



ANGLICAN DIOCESE OF CANBERRA AND
GOULBURN

CLERGY
APPOINTMENT
BOARD

PARISH PROFILE

For the Parish/Special District of:

Queanbeyan and District Anglican Church (QDAC)

1. Strengths And Weaknesses Of The Parish

Strengths:

Queanbeyan District Anglican Church (QDAC) is an active and diverse parish with five worship centres: Christ Church Queanbeyan, St Matthew's Karabar (run by the Karabar Episcopal Outreach), St Paul's Burra, St Thomas' Michelago & Waters' Edge in Googong. These span a large area, incorporating a country town and rural areas all within close proximity to Canberra and the ACT. Liturgy and worship spaces span from traditional to contemporary and heritage listed churches to school halls. Despite this diversity, we are deeply connected and actively pursue opportunities to come together as a whole parish.

Despite being on the edge of a capital city, we have the sense of community and generosity one might expect from a country town. Our people are our richest resource, with deep commitment to hospitality, lay ministry, and leadership. Our parish is divided into three main hubs: Southern Ministry Community, Karabar Episcopal Outreach and Northern Ministry Community, each with their own unique strengths.

Southern Ministry Community – The recent church planting in Googong has developed the strong, contemporary Waters' Edge congregation. Googong has a planned expansion of the residential population from the current 6,000 to reach 18,000 by the end of decade. With the rapid expansion comes substantial opportunity for continued community engagement and congregational growth. The congregations of the Southern Community, (Waters' Edge, St Paul's and St Thomas') are welcoming and host a range of parish wide services and events throughout the calendar (e.g. Pentecost, Lighting of the First Fire, Blessing of the Fire Fleet). The SMC Vestry has a large group of dedicated and skilled lay people who engage in planning and lay ministry to assist the Rector.

Karabar Episcopal Outreach - The Celebration Community has strong links and experience with grassroots community outreach and mission. The ecumenical St Benedict's, The Gathering, and Annie's Place are ways in which KEO actively witnesses to Christ by working with the socially disadvantaged and marginalised. KEO is financially independent from the parish and Father Michael provides full time ministry.

Northern Ministry Community – Christ Church has a rich history and deep multi-generational familial links to the Queanbeyan community. Its grounds and buildings are well known and are heritage listed and it is sought as a place for many baptisms and funerals.

The three congregations have dedicated members who host many important events on the liturgical calendar (e.g. Ash Wednesday, Holy Week, Good Friday).

The parish has just undertaken extensive strategic planning. There was strong and active engagement across the congregations and worship centres. As a united parish, we have a clear vision about what we want to achieve - See attached Mission and Vision Statement and Strategic Plan.

The Parish is blessed to be able to provide the Beth Shalom project, which offers low-cost accommodation for the people of Queanbeyan with financial needs.

Weaknesses:

The sheer size of the parish and the number of services across the worship centres make it a significant workload for a single priest. However, this is tempered by the Ministry Communities structure which provides organisation and lay support.

Being a large parish means that there are competing wants and needs from the communities but limited resources to meet them all. For example, St Paul's in Burra would like to recommence weekly communion services, and there is also a need for increased pastoral care, and desire for a more diverse communication and messaging system. However, the recent consultation process for strategic planning has provided a shared understanding of commitments across the parish.

To these ends, this is a large parish to manage for 1.0 FTE clergy as per the current budget. However, our parish Deacon and lay ministry team work to support the Rector to achieve the required outputs. There is scope to source additional clergy under a model that would need to become financially self-sufficient in the medium term.

There is a recent history of conflict in the parish (>5 years ago) arising between previous clergy. The most recent rector made significant progress to heal the parish but the memory of these events remain and this can mean that the parish may be hesitant to try things that have the potential for conflict.

The Parish doesn't currently have a dedicated youth group, the previous ministry to youth was disbanded during COVID lockdowns. We haven't been able to identify scope within the current lay ministry team to re-establish this, but it is an acknowledged priority.

Similarly, despite having some musicians in the parish, the parish doesn't have a dedicated music team that is able to play regularly at services.

