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Anglican Diocese of  
Canberra & Goulburn

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## The Anglican Parish of Wanniassa



## Parish Profile November 2024

# The Anglican Parish of Wanniassa

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## 1. Introduction

After the retirement of its previous Rector in November 2024, the Parish of Wanniasa is looking for a new Rector. This Parish Profile has been approved by the Parish Council and the 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 19 October 2024, approximately 90 parishioners attended. Some parishioners also contributed via a survey means. 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.

The position for the new Rector will be available from 26 January 2025, however, we are prepared to take the required time 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 the Ven. Jonathan Holt by delegation of the Bishop. For more information please contact the Bishop's Office on (02) 6232 3612 or the Ven. Jonathan Holt on 0418 232 465.

## 2. Parish Perceptions

### **Strengths**

St Matthew's Wanniasa is a large, active, evangelical church with an average weekly attendance of 440 people across 3.5 services (including the fortnightly Tuesday service), with five full time (two positions to be filled including Rector) and three part time ministry staff. There is a large group of lay members that participate and support a wide range of programs. There are currently 270 volunteers serving in at least one function each. The church is cross generational, serving all ages, with no missing demographic, having strong teaching and discipling programs across age groups and particularly for children and youth. There is a strong emphasis on biblical, God-focussed and Christ-centred preaching and teaching. The church is generally described as friendly, welcoming and inclusive, with a mostly informal style in two of the services and a more traditional style in the other services, with a positive and joyful character. The church has a relatively large proportion of members who come from non-Anglican backgrounds, attracted to St Matthew's primarily by the quality of biblical preaching and the growing and nurturing children's and youth ministries.

### **Biblical Preaching**

The most common positive attribute mentioned in the survey as a strength was the biblical, Christ-centred preaching from an evangelical perspective. Three of the ministry staff including the Rector preach regularly, with occasional lay preachers. The preaching is mostly expository with some topical series. It was commented positively that the Gospel is heard in every aspect of the service, including in the choice of songs and music.

### **Children's and Youth Ministry**

The second most common strength mentioned was the strong emphasis on children's and youth ministry, which has multiple programs on Sundays (for example, 50-70 children in the Kids@Church (K@Ch) program on Sunday mornings). During the week there are yr 3-6 and yr 7-12 youth groups, as well as discipling activities (D teams<sup>1</sup>). There is a strong emphasis on developing and growing young Christians, including leadership training and mentoring by older children to younger children and young adults to youth. The full-time ministry staff include a Children's and Families minister (currently vacant) and a Youth minister.

### **Men's and Women's Ministries**

This was also mentioned frequently as a strength. The men's group meets for breakfast one Saturday morning per month, with 60-80 attendees, which provides an opportunity to meet other men across the three congregations. Non-churched invitees attend each month and there has been a strong gospel focus in the talks. Women meet weekly and also have quarterly events with a speaker, usually with 100-120 attendees and with a gospel focus.

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<sup>1</sup> Discipleship Teams

## **Life Groups**

About 40 Life Groups meet during the week for small group Bible study and mutual support, with a focus on fellowship, discipleship and preparation for evangelism. St Matthew's encourages all members to be part of a Life Group and about 60% of the membership are involved, although many families are busy and time poor – this is a challenge. The Bible studies are linked to the concurrent sermon series and many Life Groups make use of this opportunity. For the last twelve months, there has been continuous encouragement the last 12 months for personal Bible reading through a SOAP<sup>2</sup> program, which sets out daily readings and a simple inductive study method for parishioners to utilise.

## **Support for Mission and Evangelism**

There is strong support for local, national and international mission. St Matthew's dedicates 10% of its annual budget to mission support (CMS, BCA and others) and has a history of being a sending church. There are regular training and preparation sessions for intentional outreach and evangelism in a variety of settings for example, one-wins-one, play group, Simply Christianity, Kids holiday club.

## **Finances and facilities**

Relative to many churches, St Matthew's is financially strong and there is much evidence of generous giving, especially for specific needs when announced. A substantial extension to the buildings was completed this year, providing opportunities for expanded ministry and community engagement. St Matthew's has a close connection with Trinity Christian School next door.

