2. Parish Profile 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 and conducts interviews
 - f. Makes a recommendation to the Bishop
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.