

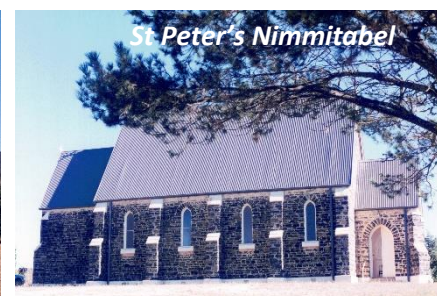
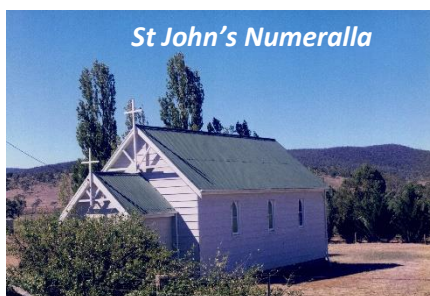
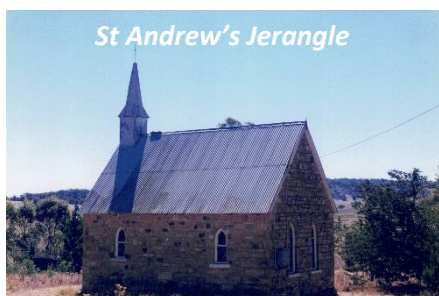
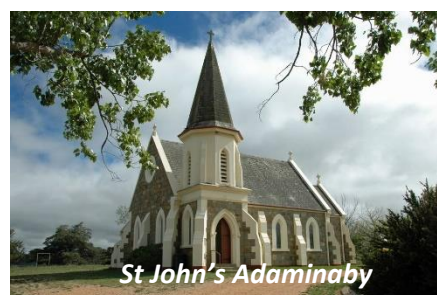


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# Anglican Diocese of Canberra & Goulburn

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## The Anglican Parish of **COOMA**



Parish Profile  
NOVEMBER 2024

# Parish Profile Contents

1. Introduction
2. Parish Perceptions
3. Diocesan Perspective
4. Services and People
5. Leadership and Ministries
6. Parish Facilities
7. Local Community
8. Parish Finances
9. Provisions and Conditions of Service
10. Diocesan Appointment Process

## **1. Introduction**

After the retirement of its previous Rector in 2021 the Parish of Cooma 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.

This profile was tabled at Parish Council at the meeting on 12<sup>th</sup> November 2024. 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.

We are hoping to have a new Rector start on a mutually agreed date in 2025, however, are open to waiting longer in order to get 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 or other opportunities within the Diocese please contact the Bishop's office.

