



Anglican Diocese of  
Canberra & Goulburn



**GOOD SHEPHERD**  
ANGLICAN CHURCH

# The Anglican Parish of Curtin (Good Shepherd)

Parish Profile  
January 2025

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# 01 Introduction

The Church of the Good Shepherd in Curtin is an evangelical Anglican parish, centrally located in Canberra. It exists to help all people know, love and live for Jesus. It is a place where ordinary people from all backgrounds, cultures and nations meet to give thanks to God for his amazing love shown to us in His Son Jesus.

Following the departure of its previous Rector in December 2024, the Parish of Curtin 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 examine National Church Life Survey 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 19 October 2024 and attended by approximately 61 parishioners. It has been agreed to by Parish Council. Section 3 (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 mid 2025, however, are open to waiting longer in order to find 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 Assistant Bishop Vanessa Bennett by delegation of the Bishop.

*For more information*

*Please contact the Bishop's Office on (02) 6232 3612, or Bishop Vanessa Bennett at [vbennett@anglicancg.org.au](mailto:vbennett@anglicancg.org.au)*



# Good Shepherd Summary

We are a church full of ordinary people, seeking to follow an extraordinary God:

Our **Mission** is to help all people know, love and live for Jesus.

Our **Vision** is to become of church of a 1000 people who so know, love and live for Jesus that we are a blessing to central Canberra and beyond.

## Core Values

We seek, by the grace of God, to uphold these values and promote them in the life of the Good Shepherd community across all sites and services:

### 1. God Glorifying

We are creatures made to glorify our creator. We aim for this in all we do. (Revelation 4:11)

### 2. Christ Centred

All things were made through and for Jesus and salvation is found in Christ alone. Therefore, we seek to promote Christ in all we do. (Colossians 1:15-20)

### 3. Love Focussed

Following the example of Jesus, we aim to act in love toward one another and toward our community. (John 13:34)

### 4. Prayerfully Dependent

Prayer is an expression of our dependence upon God and our relationship with him as our heavenly Father. Prayer is a priority in all our gatherings. (Ephesians 6:18)

### 5. Spirit Empowered

We believe that all Christians have the Holy Spirit. We are confident in the powerful work of the Spirit in and through us. (Acts 1:8)

### 6. Bible Based

We are confident that the Bible is the living and powerful word of God that changes lives. We believe the Bible is sufficient for all we need to know about God. (Hebrews 4:12)

### 7. Disciple Making

In obedience to Jesus' commission, we are proactive in making mature disciples for Jesus. (Matthew 28:18-20)

# Good Shepherd Summary

## Good Shepherd by numbers:

- 400 regular adult members
- 120 regular children and youth members
- 2 locations – Good Shepherd Curtin, and Good Shepherd Church Plant in Barton
- 4 weekly services at Curtin + 1 weekly service at Barton + 1 monthly service in Karen language
- 2 full time associate ministers; 1 part time children's minister; 1 part time youth minister; 3 part time administrative staff (office administrator and safe ministry coordinator; technology verger; graphic design and communications); 1 Ministry Trainee
- 230 members in small groups
- 5 external mission partners (CMS, Anglican Aid, Christian Education in Schools, Community Refugee Integration and Settlement Pilot (CRISP), Chaplain to Parliament House)

## Regular Good Shepherd Ministries:

- Sunday services
- Kids church during our Sunday morning services at Curtin and Barton
- Youth Group on Friday nights, and youth Bible study during our Sunday 10 am and 4.30pm services
- Weekly small groups
- In 2025, supporting the settlement of a refugee family into Canberra
- Periodic evangelistic courses (most recently an Alpha course)
- Quarterly Shepherd Seminars exploring complex issues with experts in their fields (and led by a Parishioner) e.g. Promises and Perils of AI; Trinity – Does it really matter?; Neurodiversity in the Community; Dealing with Divorce.
- Quarterly engagement with a local school to deliver Christian Education in Schools
- Biannual Anglicare pantry appeal at the local shops

## Canberra by numbers:

- Current population: 454,000 (2021 census)
- Forecast population: 784,000 by June 2060
- Curtin is in the geographical centre of Canberra, and is in the Woden Valley region. The Woden Valley has a population of 39,279 (2021 census)
- Good Shepherd is the largest evangelical Anglican church in the Woden Valley.