## **Welcoming culture**

A warm and welcoming culture was mentioned by multiple respondents but is still developing. There is an organised welcoming team for each of the three Sunday services and the leadership (ordained and lay, men and women) provides a relaxed and informal atmosphere in the worship services. Follow-up of visitors (in total >900 in 2023) to worship services is challenging. There is an emphasis on the church as God's family, offering a sense of belonging, and visitors usually feel a friendliness and warmth in the gatherings.

## **Pastoral care**

The church has employed a part-time pastoral care coordinator in view of the many pastoral care issues, even in Canberra. There is a huge amount of informal pastoral care that happens, most of it behind the scenes. Life Groups are a key channel for pastoral care.

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<sup>2</sup> Scripture Observation Application Prayer

## **Hopes and plans for the future**

### **Continuity**

As we look to the future, there is much for which to be thankful. The Parish is in a strong position, with numbers and giving growing and (more importantly) people coming to know, love and grow in Christ. So much of what is happening is positive, and so much of our desire for the future is that those things, that God appears to be blessing, would continue. As we look forward to new initiatives and possibilities, we don't want to undervalue the many successful ministries we are currently undertaking. One of the consistent pieces of feedback has been that the Church's attention seems divided between too many good things. We will be required to be discerning as to which of the opportunities identified below are pursued, and to what extent staff or volunteer time is directed towards them.

### **Culture**

It has long been observed that 'culture eats strategy for breakfast'. In light of this truth, there is a perceived need to grow in the way we relate to each other. In particular, there is a perceived need for a culture of welcoming and hospitality, where we are excitedly bringing people into the church and genuinely sharing our lives with each other. This is a particular need for those who are more on the fringes of the church, and at risk of 'slipping out the backdoor'. We also want to grow relationships across services, to enable better intergenerational discipleship to occur. While doing this, we want to avoid the trap of becoming too focussed on creating good systems and lose sight of the people God has entrusted to us, particularly where those people do not fit into the neat boxes we so easily create. It is hoped that we could better reflect the demographics of our local area (see Community Profile below).

### **Community**

There is a significant desire amongst us to be more of a positive presence in our local community. There is a risk that we have become too insular in our thinking and need to be equipped and encouraged to reach outside of ourselves, both to others within the Church and those who have not yet put their faith in Christ. There is a strong desire to be a positive influence in our local community. All churches, including St Matthew's, should ask themselves regularly 'would our community miss us if we were to disappear?' We want increasingly to grow our hearts towards the vulnerable in the community, and be a place where the struggling and broken find in us what they always found in Jesus in the Gospels.

We also want to grow in gratitude for the gifts that God has given us, and to consider how we can in turn be generous to other local churches, Anglican and otherwise. These initiatives require imagination and collaboration and could be headed up by appropriately equipped lay people, with vision and support provided by the staff.

### **Discipleship**

Another key priority is to be a church that lives up to its vision of being a church that helps people to grow as 'warriors' for Christ. We want to grow in our ability to articulate the gospel and the courage to speak gospel truths in evangelistic opportunities, but also in our day-to-day conversations with each other. We do desire to be a church where people are deeply known, prayed for and spurred on to love

and good deeds. Much of this discipleship happens via Life Groups, but there is a desire for more intentional one on one discipleship. This is a particular concern for women in the church. A Young Adults group has also established itself organically as this age group seeks to develop strong ties of fellowship and discipleship.

### **Volunteers**

In recent times, St Matthew's has struggled to find sufficient volunteers for many ministry areas. In order to pursue the many ideas set out above, this will need to be an area of significant focus. There is a need to recruit and empower volunteers, and a potential for equipping some lay people with significant leadership and responsibility.

### **Current greatest needs**

Aside for the obvious need to replace the outgoing Rector and the Children's and Families minister, it is not so easy to identify substantial current needs for a church that is functioning well in many respects and that is well resourced compared to many. This was also noted by members through the parish consultation on 19 October 2024. However, "From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked" (Luke 12:48). This also applies to St Matthew's. In summary, one great need is for a Rector who will encourage, motivate, inspire, instruct and lead the church and its members in service of our King, using the gifts and resources that have been provided, including in areas of discipleship, personal evangelism, community service and greater involvement in the life of the church. Another is for a Children's and Families minister to recruit, enthuse and coordinate the ministry to children, both within the church and outside.

These following areas were identified in the parish consultation, and clearly align with the "Hopes for the future" section above.

### **Connection to the church**

Families and individuals in Canberra, like many other areas in Australia, lead busy lives and are often time poor. Our culture also tends to consumerism and individualism. There are some indications of this being reflected in the people that attend St Matthew's, for example in less regular attendance to gatherings on Sunday and to activities during the week, less time for personal spiritual development or service to others within and outside the church, and a constant need to find volunteers for church programs. As is common in larger churches, there are significant numbers of people "on the fringe" and the challenge is to encourage and inspire them to greater involvement and commitment to church as well as to Jesus, while being cognisant of personal and family circumstances. St Matthew's gatherings have numerous visitors each week (total >900 in 2023), many who are seeking a church to attend or have moved into the area, and it is a challenge to connect with and integrate them into the life of the church, even with a full-time 'Connect' minister. There is also a need to connect better young adults to the church, as it is a stage of life when many leave St Matthew's and even the Christian faith. The parish consultation identified a number of specific suggestions for improvement in this respect.



## **Personal evangelism**

There has been continued emphasis on developing personal evangelism such as through the 'One Wins One' initiative and encouragement to invite non-churched friends to events at St Matthew's. There has been a steady stream of people who have come to Christ through the work at St Matthew's; however, much of the church growth has come from Christians moving from other churches. Nevertheless, there is much room for growth in this area, for example through training and mentoring. Quite a few people mentioned a need or desire for greater community interface and outreach, including how to make good use of the recently expanded facilities.

## **Pastoral needs**

Even though Canberra is relatively affluent, many people in St Matthew's, as in the wider community, have significant needs that deserve pastoral care, including physical, mental and spiritual needs. This is particularly evident in elderly members, where loneliness is common. Although there are many instances of members helping others in both organic and organised ways through acts of love and service, there is great scope to grow in the aspect of serving and caring for one another. "A new command I give you: love one another...By this will all people know that you are my disciples, if you love one another." (John 13:34-35). There is a need to build awareness of the opportunities and responsibility to care for one another, and rightly to view such care as a necessary part of the church's evangelism.

## **Desired qualities in a new Rector**

In writing this description of our hopes for a leader, we seek to set out in broad terms what we think is important for the future of our Parish. We recognise that the person we are seeking will be human and so it is our hope that this is read with the knowledge that what is set out is intentionally aspirational.

## **Character**

St Matthew's, as an evangelical Parish, is committed to allowing the Bible to guide us in everything, including in our expectations of those entrusted with leadership. This means that first priority must be given to the characteristics of elders and overseers set out most clearly in the Pastoral Epistles (see particularly 1 Timothy 3:1-7 and Titus 1:5-9). Accordingly, we seek a minister who is known, first and foremost, as someone who is seeking to grow in godliness and committed to helping others to likewise imitate Christ. Such a person will be dedicated to the word of God and prayer in their private life as well as in public. We are ultimately seeking an under-shepherd, who will love us as Christ does and lead us as Christ would have us be led. A Rector must have the strength to lead and the ability to make difficult decisions, but also the gentleness and compassion to do so with empathy and grace, seeking to persuade, rather than leaning on their authority. We are also looking for a Rector who would be willing to commit to stay for as long as God would have them serve us and seek to wisely and gracefully bring more and more into conformity with Christ.

## **Convictions**

### **a) Bible-Believing**

St Matthew's is firmly committed to the total truthfulness and authority of scripture, as God's word to His people. Anyone seeking to lead us must also hold to these convictions whole-heartedly and be able to maintain their convictions against any cultural pressure that may arise from outside (or inside!) the church.

**b) Christ-adoring**

We seek a leader who genuinely, personally and deeply loves Jesus. As a church we want to be gripped by the love of Christ, and so seek a leader who has a profound sense of Christ's love for them, and who will help us to love Christ more and more.

**c) Gospel-proclaiming**

In keeping with its conviction of the Bible's authority, St Matthew's seeks a leader that is committed to that which is of 'first importance' – the substitutionary death of Christ in our place and the promise of new life through his resurrection. We firmly believe that the gospel means that salvation is by grace alone, through faith alone. It is easy to slip into the mistakes of the Pharisees, so we seek a leader who would protect us from ever thinking our righteousness or standing with God is dependent on our works. We want the gospel to inform all that we do, as the foundation of all that we believe.