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

## 2. Parish Perceptions

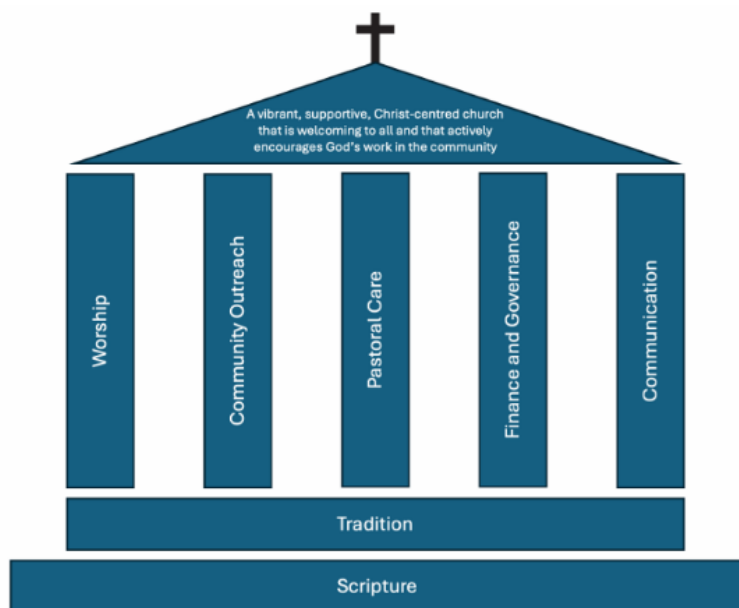
### Strengths

- Strong traditional form of service with a relaxed approach (congregations are comfortable and familiar with this type of service)
- Fortnightly services and some pastoral support to the residential care communities at Yallabee Lodge and Hudson House
- A strong and proactive Parish Council that supports services and actively maintains Church properties.
- Tradition and Heritage of the Parish
- Well maintained assets and property
- Good facilities in Parish church buildings and halls
- Parish halls in Cooma, Adaminaby and Nimmitabel are great community assets
- Wonderful Musicians who are willing to share their talents
- High percentage of Safe Ministry accredited volunteers
- Good base of volunteers who are willing to share their talents.
- Vast range of community and ecumenical involvement by Parishioners.
- Friendly, caring community. Willingness to be involved given the opportunity.

### Hopes and plans for the future

- Financial limitations currently impact the number of days we can offer a Rector. Initially it is hoped to offer 3 days per week with the hope that as the Parish grows, we can look to expand the days on offer or add to the Clergy team with other positions.
- Recently we have welcomed new parishioners with new ideas, enthusiasm and willingness.
- Currently 3 families with 7 children between them and occasionally others are attending with the children joining in Kids Church – this is an opportunity to extend this ministry and hope for future growth.
- Planning is underway to start a Family Service in 2025. A service which will include a meal, a game, and a short informal service (suitable for unchurched people). The service would have contemporary music, a kids talk and craft, another song, memory verse, a short wrap-up/recap and prayer.
- To realise our vision and as we work on a strategic plan “Vision 2030”. We need to coordinate a number of activities across different areas of ministry if we are to be successful in achieving our vision. There are five pillars that support our vision, all of which are based on the solid foundations of scripture and the rich Anglican tradition that has served us so well in the past.

## The five pillars that support our vision



- a. Worship
- b. Community Outreach
- c. Pastoral Care
- d. Finance and Governance
- e. Communication

### Current greatest needs

- Engage a clergy person who will partner with us and the community.
- A sound financial footing
- Growth in all centres

### Desired qualities in a new Rector

We are looking for a priest who might embrace our core values and lead us as we seek to be a vibrant, supportive, Christ-centred church that is welcoming to all and that actively encourages God's work in the community.

We hope our new Rector will lead a team of clergy and be an encouragement to lay people to grow the church and congregations in numbers and to deepen the faith and understanding of God's word within the Parish.

Our new Rector's attributes will include good bible teaching, being able to model a caring and pastoral ministry, a willingness to support existing parishioners while also seeking out new members of the congregations and being prepared to support the growth of all our parish centres over the coming years.

It is important that the parish priest is also able to work well with other Anglican clergy, past and present. With ordained priests who reside in the district, there is sometimes a request by a congregation member to undertake special services such as weddings and funerals, and we expect this would be supported by the parish priest.

A desire to engage with families and younger Christians to develop the next generation of Parishioner.

### Current Parish Mission Statement and Vision

The current Mission Statement is “To know Christ and to make Him known”, as part of the work on “Vision 2030” we are working on implementing a new vision statement **“we want to be a vibrant, supportive, Christ-centred church that is welcoming to all and that actively encourages God’s work in the wider community”**.



- a. Christ centred.
- b. Committed to supportive fellowship.
- c. Community focused.

## **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 Cooma to Diocesan Mission Priorities

The Diocese is looking to re-vitalise and re-structure ministry across the whole Monaro and would expect the Parish of Cooma to be a vital partner in these conversations.

## 4. Services and People

### Statistics (as per 2021 Census)

Estimated total population: 8,800 (approx.) Snowy Monaro.

Estimated number of Anglicans 1400 identify as Anglican affiliation

(16% of population (\*2630 postcode)

Centre	Service times & Frequency	Average Attendance
Cooma (main centre)	Sunday, 9:30am Use data projection (Proclaim), traditional hymns (organ & piano)	30-40
Adaminaby 60km from Cooma	Sunday, (1 <sup>st</sup> & 3 <sup>rd</sup> ), 3pm	12
Bredbo 33km from Cooma	Sunday, (1 <sup>st</sup> ), 11am	3
Jerangle 80km from Cooma	Sunday, (4 <sup>th</sup> ), 12noon	8
Nimmitabel 37km from Cooma	Sunday, (3 <sup>rd</sup> ), 11:30am	10
Numeralla 23km from Cooma	Occasional Services	
Christ Church (Maneroo)	Historic building & cemetery rarely used for Church services	

Other Parish statistics:

Funerals	15 per year
Weddings	1 per year
Baptisms	1 per year
No recent confirmation	

### Recent History

Prior to 2013 we engaged full-time clergy, due to financial constraints the Parish Rector's position moved to a part time basis. The Parish was fortunate to have an Honorary Priest (2002-2019) and an Honorary Deacon (2002-2024). The last permanent Rector left in 2021, since that time we have had locum clergy or a Priest-in-charge on a part-time basis 2-3 days per week.