## 02 Parish Perceptions

Through a parish consultation session on 19 October 2024, parish members expressed the following feedback on Good Shepherd:

- Strengths
- Current greatest needs
- Hopes and plans for the future
- Desired Qualities in a new Rector

### Strengths

#### **Biblical, Christ-Centred Preaching**

The primary strength noted in the parish consultation was the Bible-based and Christ-centred preaching, with a strong commitment to truth stated in teaching and prayer. The Bible is held as the authority, with a commitment to preaching through the whole of Scripture (with an occasional topical series) and the gospel is the focus.

The openness of the preaching was an added strength. Good Shepherd currently holds a question time after most Sunday sermons and congregants view the willingness to engage in discussion and explore complex issues as very positive.

#### **Small Group Ministry**

Good Shepherd has a strong small group ministry with over 230 people participating in small groups.

#### **Welcoming Culture and Community**

Good Shepherd is viewed by many as a very welcoming church that endeavours to connect newcomers into the congregation well. There is a regular and well-attended 'Belong' event for newcomers to give them some information about the church and provide an opportunity for them to ask questions. 65 people attended Belong in 2023.

The congregations across the church are diverse with different backgrounds (eg a Karen congregation comprised primarily of refugees) and multi-generational, with a range of talents and gifts.

Each Sunday evening there is a dinner venue after the evening congregation for further fellowship.

#### **Young adults, youth and kids group**

The ministry to children and youth is healthy and growing. There is a heart for children and a mission to children in the community through playgroup.

## 02 Parish Perceptions

The 10am service in particular has many families with young children. The youth and teenagers enjoy the 10am and 4.30pm congregations where they have a Bible study and they attend KYCK each year as a group. In 2025 we have two new part-time ministry staff starting, one with a focus on kids and the other with a focus on youth ministry.

### Leaders

The current church leaders are considered to be humble, kind, mature, generous and encouraging.

### Evangelism and Mission

There is a strong support for and focus on local evangelism and international mission. Each year evangelistic courses are run (eg Alpha in late 2024), and seminars are held which provide opportunity for people to bring their friends. To help further our mission we have partnerships with five external mission organisations: Anglican Aid, Church Missionary Society (CMS), Christian Education in Schools (CEIS), Community Refugee Integration and Settlement Program (CRISP) and the Chaplain to Parliament House

10% of the annual budget is given in support of our external mission partners, and we have a link missionary family who we regularly pray for. There are other outreach activities like the Coles Pantry Appeal for Anglicare twice each year.

The church is committed to growth of God's kingdom with a Church plant in Barton launched in 2024, and consideration of other possible church plants in the future.

### Services

The music and worship is considered a strength with modern and functional technology and live-streaming of services. The livestreams typically have over 70 views per week.

The current range of services caters for those who prefer a contemporary worship style while also catering for those who appreciate traditional liturgy in the early morning service.

### Current greatest needs

The greatest needs in the parish are for improved facilities, godly, gifted leaders, and improved strategic organisation.

### Facilities and infrastructure

The current building is worn, at capacity and ill-equipped for the size of the church, without adequate space for the burgeoning children's ministry. This problem is being addressed by the building project described below, however in the interim there are real challenges for our church, particularly around the growth of our kids and youth programs and the growth of our 10am service.

## 02 Parish Perceptions

### Strategic planning and human resources

The limited number of staffing was a commonly stated weakness in the consultation, with more staff needed to accommodate growth, and particularly more women in our staff team, including to support ministry to women. This will require *increased giving from some parishioners. The parish is financially independent with all income coming from the giving of our members. However, there is an opportunity to increase this.*

There was a desire from a number of those involved in the consultation process to have women more involved in the up-front ministries of the church.

The church functioning is currently organised into five areas of ministry which are mission, magnification, membership, maturity and ministry. Different staff members take particular responsibility for each area of ministry.

Strategic planning is also needed for the next stage of growth, with a team model of leadership required if the Parish is to continue to grow.

### Pastoral Care

The pastoral care could be more organised and intentional, rather than reactive. Women's ministry and pastoral care is a current area of need, as well as care for singles in the congregation (including divorced and widowed).

### Lay leaders and serving

There is an opportunity to engage more lay members in service and increase the proportion of those serving, and to provide appropriate training and equipping to enable and encourage them. There is also an opportunity to increase the discipleship and formation of the current members.

In 2023 and 2024 we had our first two Ministry Training Strategy apprentices. One completed their apprenticeship at the end of 2024 and will attend Bible college in 2025, and the other is continuing in 2025.

## Hopes and plans for the future

In addition to addressing the above challenges, the church has two major future-focused projects underway:

### Building Project

Part of our vision is to be a bigger church that is a blessing to Central Canberra and beyond. In the next 40 years, Canberra's population is forecast to grow to almost 800,000. Good Shepherd is thinking deeply about what types of churches will be needed to help all people know, love and live for Jesus in a city of this size, and how we can be investing now in the facilities to support that.

We are in the early stages of planning to build a larger auditorium to support the growth of our Sunday services, and to repurpose our current building into flexible spaces for kids and youth. We hope and pray that with more functional and dynamic spaces we can welcome new Christians into God's



## 02 Parish Perceptions

family, so more people can know, love, and live for Jesus. With increased resources, we could become a hub for ministry training opportunities. With growth, we can provide more support to our ministry partners, who are sharing God's love in our community and the world. In all this we seek to bring praise and glory to our God in our city and our region.

Good Shepherd is in a position to offer an experience of Anglican church life which is not common in the Canberra Goulburn Diocese. With improved facilities to allow ministry to a range of different ages and stages of life, vibrant music ministry, and high-quality technology, our church can connect with both believers and non-believers who respond better to the 'bigger church experience', while still retaining our friendly and welcoming vibe. With this, we have the opportunity to proclaim the gospel to people who may not feel so comfortable in more traditional churches.

### Church Planting

Our vision is to use our location and resources in central Canberra to be a blessing to others. In 2024 we launched our Church Plant in Barton, which (through God's grace) has already outgrown its initial planting location. We continue to explore future opportunities for this church plant, and other church planting opportunities.

### Desired qualities in a new Rector

#### 1. Christian Character

The outgoing Rector was known and appreciated for his humility and gentleness, his respect of differences in theological positions on non-gospel issues and openness to questions and comments from others. Accordingly, we seek a servant leader, who:

- humbly empowers others to undertake effective Christian ministry.
- demonstrates the biblical characteristics of a leader outlined in 1 Timothy 3:1-7 and Titus 1:5-9).
- seeks humbly to uphold and promote Good Shepherd's 7 core biblical values.

#### 2. Evangelical by Conviction and Practice

As an evangelical, Bible-centred church, the Rector will need to demonstrate, by belief and practice, that they are committed to evangelical tradition as outlined in the statement of beliefs of the Evangelical Fellowship of the Anglican Communion ([efacglobal.com/constitution-and-statement-of-faith/](http://efacglobal.com/constitution-and-statement-of-faith/))

#### 3. A Person of Prayer

A person who demonstrates a regular prayer life for themselves and those they lead.

## 02 Parish Perceptions

### 4. An Effective Biblical Preacher

Demonstrated experience in regular effective biblical preaching, running a preaching program for a church and mentoring others in preaching ministry.

### 5. An Effective Team Leader

- Demonstrated experience in effectively leading a paid staff team for a period of two years or more, in a medium to large church. Demonstrated ability to work with a staff team to identify team members strengths and collaborate   delegate effectively.
- Demonstrated experience in building, equipping and respecting lay ministry teams.