2. Parish Statistics

- 2.1 Estimated total population: 52,000 (QPRC minus areas not within parish, plus Michelago)
- 2.2 Estimated number of Anglicans: 6,656 12.8 % at last Census (2021)
- 2.3 Parish worship centres:

Centre	Service times and frequency	Average Attendance*
1. Christ Church	8am Sunday weekly	20
2. Christ Church	5:30pm Sunday weekly	7
3. Christ Church	10am Wednesday weekly	11
4. St Matthew's	9:30am Sunday weekly	13 (2023 AGM report)
5. Waters' Edge	10am Sunday weekly	25
6. St Paul's	8am Sunday fortnightly	8
7. St Thomas'	10am Sunday monthly, third Sunday	2

2023 averages. Excludes Easter and parish events

- 2.4 Parish annual income (last financial year):
Total \$208242
Planned giving \$84,005
Open Plate \$19,690
Other (e.g. fundraising, rents, etc.) \$104,547
- 2.5 Parish contributions:
To Diocese: \$38,779
To missions: \$
- 2.6 Staff - Stipendiary Full/Part-time
Clergy 1 F/T
Office 1 P/T (12h/w)
- 2.7 Staff - Honorary 1

3. Lay Ministry

- (a) Number of licensed lay ministers (active) 0
- (b) Number of persons authorised to administer the elements (active) 0
- (c) Do lay people - read the lessons? Yes
- lead intercessions? Yes
- (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 maintains an overview of all the activities of the parish. Much of the planning, organising and executing of the work of the church is conducted by the Ministry Community Vestries.

In addition to the supportive Parish Council, due to the number of worship centres, lay leadership is used to support clergy by leading services, reading, making intercessions, preaching and organising extra parish activities. We have a rich lay talent to help achieve our mission under the supervision of the Rector.

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

Members Parish Council and other volunteers work closely with Office Administrator to ensure that tasks are completed.

Wardens are involved with ensuring that the places of worship are safely managed and are instrumental in negotiating with tradespeople, especially in the southern worthship centres.

The Southern and Northern Ministry Community Vestries are actively involved in supporting parish council and the Rector in practical administrative matters (e.g. planning and executing events, developing promotional materials, drafting communications).

Parish members have managed and participated in church working-bees & maintenance.

4. What Is The Parish Mission Statement And/Or Its Stated Goals

We are a Parish, united to proclaim Christ through worship, word and witness.

How we view ourselves

We are confident in our Anglican identity and expression

We look outwards as we respond to God's call to serve

We think of ourselves as a body in which each part is needed and valued

What we do

We build communities of faith which are welcoming and inclusive

We work strategically in sustainable holistic community development

We equip and enable people for ministry so that their faith is life giving

We value and care for our assets which are a sign of God's presence and a means of ministry

Why we do these things

We are Christ centered, informed by the Life and Person of Jesus

We care for each other and the people we meet with the love that is poured into our hearts by the Holy Spirit

To sum up our Vision and Mission we pray:

May Christ, who is our life be seen in all we do and say. Amen.

5. What Are The Most Important Needs Of The Parish?

The parish has collectively devoted significant attention to developing our mission and strategic planning. Our most important need now is the leadership to bring the strategic plan to life.

We need to grow our congregations, expand youth ministry, and increase giving to be able to resource these goals.

As we are a large and diverse parish with ambitious goals, this necessitates an energetic and experienced Rector.

6. What Are The Hopes And Plans For The Future?

Our hopes and plans for the future are clearly articulated through the Vision and Mission and Strategic Plan (attached). We are now progressing towards developing detailed action plans at the Parish Council and vestry levels against the Strategic Plan.

7. Parish Groups And Activities

Northern: Regular Bible Study (open to whole parish), Nursing Home Ministry led by the deacon, prayer group.

Southern: Kids' and Youth church (Sunday school), annual weekend in Jindabyne (open to whole parish), Tongs and Songs (Carols service at school), Blessing of the Fire Fleet, New and Defence Families welcome barbecue. St Thomas' hosts the Michelago choir for practice as a practical way to be present and a part of the community.

KEO - St Benedict's, Home and Queanbeyan, Annie's Place, The Gathering.

Several members of the parish are members of The Anglican School Googong board. There is a de facto position for a clergy member from the parish, which has been the rector by default.

The laity arrange regular parish wide activities (e.g. picnics) to encourage fellowship and gathering together as a whole.

