



ANGLICAN DIOCESE OF CANBERRA AND GOULBURN

CLERGY APPOINTMENT BOARD

PARISH PROFILE

For the Parish/Special District of: **All Saints Ainslie**

This form is designed to encourage meaningful discussion by parish members of the Clergy Appointment Board, and to assist diocesan members in their understanding of the parish as it exists at the time of the vacancy.

Parish members of the board should meet for discussion, reach mutual agreement where possible, complete this form, and send it to the Bishop's office at least a week before the meeting with the Bishop, to allow the diocesan members of the CAB to receive it in time to prepare for the meeting.

1. Strengths and Weaknesses of the Parish

Strengths:

1. A progressive Anglo-Catholic church, joyful, welcoming, loving and inclusive. Parish attracts people from a wide geographical area and a diversity of age groups, ethnic backgrounds and worship traditions.
2. Tradition of strong preaching and a desire for learning.
3. A high standard of music to support our worship with a young choir.
4. Active children's ministry
5. Three honorary associate priests with diverse backgrounds and rich ministry gifts.
6. Strong parish administration supported by people with extensive public service experience in addition to a part time paid administrator.
7. All Saints College, a residential college for students attending tertiary education institutions in the Canberra area is co-located with the church. The College is a Diocesan agency that has close links with the Parish through membership of the College Council. The Rector or their nominee is also a member of the College Council.
6. Ministry to community includes: Goodwin Village aged care; Foodsack ministry supporting St John's Care; All Saints café which brings together the Down Syndrome and Parish communities; church and hall used extensively for public events. Church popular for baptisms, weddings, and funerals. Many parishioners actively support community organisations. Prior to Covid, undertook breakfast club at North Ainslie Primary School and provided safe shelter in the parish hall for homeless men for two nights week.
7. Historic and beautiful church

Weaknesses:

1. Scope for greater use of associate clergy and laity – generally and to use specific talents.
2. Demographic and residential changes in local community – creates potential for greater involvement in presenting Christian witness in city and suburbs. Canberra has a significant transient population of government employees and students.
3. Insufficiently strong help for newcomers in worship and integration into Parish life.
4. Too few study groups and socialising events such as dinners, talks, and fetes.
5. One of the current challenges for the Parish is that of regular giving. Project giving has been very strong but this has not translated to recurrent income which does not match current expenses.

2. Parish Statistics

- 2.1 Estimated total on Parish Roll 250. Parish attracts people from Canberra and surrounding townships. More than 50% of parishioners live outside the Parish geographical boundary.
- 2.2 Estimated number of Anglicans: 250.
- 2.3 Parish worship centres: All Saints Church, Goodwin Village, online

Centre	Service times and frequency	Average Attendance
1. Online	8.00 Morning Prayer - weekdays	4
2. All Saints	10.00 Mass - Tuesdays	6
4. Goodwin Village	10.30 Mass - Wednesdays	25
5. All Saints	8.00 Mass: Sunday	15
6. All Saints	9.30 High Mass: Sunday	65
7 Saturday Saints	4.00 Saturday Saints (monthly, family and children)	25

- 2.4 Parish annual income (last financial year):

Total	\$263,000
Giving:	\$147,000
Other (e.g. fundraising, rents, etc.):	\$116,000
- 2.5 Parish contributions:

To Diocese:	\$31,000
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2.6 Staff - Stipendiary

	<u>Full/Part-time</u>
Clergy	1 x Full-time (Rector)
Office	0.3 Part time

- 2.7 Staff - Honorary 3 x Honorary Associates

3. Lay Ministry

Lay people take an active role in the worship life and ministry of the church. Lay people provide leadership in children's ministry, music ministry, sacristan's duties, lesson reading, intercessions, sides persons and after-service refreshments; flower arrangement; sanctuary team and liturgical assistants; Lay people also assist in the ministry at Goodwin..

- (d) To what extent does the parish council 'share with the priest or deacon-in-charge responsibility for planning, organising and executing the pastoral, educational, evangelistic and missionary work of the church'? (Ref: diocesan ordinance 17(c), p.18)

The Parish Council works cooperatively with the rector to further the mission of the church

- (e) In what ways do lay members of the parish take responsibility for aspects of the day-to-day administration of the parish?

Lay people are largely responsible for the day-to-day administration of the Parish with an active team assisted by a part time office assistant.

4. What is the Parish Mission Statement and/or its Stated Goals

At All Saints, our vision is to share love of God and love of neighbour within a progressive, inclusive community.

We are committed to sacramental worship that engages our senses, to social justice and to learning and growing together in faith.

5. What are the Most Important Needs of the Parish?

1. Continuing the nurture, spiritual care and education of our Parish community
2. Bringing new people to the Christian faith.
3. Sustaining a high standard in liturgy, preaching and music.
4. Engaging with the local community and greater connection with missional activities including more activities for teenagers and young adults.
5. Securing sufficient resources to maintain a Heritage classified church building.

