



Anglican Diocese of Canberra & Goulburn

The Anglican Parish of
<insert name here>

<Insert cover photo here>

Parish Profile

<Insert date of profile here>

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1. Introduction

After the retirement of its previous Rector in <date>, the Parish of <Parish name> 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 on <date of consultation> and which had approximately <number> parishioners attend. Some parishioners also contributed via a survey means. It 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.

We are hoping to have a new Rector start prior to <date>, 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 or Archdeacon's name and position> by delegation of the Bishop. For more information please contact the Bishop's Office on (02) 6232 3612, <or Archdeacon NAME on NUMBER>.

2. Parish Perceptions

Strengths

Hopes and plans for the future

Current greatest needs

Desired qualities in a new Rector

Current Parish Mission Statement

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.

During 2021 the Diocese has been engaging in three seasons of focused engagement – first, engaging with God’s word during Lent, engaging with God in prayer from Lent to Pentecost and engaging with God’s world in mission during the season after Pentecost.

Contribution of the Parish of <Parish name> to Diocesan Mission Priorities
<This section to be supplied by the Bishop’s Office>

4. Services and People

<List and describe each regular service. Descriptions should include service type and style, music style, attendance numbers and basic demographics

Regular Service 1

Regular Service 2

...>

Overall Demographics

Weddings/Baptisms/Funerals in a Typical Year

Weddings: <number>

Baptisms: <number>

Funerals: <number>

Recent Confirmations

<List last 10 years' confirmations with year/month and number>

Recent History

<Give a brief recent history of the Parish's recent rectors>

5. Leadership and Ministries

Employed staff

Honorary staff

Leadership

Specific outreach initiatives

Online presence

<include not only what the Parish does online but also who is responsible for updating it >

Kids Church

Youth Group

Op-shop

Other ministries

6. Parish Facilities

<Give a brief description of each centre within the Parish>
<include photos showing main buildings/areas>

Rectory

<Describe the Rectory including its size, condition, heating/cooling, inclusions. Give a floor plan if possible. If co-located with Church, include top-down satellite view photo (available from Google Maps) indicating where the Rectory is in relation to Church buildings. Describe what size family it might suit.>
<include photos>

Facilities report

<Describe the condition and suitability for ministry parish facilities are in>

7. Local Community

<Describe the local community as will be most helpful, focusing on major employment, facilities, ethnicities or socio-economic observations, and other local churches>

8. Parish Finances

Typical recent annual income

Direct-debit: <number>

Open-plate: <number>

Op-shop: <number>

Other: <number>

Parish balance statement

Total cash balance: <number> (after current Rectory expenses)

Building loans: <number>

Value and description of investments: <description: number>

9. Provisions and Conditions of Service

Stipend: Approx \$72,000 (of which 30% may be salary sacrificed)

Superannuation: 15.87%

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

Parish vehicle: <Describe make/model/year/KMs of current parish car.>
<Describe any plans for replacement.>

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: <description>

Expectations/hopes for length of tenure: <description>

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.