## 5. Leadership and Ministries

Staff – Stipendiary

Currently 1 clergy – locum part time

Honorary

1 Deacon – based at Adaminaby with retirement pending.

### Leadership

Many years of locum and part time clergy has meant that the Parish has been driven and cared for by a team of willing, able and talented volunteer/honorary leaders. During these years the Parish has been maintained with active congregations, pastoral care, good governance and careful financial management.

### Specific outreach initiatives

- Christmas Hampers
- Services at the Nursing Home (Hudson House & Yallambee)
- Hot dog stand at the Adaminaby Easter Fair and Race Day
- Participation at the Folk Festival events in Numeralla.
- Coming in 2025 – Family Service in Cooma

### Online presence

The Parish maintains a website and a facebook page.

### Kids Church

A small Kids Church is held during the 9:30am service in Cooma. Numbers can vary between 2-7 primary age children.

### Other ministries

- Christian Men of the Monaro – Weekly Men’s Small Group
- Monthly Men’s Breakfast
- Adaminaby active in providing community lunches and a hot dog stall at the Adaminaby Easter Fair
- Weekly ladies Bible Study
- Seasonal lunches
- Ministry at the Nursing Homes

## **6. Parish Facilities**

Geographically the Cooma parish is large with 6 centres and the historic church of Christ Church.

Cooma has a large hall which is booked by external groups including the Snowy Monaro Arts Council (SMAC), 2 x dance schools, choirs and others – this is a “silent witness” to users and adds to parish income. Adaminaby also has a hall which is used by local groups and for Sunday services around the wood fire in winter. The hall at Nimmitabel is hired by the Nimmitabel Pre-school – this is an annual hire that has continued for many years at a minimal cost to the pre-school.

The church in Cooma has a large audio system installed this allows for a direct link to the hall – in the event of large funerals the overflow congregation in the hall can view and hear the service as it happens.



St John's Adaminaby has installed an audio-visual display that allows visitors to experience the history of the Church, the Church has been added to the itinerary of visiting bus tours. St Peter's Nimmitabel has a beautiful collection of modern stain-glass windows by renowned stain glass artist Cedar Prest.

In Cooma located on the precinct of St Paul's is a Curates Cottage which is currently leased – income again assists the Parish financially.

A small office building is attached to the St Paul's Church in Cooma – separated into an office, prayer room, kitchen & toilet.