6. What are the Hopes and Plans for the Future?

1. Maintaining high standards of sacramental ministry, liturgy, preaching and music, while exploring opportunities for increased variety in these core areas of worship and mission.
2. Extending and building outreach to families and children, young people, and others in our community.
3. Mobilising the gifts and capabilities of associate priests and the laity.
4. Strengthening our social justice agenda and missional outreach.
5. Encouraging vibrant and transformational relationships between the Parish and members of Saints College.

7. Parish Groups and Activities

1. Other key activities include: music – Choir, Children’s ministry; PC committees and special interest groups that support the Parish in such areas as: Finance; Building and Grounds; Maintenance; Gardening; Sacristan; Liturgical assistants and sanctuary team; lay contributions to liturgical services and after-service fellowship; office support services; and special projects. All Saints College
2. Many parishioners are actively involved in community and other Church organisations such as: inter-denominational care for homeless; English language training for refugees; fund-raising musical events; as office holders in service clubs; religious instruction in schools; professional support for St Mark’s Library; technical and leadership assistance to Church schools; research, publication and other scholarly contributions.

8. The Community

Describe the community in terms of character, age, socio-economic grouping.

1. Largely middle class – drawn from across Canberra.
2. About 60% of the congregation is middle aged or older, there are a number of families with children, and a small number of people in their twenties and thirties
3. There is a significant number of families from different ethnic backgrounds, such as Burmese, Chinese, Indian, and African.
3. Parish has formal links with a number of Canberra community organisations: Australian Federal Police, service organisations, National Trust

9. Personal Qualities

List the particular qualities seen to be important for a new priest or deacon-in-charge:

1. A holy person focussed on God with a demonstrated daily prayer life.
2. A person of intellect, of vision and of imagination. A strategic thinker able to work within and manage complexity and change.
3. An open-minded, inclusive, approachable, compassionate person who will enjoy and actively encourage our progressive Anglo-Catholic tradition and work with others to develop further outreach.
4. A good listener, self aware, and committed to sharing the priestly role with associate clergy and to developing lay ministries.
5. Theologically informed, a Bible based and socially relevant preacher, committed to the continuing education of believers.
6. Inclusive and sincerely comfortable with diversity in our faith community and with women exercising a leadership role in the Church.
7. Prepared to engage with and celebrate the progressive Anglo-Catholic tradition – theological, liturgical and musical.
8. A passionate person who under God’s guidance wants to be Rector of All Saints Ainslie.

10. Clergy Conditions of Service

Prior to the meeting of the Clergy Appointment Board, the parish council should meet formally (preferably with the parish members of the Board), to determine the conditions to be offered to the new priest or deacon-in-charge. Parishes must pay the minimum stipend, plus leave loading, a proportion of the total superannuation contribution, long service leave levy, and the statutory family allowance contribution.

Housing to approved diocesan standards is normally provided by the parish.

A vehicle must also be provided for parish and personal use, unless the incumbent prefers to use his/her own car, in which case an allowance is paid at the appropriate diocesan rate.

The Registrar's most recent Administrative Circular should be used for guidance in these matters.

- (a) Stipend \$ 92,149 (including superannuation)
- (b) Housing Accommodation provided at All Saints Rectory

Outline proposed maintenance or improvements:

The Rectory has undergone significant refurbishment including total repainting and replacement of floor coverings and some blinds. The dishwasher, washing machine and dryer have been replaced. The other kitchen appliances are in good condition.

- (c) Transport See below

Conditions of use:

As per Administration Guidelines

- (d) Allowances:
 - (1) Hospitality: Minimum 2.5% of stipend per year
 - (2) Telephone Cost: Met by the Parish.
 - (3) Energy Cost: Met by the Parish.
 - (4) Conferences, As appropriate. (Clergy Conferences etc)
 - (5) Car Provided by the Parish (lease \$10,200; fuel \$3,000)
 - (6) Other
- (e) What is the present arrangement regarding surplice fees?
The Rector or other priest who officiates receives the fee.
- (f) Estimated annual value of surplice fees: \$5,000
- (g) Discretionary Fund (for helping needy): N/A
- (h) Other (include glebes, special supplements, etc., paid to incumbent): N/A
- (i) Supportive care (how does the parish ensure adequate care for the priest or deacon-in-charge and family?)

The Wardens and the Chair of Parish Council provide additional support when required.

11. Any Other Comments

The Parish is a friendly and welcoming community which is inclusive, tolerant and accepting of difference.

Clergy Appointment Board members should note that any variation to this statement or conditions requires the approval of the Parish Council.

Signed:  (BRIAN HURRELL)
 (ROBERT DANE)
 (ELIZABETH DIXON)

Date: