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Anglican Diocese of  
Canberra & Goulburn

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## The Anglican Parish of **The Southern Monaro**



Parish Profile  
14 September 2023

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## 1. Introduction

After the retirement of its previous Rector, Rev John Kuravilla in October 2022, the Parish of the Southern Monaro 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 3 September 2023 at Parish Council following a meeting with Archdeacon Rev Stephen Clarke on 29 July 2023. 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 as soon as possible, 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 Reverend Stephen Clarke, Archdeacon for South Coast, Monaro and Snowy Mountains by delegation of the Bishop. For more information please contact the Bishop's Office on (02) 6232 3612.

## 2. Parish Perceptions

### Strengths

The Parish of the Southern Monaro has a long history. Formerly comprising five active worship centres, there are now three remaining in Bibbenluke, Bombala and Delegate, all with considerable charm, particularly the 1857 church of St Matthias in Bombala and the smaller church of St Phillip in Delegate. The Anglican church enjoys great community goodwill, with many non-parishioners volunteering in support of fund-raising such as the twice-yearly street stalls and our two op shops. It is a parish where traditions are valued, but there is also a willingness to try new approaches to the way things are done. We have a very committed and experienced parish council. We have enjoyed a sustaining financial contribution from our two very successful op shops located in Bombala and Delegate.

### Weaknesses

The age of our congregation means that our numbers are constantly dwindling, as is our ability to keep everything going as more and more falls to fewer and fewer people. There is a disinterest in the community in the Christian message. The Covid lockdowns affected us badly and people stopped coming to church. We no longer have an organist or any other musician and we rely on recorded music.

### Hopes and plans for the future

The principal hope is to have a permanent part-time rector living full-time in the Bombala rectory. With a greatly reduced congregation, a full-time position is not financially possible at the moment. We plan to draw down \$25,000 per year from our financial reserves for the first three years to partly support this position. We hope to attract a candidate with another string to their bow and able to work part-time from home using their second string. There are abundant opportunities for further tradespeople, professional people such as surveyors and for businesses relying on the internet. It is important to have a rector living in the local community where all the local people can get to know them. We hope that a live-in rector would help to regenerate the congregation and that attending church would no longer just happen when attending funerals. We hope to encourage more young families to be part of the church family and to revive the role of Christianity in our community life. We have taken the first step towards this by introducing a family service once a month, but it needs an injection of new energy. We believe that we can rebuild the

congregation to the point where it becomes self-supporting and we can afford a full-time priest.

#### Current greatest needs

A priest  
More diocesan support  
New musical talent

#### Desired qualities in a new Rector

Sense of humour, kindness, good Bible-based teaching, good people skills in interacting with people from all parts of the community, willingness to add to what we already have rather than taking away from that.

We need someone with energy who is prepared to put their shoulder to the wheel **with us**.

#### Current Parish Mission Statement

“Be a friend, make a friend and bring that friend to Jesus.”

### **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**

### Regular Service 1

Holy Communion using APBA, hymns from “Together in Song” accompanied by recorded music

### Regular Service 2

Morning Prayer / Prayer, Praise and Proclamation using APBA, hymns from “Together in Song” and “Covenant”, accompanied by recorded music.

### Regular Service 3

Family service – less formal, but usually following the lectionary, not always all the readings, with a story and activity for the children. The music also incorporates easy choruses as well as hymns. The children and their parents participate in the readings and intercessions.



Palm Sunday family service

## Overall Demographics

The congregation is predominantly 70 years and over, but we have young families with school age children attending the family service.

## Weddings/Baptisms/Funerals in a Typical Year

Weddings: 1

Baptisms: 4

Funerals: 16

## Recent Confirmations

12 May 2013: 1 adult

29 Sep 2019: 2 children

30 May 2021: 2 adults and 2 children

## Recent History

We have had two part-time rectors, based in Canberra, in the past ten years, but with long periods between with no rector, when we have been assisted by visiting clergy conducting holy communion services on a monthly / bi-monthly basis. The glue holding the parish together is our wonderful honorary deacon, the Rev Judy Holdsworth, who not only conducts the services, but visits the hospital and aged care facilities, administers pastoral care, helps in the op shops and is highly regarded by everyone in the community.





## 5. Leadership and Ministries

Employed staff: No employed clergy since John Kuravilla's departure in October 2022. No other employed staff.

Honorary staff: Deacon – the Rev Judy Holdsworth

Leadership: Deacon, assisted by lay members of the congregation

Specific outreach initiatives: Family service, Coffee and chat at Delegate op shop, soup lunches at Delegate, general help and outreach at Bombala op shop.



Coffee and chat at Delegate Op Shop

Online presence: None currently

Kids Church: Family service on the third Sunday of each month



Youth Group: None

Op-shop: Two, one in Bombala in rent free premises (courtesy of local businessman) in Maybe Street, open 5 days a week, and one in Delegate parish hall, open 3 half days a week.



Bombala Op Shop in Maybe Street

Other ministries: Home communion taken to hospitals and homes by our deacon.

## 6.Parish Facilities



The small weatherboard church of St Matthew at Bibbenluke has no electricity connected and has tank water. It has a service once a month.





The small church of St Phillip at Delegate is renowned for its beautiful windows. Services are conducted here twice each month.



The largest worship centre is at Bombala. The interior of this church, built in 1857, was extensively renovated a few years ago funded by a generous bequest. It has an organ, but alas, no organist.