**d) Anglican (unity-preserving)**

St Matthew's is an Anglican Church in the stream of Reformed Evangelicalism. In keeping with Anglicanism's rich history as a church of the 'via media', St Matthew's prides itself on being a church of people who hold wholeheartedly to the gospel while remaining able to disagree on important (but not gospel) issues. We believe that this diversity of views is not a weakness of the Church, but a way that it displays the gospel to the world. A good leader in this context needs to be able to navigate these tensions with wisdom and care, listening well to those who might present opposing views, and guiding us to disagree better. We also seek a leader who sees the enduring value of the rich traditions and liturgy of the Anglican Church, without feeling unduly bound to them.

**Competency**

**a) Preaching**

We do believe that the requirement that elders be 'able to teach', (1 Timothy 3:2) applies to Rectors. It is primarily through the proclamation of the Word that God's people are fed, encouraged and spurred onwards. We are seeking a Rector who knows the Bible well and can proclaim it in such a way that it impacts not only the minds, but the hearts of the congregation, boldly telling out God's ancient truths in a modern context. We firmly believe that preaching the Word is the primary way that the Rector will lead the congregation.

**b) Leadership**

The Rector is the leader of the staff team and a member of the Parish Council. The size of our staff team is both a blessing and a challenge, and so we seek a Rector who will lead, empower and support the staff team in their various areas of service. Particularly, we are seeking someone who will demonstrate the following qualities:

**a. Knowledge of their own strengths and limitations**

In a large church with multiple areas of ministry, it is not possible for a single person to be actively engaged in every area. The strength of our team structure is that it allows the senior minister to focus on their areas of strength, while empowering others to cover other areas. In order for this to be effective, the Rector will need to, by experience, have come to know where their strengths lie, and where other members of the team may need to be deployed.

**b. Empowering, rather than micromanaging**

Following on from this, when other members are entrusted with areas of ministry, the Rector needs to empower them to serve in those ministries with relative freedom, providing guidance and feedback and particularly assisting with the points of contact between various ministry areas, but not micromanaging them.

**c. Vision**

As a growing church, we find ourselves with many potential options for the future, as seen in the section above. One key role of a new Rector will be to work with the Parish Council and staff to determine which opportunities to pursue, and how to best resource our endeavours. We desire a Rector who is able to say no to good things, in order to say yes to better things, but to do so with compassion and grace.

**d. Collaboration**

Within the Anglican tradition, the rector's role has always been performed in partnership with both lay and episcopal leadership. Accordingly, we seek someone who will, always in submission to God's word, joyfully and collegiately collaborate with the Parish Council, the diocese and other local church leaders, for the good of God's kingdom in St Matt's and beyond.

As mentioned above, we are very aware that these desired qualities are aspirational, but these qualities should inform candidates of what the Parish considers to be important and allow them to consider whether their own values and abilities broadly align with them.

## **Current Parish Mission Statement**

St Matthew's seeks to be a people gripped by the love of Christ, where:  
**Strangers** to God's love become **Believers** in Christ,  
**Believers** in Christ become **Lovers** of God and  
**Lovers** of God become **Warriors** for Jesus.

## **3. Diocesan Perspective**

### **Current Diocesan Mission Priorities**

The Anglican Diocese of Canberra and Goulburn 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; and
- 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 St Matthew's 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.

## 4. Services and People

### **Services**

The church conducts three weekly Sunday services, one fortnightly Tuesday service at the Church, and one fortnightly service at Goodwin Monash, a retirement village within the Parish. The services loosely utilise An Australian Prayer Book (1978). The same sermon is generally repeated across all three Sunday services, with the sermon at the midweek service either being an abridged version of the preceding Sunday's or of the following Sunday's.

#### **Regular Service 1: Sunday 8am**

A traditional Anglican service, largely following the structure of the prayer book (APBA 1987). Traditional hymns are sung, as well as arrangements of some more contemporary songs, accompanied by piano and strings. The service appeals primarily to seniors, but there are also a number of younger people who attend, both for reasons of liturgical preference or timing. Holy communion is celebrated on the first and third Sunday of each month.

2024 average attendance: 59

#### **Regular Service 2: Sunday 10am**

A more contemporary family service, which maintains many of the elements of a traditional service, but also includes a Kids Spot, and a separate kids program K@Ch, held in the parish hall. The service appeals to a broad range of ages, but the bulk of the service are families. Holy communion is celebrated on the first Sunday of each month.