8. The Community

The parish covers a broad spectrum of communities from city to rural, affluent to financially disadvantaged, young to old, Christian to atheist, locally born to migrant/culturally and linguistically diverse. Our parishioners are representative of the communities from which they come. There are around 52,000 people within the parish, mostly within Queanbeyan-Palerang Regional Council. 12.8% of the population identified as Anglican in the most recent census, down from 16.4% in 2016. The population overall is expected to grow by 30% by 2041.

Queanbeyan is the key suburban population centre, and communities quickly become regional/rural beyond its bounds, despite maintaining relatively close proximity to Canberra. The region has a higher proportion of people born overseas and speaking a language other than English at home compared to other regional NSW population centres. Measures of average socioeconomic disadvantage are relatively high, a fact well known to the many parish and ecumenical outreach services in the community.

Googong is a key centre of population growth, expected to grow by 150% by 2041. It has a large Defence community, due to the location of a large number of Defence Housing Australia homes there. These new, defence and other transient families in the Googong Community seek connection and engagement, offering significant opportunity for rich community outreach engagement. There are possible plans for further development in Burra and Michelago. Populations are growing across the parish.

The Anglican School Googong has solid links to the Parish and this represents a significant opportunity for deeper engagement.

There are a range of other churches in these communities. We have a long history of ecumenical cooperation, particularly with the Baptist, Catholic, and Uniting Churches. This is the basis for pivotal outreach organisations Home in Queanbeyan and St Benedict's. Karabar Housing grew from our own church and has ecumenical and interfaith representation on the current board. There are no current ecumenical services but there is a history and openness to this. Father Michael of KEO meets for monthly breakfasts with other church leaders involved in St Benedict's. There is a Ministers' Association that meets a few times a year.

9. Personal Qualities

We are looking to appoint a person who is a capable and dedicated leader across the whole parish, noting its diversity in composition and ministry style.

Their requisite skills should include: flexibility, an ability to embrace diversity of people and places, good preaching, and sound pastoral care.

They should be willing to work with other clergy in the parish and an active group of lay volunteers, and respect existing traditions, practices and norms within the parish. Where change is possible or needed, they should be able to lead change gently and supportively.

We would appreciate a person who has energy and enthusiasm for youth/young adults, is hard working and has the willingness to visit all of our congregations within the parish regularly.

10. Clergy Conditions of Service

(a) Stipend: \$ 76,701 +Super +LSL +W/Comp

(b) Housing:

There are two possible rectories for the new minister (adjacent to Christ Church and St Paul's).

Christ Church rectory is much older and is currently vacant with some minor works to be carried out in accordance with an existing plan, prior to the new minister's arrival.

St Paul's rectory is 10 years old and is currently rented and has no outstanding issues.

(Ref: report by outgoing rectory family, and inspection of house by the Regional Archdeacon)

(c) Transport

The parish does not currently own a vehicle. We do have reserves to fund the purchase of one and would consider doing so if deemed mutually agreeable. The current clergy use their own vehicles and are supported by a car allowance in keeping with the Diocesan Administrative Circular.

(d) Allowances:

(1) Hospitality \$3,068 (5% stipend) per year

(2) Telephone: Covered by parish

(3) Energy: Covered by parish

(4) Conferences, etc \$4,000 for all clergy and Synod reps

(5) Car (if not provided by parish) Agreed 100 km/w based on previous Rector's choice. Preference for parish owned vehicle.

(6) Other N/A

(e) What is the present arrangement regarding surplice fees?
Surplus fees paid to clergy ministering at service

- (f) Estimated annual value of surplice fees: \$3,305 (was greater in 2022)
- (g) Discretionary Fund (for helping needy) \$N/A due to presence of Celebration within parish
- (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 current rector's warden will be responsible for looking after the new minister and family for the initial settling in period.
If the new minister agrees, the parish would like the rector's warden to continue to provide long term support to the minister

10. Any Other Comments

In the suburb of Jerrabomberra, there is a new church plant, Jerrabomberra Community Church, (about 12 months old) which comes under the governance and oversight of the Exploratory Ministries Unit (EMU) of the Diocese. Whilst this new ministry isn't officially part of the Parish, the MOU that Jerrabomberra Community Church has with the EMU includes the fostering of good relationships between our faith communities.

Further discernment and discussion will need to take place when the Jerrabomberra Community Church is ready to leave the oversight of the EMU, and its full status in the life of the Diocese will be determined.