### Facilities report

There are currently three worship centres in the parish, a small weatherboard, unpowered historic church in the village of Bibbenluke, an exquisite small heritage-listed church, the maintenance of which is supported by a generous trust, in the main town of Bombala and a smaller heritage-listed church, graced with beautiful stained-glass windows in the small town of Delegate. There are church halls as well in both Bombala and Delegate. The hall in Delegate is used for the op shop with coffee and chat; while the hall in Bombala, as well as

being used for church activities, is also regularly rented by the local dance school, and occasionally by other community members for diverse purposes such as art activities and relaxation/meditation classes. The hall in Bombala had a recent kitchen renovation and has disabled access and disabled toilet facilities. All the buildings and grounds are maintained as well as we are able and are in reasonable condition.



Two views of St Matthias Parish Hall



Two Views of the Op Shop in the Delegate Parish Hall





Imagery ©2023 Airbus, Map data ©2023 Google 10 m



Saint Matthais Anglican Church

Site plan showing position of church, rectory and hall

### Rectory

The rectory is a creamy-yellow brick veneer house constructed in the 1980's. It is situated to the side and behind the church with a separate entrance off Maybe Street, while the entrance to the church is from Cardwell Street. The rectory comprises 4 bedrooms, the master bedroom having an ensuite bathroom, a second main bathroom with separate toilet, a kitchen/family room, a laundry, a study, a small dining room and a living room. It is currently heated with a wood burning slow combustion heater, supplemented with electric heaters. There is a reverse cycle air-conditioner. There is a small garage attached to the house. The rectory has a small garden with shrubs, trees and roses. To the rear of the rectory is a large double garage recently erected to store overflow stock from the op shop. The rectory is in reasonable condition and is currently furnished so as to accommodate visiting clergy should they require accommodation while in the parish.



The Rectory, bathed in late winter sunshine.

Please note: All the exterior woodwork and trim has been painted white since this photo was taken.

## **7. Local Community**

The parish of the Southern Monaro may be considered to be in an isolated part of NSW, but it enjoys an enviable position in being one and a half hours from the snow, one and a half hours to the beautiful Sapphire Coast of NSW, a little over 2 hours to the national capital Canberra, and is halfway between Sydney and Melbourne, although it is a quicker and easier drive to Sydney. It is a predominantly rural area with sheep and cattle grazing, forestry and lavender farms, all supported by local businesses in Bombala and Delegate. The population of Bombala is approximately 1200, while Delegate's population is about 300. There are also the villages of Cathcart and Bibbenluke. Major employers are the Dongwha timber mill, Forests NSW and the local council (Snowy Monaro Regional Council) and National Parks and Wildlife. There are public primary schools in Bombala and Delegate, a Catholic Primary school (St Joseph's) in Bombala and a public high school in Bombala. Some local children travel to the coast each day to attend Lumen Christi Catholic College at Pambula. There is an active, but struggling, Catholic church, and the presbyterian Motor mission commenced activity in January 2023. Typically, the

three congregations join together for Lenten studies and the World Day of Prayer. In addition, there is an Abundant Life Ministry and op shop in Bombala. There is a small hospital in Bombala, which also incorporates an aged care facility, with an additional aged care facility in Delegate at the Delegate MPS. There is a doctor in Bombala, and additional hospitals, doctors and specialists available in Cooma and Bega.

The local community is not a wealthy community; property values have risen in the last 2 to 3 years in line with other areas. Our values are at the lower end due to our geographic position and distance from larger cities and centres. Incomes are not high with many local people working 2 or more jobs to earn a basic wage. Nevertheless, it is a generous community, made evident in the current fund-raising campaign to raise enough capital to re-open the aged care hostel in Bombala, closed by Southern Cross Care about 15 months ago. A company has been set up, with local people as directors, to re-open the hostel as an assisted living facility, and to date approximately \$300,000.00 has been raised in the local area to fund it, together with substantial government assistance.

The local area may appear quiet, but there are many activities and services available. Services include:

- Podiatrist
- Physiotherapist
- Chemist
- Post Office
- Bendigo Bank
- Library
- Police station
- National parks office
- Landcare
- Motel
- Hotel
- Riverside caravan park
- Accountants
- Plumber
- Electrician
- Builders
- Swimming pool
- Hydro therapy pool in Cooma
- 24 hour gym
- Community Fund

- Day care centre
- Pre-school
- TAFE College connections to Cooma campus
- Cooma coach services
- Train link from Victoria to Canberra

Further professional and retail services can be found in Cooma, Bega and Merimbula.

Clubs include:

- Rotary Club
- Lions Club
- Golf Club
- RSL Club
- Men's Shed
- Garden Club
- Tennis Club
- Rugby League Club with men's and women's teams
- Historical Society
- Motor Bike Club
- Rifle Club
- Clay Target Shooting
- Pony Clubs
- Knit and Natter
- Book Clubs
- Walking Group
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Other activities include bushwalking, trail and mountain bike riding, fishing, photography, art and camp drafting. Bombala and Delegate both hold annual agricultural shows in Autumn.

## 8.Parish Finances

The parish currently has no loans and has a credit bank balance of \$160,000 of which \$25,000 per year will be drawn down for the first three years to help fund this position. We have attached the most recent statements from the parish treasurer.



Parish Profit and loss Statement August 31, 2023.pdf





### Typical recent annual income

Direct-debit: <number>

Open-plate: <number>

Op-shop: <number>

Other: <number>

### Parish balance statement

Total cash balance: 160,673.83(after current Rectory expenses)

Building loans: 0

Value and description of investments: see attached balance sheet

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

The position is for four days a week.

Stipend is \$52,988 (of which 30% may be salary sacrificed)

Superannuation at 15.87% is \$8409

Housing: Rectory including all utilities

(Electricity/gas/water/rates/internet/phone)

Parish vehicle: Toyota Camry Sedan 2.5 litre 2020 model 29,500 km No plans as yet 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: By negotiation

Expectations/hopes for length of tenure: By negotiation

### 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/>

## 2. 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.