### 6. Experience of Leading a Church of 300 or more members

### 7. A Visionary Leader

A leader with a theological vision in line with the parish profile with proven ability to lead it into the next stage of growth and maturity.

### 8. A Collaborative and Flexible Leader who can oversee or run liturgical, both traditional and contemporary, services.

### 9. An ordained Anglican Priest (or Presbyterian) who can work with those who hold different theological perspectives throughout the Diocese of Canberra and Goulburn.



## 03 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 2025 the Diocese is encouraging all Parishes and ministries to participate in the Hope 25 initiative ([www.hope25.com.au](http://www.hope25.com.au)) as we seek to share the hope of Christ in an uncertain world. The Diocese rejoices in the significant contribution Good Shepherd, Curtin, has made to the life and mission of the Diocese over many years, including raising up people for governance and leadership at the Diocesan level and for ministry in other locations.



## 04 Services and People

Time: 8:30 am

Day: Sunday

Location: Curtin

This service is more traditional in style, and based on the modern Anglican Prayer Book (APBA). It attracts both young and old and everyone in between. Holy Communion is shared every week. The service lasts for about 50 minutes, then there's plenty of time to meet and greet after the service.

**Average Attendance: 40**

Time: 10:00 am

Day: Sunday

Location: Curtin

Primarily a family service, this congregation has a full children and youth program. We magnify the name of Jesus through song, hearing God's word, praying, and listening to a Bible talk which is followed by a Q&A session. Lasting just over an hour, there's plenty of time to stay around to meet and greet after the service. This service is livestreamed.

**Average Attendance: 150 (100 adults and 50 children)**

Time: 11:00 am

Day: Sunday

Location: Barton (Church Plant)

Good Shepherd has planted a new offsite congregation, meeting in the Chapel of the Australian Centre for Christianity and Culture in Barton. With a liturgical structure, the service includes song, hearing God's Word, praying, and listening to a Bible talk which is followed by a Q&A session. Sunday School is provided every week during the school term for pre-school and primary aged children. This congregation is a mix of families, retirees and working professionals.

**Average Attendance: 51 (42 adults and 9 children)**

Day: Sunday (monthly)

Location: Curtin (Karen Service)

This service currently meets in homes and is run in the Karen (Burmese) language.

**Average Attendance: 20 (15 adults and 5 children)**

## 04 Services and People

Time: 4:30 pm

Day: Sunday

Location: Curtin

This is a more relaxed, contemporary service where we magnify the name of Jesus through song, hearing God's word, praying, and listening to a Bible talk which is followed by a Q&A session. We run a youth program for years 5-10. The attendees are primarily working professionals, members of the youth group and some older retired workers. The service is live-streamed.

**Average Attendance: 100 (adults and young persons)**

Time: 10:00 am

Day: Tuesday



Location: Curtin

This Service is held every Tuesday in the Curtin church building chapel. This is a traditional Anglican Prayer Book service with traditional hymns.




**Average Attendance: 12 (adults)**

### Demographics

#### Total Membership

Adults	Children
	
≈ 402	≈ 120

#### Weddings/Baptisms/Funerals in a Typical Year

Weddings	Baptisms	Funerals
		
4	5	6

#### Recent Confirmations

2024 (Sep)	2023 (Oct)	2022 (Nov)	2021 (Nov)
2	1	7	5

# 04 Services and People

## History

The Good Shepherd was planted out of Deakin Anglican church in 1964 to bear witness to Christ and make him known in the new suburbs around Woden. The church first met in Hughes Primary School. The current buildings were completed in 1971.