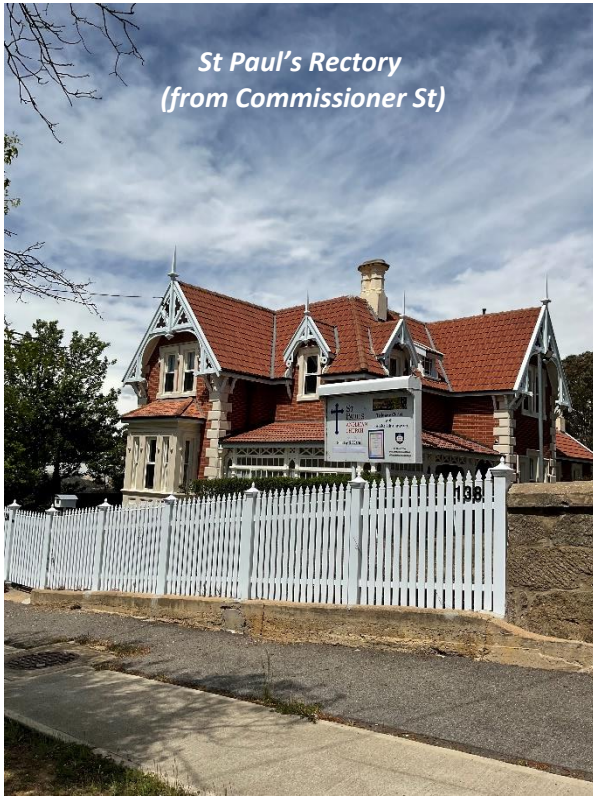


## Rectory

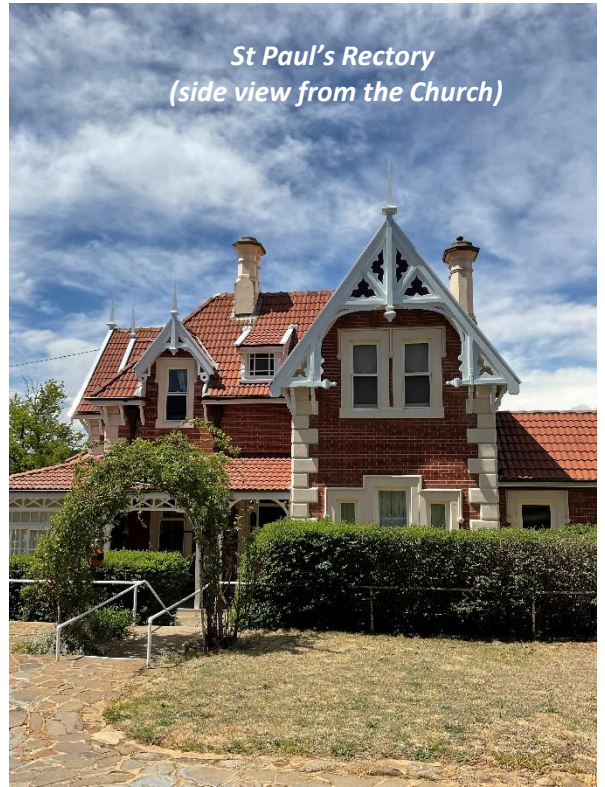
The Rectory, adjacent to the Church, is a beautiful historic two-story building. It comprises four bedrooms, bathroom and large walk-in linen cupboard all upstairs. Downstairs is fifth bedroom, shower and toilet, modern kitchen, large lounge room, dining/family room, study, enclosed verandas and underground cellar. Gas fired central heating. The exterior of the Rectory has recently undergone major work to re-paint, this has included repairs to all broken window glass and fly screens. The Rectory has proved very suitable for families over many years. Renovation to the oven area in the kitchen is planned.







*St Paul's Rectory  
(from Commissioner St)*



*St Paul's Rectory  
(side view from the Church)*



*St Paul's Rectory  
(view from the back)*

## Facilities report

Parish Council are very active in ensuring all buildings are well maintained. Current planning includes work to replace oven and rangehood in the Rectory kitchen. Work is pending in the Cooma Hall to replace the doors along the front of the small hall (a generous gift from a parishioner).

The grounds are maintained by volunteers – this is a big job and is assisted by working bees as necessary. The hall is cleaned by a contract cleaner (once a week).

Churches in the Parish centres are maintained by those congregations.

## **7. Local Community**

The Cooma Monaro is a diverse, multi-cultural community. Friendly and caring.

Employment/Industries include: Farming and Rural sector, Snowy Hydro, Tourism, Export (Abattoirs), Service Industries, Defence Call Centre, Correctional Facility, Educational including the University Centre, and currently underway the Snowy 2.0 project.

Cooma is the commercial centre of the Monaro and the Snowy Mountains. It has good medical facilities, hospital, community health centre and early intervention centre. A nursing home and a retirement village together with a day care and respite centre for the aged. A vibrant multi-cultural centre.

Cooma has good education facilities including primary and secondary schools, TAFE Campus and a University Learning Centre. Childcare needs and pre-schools are also well catered.

Cooma has an adequate business and shopping centre with three supermarkets and smaller retailers (Cooma is also home to multi award winning retailer and large employer “Birdsnest”). Your taste buds will be tantalised with a great choice of coffee and eateries around the town.