Most current members of Good Shepherd have joined within the last twelve years during a period of rapid growth. Since 1965 there have been eight (8) Rectors:

Name	Service	Years
Cecil Osborne	1965 — September 1974	≈ 8
Arthur Holder	January 1975 — July 1976	≈ 1.5
Frederick Hart	December 1976 — June 1984	≈ 7.5
Peter Davies	October 1984 — February 1991	≈ 6
Atsushi Shibaoka	November 1991 — 1997	≈ 6
Patricia Stuart-Smith	August 1998 — November 2008	≈ 10
David Robinson	August 2009 — May 2011	≈ 2
Guy Matthews	February 2012 — December 2024	≈ 13



## 05 Employed Staff, Leadership and Ministries

### Employed staff

Role	Employment Status	Days per week
Rector	Full-time	6 days
Associate Minister	Full-time	6 days
Associate Minister (Church Plant)	Full-time	6 days
Office Administrator	Part-time	3 days
Tech Verger	Sunday	1 day
Children's Minister	Part-time	3 days
Youth Minister	Part-time	3 days
Creative & Comms	Friday	1 day

### Honorary staff

The Reverend Dr Guerin Tueno

The Venerable Eric Burton

### Leadership

In line with the ordinances of the diocese, the Good Shepherd is governed by the Parish Council which meets monthly. Our current Parish Council is made up of eight parishioners and the Rector. Five members of Parish Council meet a further one to two times per month as part of an Executive Committee. The Executive Committee comprises the wardens, the treasurer, the Rector, and the Chair of Parish Council. Under the diocesan ordinance, the Executive Committee has the full power of the parish council between meetings. The leadership model is one of partnership between the Parish Council/Executive and the Rector.

### Ministries

#### Sunday Services

Good Shepherd has a strong culture of ministry and service through our Sunday services. We have strong music teams, who help our family to worship God together on Sundays, and tech teams who help our services run smoothly and reach people online. We have teams focused on welcoming and connecting, as well as on hospitality, enabling our community to connect well with each other.

#### Small groups

The small group ministry is strong with over 230 people in small groups.



# 05 Employed Staff, Leadership and Ministries

## Kids Ministry

A large kids' church program is run during the 10am service and Barton 11am congregations. A Children's Minister has been appointed for 3 days per week commencing in 2025.

We also run a weekly playgroup including families from the local community.

Four times per year, members of Good Shepherd go into a local school for [Christian Education in Schools \(CEIS\)](#).

## Youth Ministry

There is a growing youth group that meets on Friday evenings, with a Bible study for youth from years 6 to 9 during the 10am and 4:30pm Sunday service. Each year the youth group raises funds for and attends [KYCK \(Katoomba Youth Christian Convention\)](#).

## Specific outreach initiatives

- Twice a year the parish participates in a pantry appeal at the local supermarket to gather items for [Anglicare's St John's Care Ministry](#).
- In 2024 the church successfully applied to be a [Community Supporter Group](#) with [Community Refugee Sponsorship Australia](#). From January 2025, we will be providing 12 months of practical, hands-on support to a refugee household as they settle in Canberra. We are looking forward to welcoming the family and their five children into our community.
- [Alpha](#), Explore and other outreach ministries run throughout the year.
- Throughout the year (usually four times) we run Shepherd Seminars which give members of the Good Shepherd (or associated with the Good Shepherd) opportunity to present a seminar on a specific topic of work and life. These are often attended by members and people outside the church.

## Other ministries

- Prayer meetings – *ad hoc*
- Men's breakfast – *most months*
- Women's Ministry – *various events throughout the year*
- Philosophy Club – *for Christians and non-Christians to discuss philosophy and faith at a deeper level*

## Online presence

The parish has a website, Facebook page, youth Instagram pages. The 10am and 4.30pm services are currently livestreamed each Sunday (via [YouTube](#) and [Facebook](#)). Other events such as the Shepherd Seminars are also made available through the streaming services of the church.



## 06 Parish Facilities

### Church Building Facilities

Good Shepherd owns its church and two demountable buildings; the whole site is shared with St James Uniting church (part of the South Woden Uniting Church) which has a hall/church and other meeting rooms and offices. From the outset there was shared use of both buildings however this ceased approximately 20 years ago.



### Rectory

The Rectory is a comfortable 1970's house (purchased in 1991) in good condition directly opposite the church at [21 Gillies Street](#). With an upper floor extension it has six bedrooms, an office, two bathrooms, and family/lounge/dining area. There is an extensive back deck leading down to a neat garden area on a 793m<sup>2</sup> block. The house has ducted gas heating and reverse cycle (split system) air conditioning in some rooms. There is a two-car semi enclosed carport and a garden shed.

*It should be noted that the Parish Council are considering the possibility of using the Rectory for offices and children's ministry meeting spaces. In this situation, the Parish Council would pay for the rental or mortgage of a diocesan standard house in reasonable driving distance from the church.*

## 07 Local Community

[Curtin](#) is located centrally in the Canberra region. The parish encompasses the suburbs of Deakin, Hughes, Curtin, Garran, and Yarralumla. Parliament House and The Lodge sit within the boundaries of the parish. Members reside in all parts of Canberra.

The parish has a good working relationship with the [South Woden Uniting Church](#) who meet in their own buildings which adjoin the Good Shepherd facilities.

The suburb of Curtin itself reached the age of 50 years in 2014. Wikipedia records the following information on the population of the suburb:

*At the 2021 census, there were 5,569 people in Curtin. 73.4% of people were born in Australia. The next most common countries of birth were England 3.8% and India 1.8%. 81.6% of people spoke only English at home. The most common responses for religion in Curtin were No Religion 46.8%, Catholic 21.5% and Anglican 9.8%.*

Good Shepherd is known in the local area as a church which participates in the twice-yearly drive for Anglicare Pantry Appeal and as a church where numbers have increased greatly over the past ten year.

Church attendees are encouraged to park at the shops, located directly across the road from the church building, which helps to support the local small businesses.



## 08 Parish Finances

### Typical recent annual income

Direct-debit	\$719,032
Open-plate	<i>not applicable</i>
Other	\$87,850, <i>includes \$68,000 Spark church plant gift</i>

### Parish balance statement

Total cash balance	\$293,886 <i>after current Rectory expenses</i>
Building loans	<i>not applicable</i>
Value and description of investments	<i>not applicable</i>



Barton Church Plant, 2024



## 09 Provisions and Conditions of Service

<b>Rector Stipend</b>	\$82,664.68 (of which 30% may be salary sacrificed)
<b>Superannuation</b>	15.87%
<b>Housing</b>	Housing provided (in accordance with diocesan standards)
<b>Utilities</b>	Electricity, gas, water, rates, internet and phone provided
<b>Parish vehicle</b>	A parish vehicle is provided through the Anglican Diocesan Services Fleet Department All vehicle costs including fuel paid for by parish.
<b>Leave</b>	<i>Annual Leave:</i> Four weeks/year. <i>Conference and Study Leave:</i> as required and approved by the wardens <i>Long Service Leave:</i> (Paid to the General Synod Long Service Leave Board)

### 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

Costs for these events are covered by the parish.

Clergy in the diocese of Canberra and Goulburn must have a professional supervisor and comply with diocesan professional development requirements.

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

[anglicancg.org.au/ads/administration-documents](http://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
8. Parishes generally conduct maintenance and improvements on the Rectory during an interregnum.

# How to apply

Applications should include the following and be addressed to the Bishop of Canberra and Goulburn, the Right Reverend Dr Mark Short.

1. **A cover letter (1 page maximum) outlining why you want to apply for the role.**
2. **A document addressing each of the desired characteristics as listed from page 9 (maximum of five pages)**
3. **A copy of the applicant's curriculum vitae**

## **A further note to prospective applicants**

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 final interview. We would hope that acceptance would be given either immediately or within a few days of the offer.

Those who progress through to the later stage of the process will be asked to participate in various interviews and present a vision document and or presentation regarding leading the church into the future, based on the Parish Perceptions and vision.

**Thank you!**  
We look forward  
to your application.