During your time in Cooma, you will experience a unique lifestyle with four definite seasons – Summer will be hot and dry (temperatures can almost get into the 40s), Spring will provide scenic streetscapes and gardens with flowering bulbs and blossoms. In Winter the area will come alive with tourists heading to the snowfields even the occasional fall of snow in Cooma, and Autumn is a truly beautiful time of year with cool mornings and nights, beautiful days with the splendid colour of the many Autumn trees.

Cooma has a full Arts and Cultural calendar, hosting many professional and able musicians. Cooma Little Theatre provide entertaining amateur theatre. Entertainment is provided at various times with the Cooma District Band and Community Choirs. Cooma is the home of the Australian National Busking Championships. With an abundance of musical talent in the town various other ensembles will delight with performances during the year. A walk down historic Lambie Street is the location of the Raglan Gallery which

always has an exhibition in progress. The Monaro Art Group has a small gallery in the main street, Sharp Street.

Cooma has a strong sports culture for all age groups. These include a variety of Winter and Summer sports.

Service clubs play an active part in the life of Cooma Residents. The Lions Club and Cooma Rotary are particularly active. Monaro residents also benefit from the volunteer work of Monaro Committee for Cancer Research (MCCR), Community Chest, Hospital Auxiliary, School P&F associations, CWA, Probus, View Club, Men's Shed and many more.

Travel in all directions from Cooma and you will find the smaller country centres that make up the Parish. Adaminaby can be found in close proximity to the Snowy Mountains, good fishing in Lake Eucumbene and a busy winter season with ski enthusiasts, a warm welcome to Church services around the log fire in the winter is assured. If you drive up the highway toward Canberra you will come across Bredbo here you find the only remaining Church in the town is the Anglican Church, this Church is an integral and important part of this small community. Jerangle is the furthest centre from Cooma situated 80kms to the North along a rural dirt road – any visit to Jerangle will take you back to a wonderful way of life. Head to the South Coast and you will drive through Nimmitabel, a timber town in years gone by, Nimmitabel is now a small rural community. Set at high altitude Nimmitabel is possibly the coldest community in our Parish and hosts the SteamPunk @ Altitude Festival. Situated close to Cooma to the East is Numeralla, a well-populated small township, here you will find a lovely little timber Church and the home of the annual Folk Festival held in January each year.

Cooma is well positioned in close proximity to Canberra, the Coast and the Snowy Mountains. Weekends and day trip experiences can range from the city lights to the beach, to skiing, fishing or bushwalking in the National Parks.

## 8. Parish Finances

### Parish annual income (YE 30 Dec 2023):

Direct-debit:	\$59,715
Open plate (Loose/donations)	\$29,240
Other (Incl rent hall/cottage, fundraising, funeral fees)	\$30,215

### Parish Balance statement

Total cash balance (30 September 2024) \$82,369 in combined accessible accounts – this does not include funds held by some centres or the special purpose account)

The Parish has no loans.

Trust accounts \$852,301 as at 30 June 2024 NB: these funds are not all readily available with some left for specific purposes.

### **Other financial information**

The Parish supports Missions including Cooma High School Ministry, CMS link missionaries (K & J Hickel), BCA, Anglicare and others. Prior to Christmas we purchase and supply hampers for those in need in the area. Parishioners support "Angel Tree" ministry at Christmas, this is a ministry to the families of prisoners.

Support is provided to Nimmitabel Pre-School who lease the Nimmitabel Hall at very reasonable rates. The Parish funds the cost of licensing to enable the broadcast of Vision Radio across the Monaro. Parishioners support the sponsorship of a child through Childfund sponsorship.

The Parish has a Planned Giving program with giving recorded for those on the program. Most people now use direct debit with a few using the envelope system. We have not held a formal Planned Giving appeal for many years however we appreciate the support of the parish minister.

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

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

Superannuation: 15.87%

It is the goal of the Cooma Parish to reach the point of being able to provide a full time stipend. Initially, the Cooma Parish is able to offer 3 days per week, with a review after 12 months. It is hoped that the Parish could move to a 4 day per week stipend at this time.

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

Parish vehicle: The Parish does not own a Parish vehicle, suitable arrangements can be discussed with potential applicants at face to face meetings.

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

Expectations for days off: TBA

Expectations/hopes for length of tenure: A tenure of 5 years is proposed, this will include regular reviews.

### 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



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 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.