2024 average attendance: 141 adults and 72 kids

### **Regular Service 3: Sunday 4pm**

Our most contemporary service, with contemporary songs, and some non-traditional elements (for example, Q&As, interviews) while still maintaining elements of the Anglican liturgy (for example, confession). This service appeals mostly to older teenagers and young adults but does not have a kids program. Holy communion is celebrated on the first Sunday of each month.

2024 average attendance: 145

### **Regular Service 4: Tuesday 11:30am (fortnightly)**

A midweek traditional prayerbook service, attended primarily by seniors. A fellowship lunch is held afterwards, catered for by volunteers. Holy communion is celebrated monthly.

2024 average attendance: 41

### **Regular Service 5: Wednesday 10am (fortnightly, at Goodwin Monash)**

This service is held at Goodwin Monash, for residents who are unable to attend Sunday services. It is overseen by our Seniors minister, Andrew Vella with a team of volunteers. Holy communion is celebrated monthly.

2024 average attendance: 18

## **Overall Demographics**

We have roughly estimated the age breakdown, taking into account all the services, for 2023:

Children 1-12 years- 15%;

Youths 13-18 years- 8%;

Adults 19-50-30%; and

Older adults 50+- 47%.

Much of the congregation is of Caucasian descent with just a few people of Aboriginal and Torres Strait Island background. There is, however, a growing number of parishioners of Asian background including those from Sri Lanka, as well as a few from Africa.

A high percentage of those of working age are in paid employment. The church is located between two major business and shopping precincts, Woden and Tuggeranong, with Canberra's major hospital being just over 8 kms away. Many people are employed in the Commonwealth and ACT Public Services, the military, healthcare education and trades, with a mix of other professionals, stay at home parents and a significant number of university students.

As has been already mentioned St Matthew's has a large percentage of people who have come from non-Anglican backgrounds who have been attracted to St Matthew's strong and evangelical preaching and to the vibrant children's and growing youth ministry.

## **Other Services**

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

Weddings: 5  
Baptisms: 10  
Funerals: 3

## **Recent Confirmations**

September 2024: 2 (and 3 adult baptisms of people who were not also confirmed)  
November 2023: 8 (and 2 adult baptisms of people who were not also confirmed)  
November 2022: 14 (and 11 adult baptisms of people who were not also confirmed)  
2020 and 2021: None  
2019: None  
2018: None  
2017: 7  
2016: None  
2015: 5  
2014: 8

## **Recent History**

The Parish's first services were held in Wanniasa Primary School's library in October 1976, under the leadership of Rev. John Mason. Since then, the parish has been served by six permanent Rectors.

Paul Watkins (1985-1989)

Ray Smith (1990-1993)

Rick Lewers (1994-2002)

Trevor Edwards (2003-2009)

Geoff Deutscher (2010-2014)

Ian Powell (2014 - 2024)

After a particularly tumultuous time in the Parish's history, Ian Powell was appointed as a locum priest in charge, and was later appointed to the role of Rector in a permanent capacity. Under his leadership, St Matthew's has undergone significant regrowth, weathered COVID and undertaken a significant building project.

## **5. Leadership and Ministries**

### **Staff**

#### **Employed staff**

Rector (vacant)

3 full time, ordained associate ministers:

- Rev. Andrew Vella (Responsible for Life Groups and Seniors);
- Rev. Andrew Lubbock (Responsible for Connect/Welcoming and Serve/Volunteers); and
- Rev. Tim Purser (Responsible for Youth ministry).

Full time, Children and Families Evangelist and minister (Vacant, currently being advertised).

Music and Singing Coordinator (Louisa Walton three days/week)

Office Administrator (Charmaine Du Plessis, four days/week)  
Pastoral Care Coordinator (Tegan Christensen two days/week)

## **Lay Leadership**

The Parish has adopted a slightly modified governance structure, but the Parish Council is made up of three wardens (Kyle Steemson (Rector's Warden), Michael Houghton and Peter Walton (People's Wardens)) and eight parish councillors, with the Rector an ex-officio member of the Council. There is a significant amount of lay ministry, both formal (see below) and informal.

## **Ministries**

### **Specific outreach initiatives**

The Parish has been promoting 'One Wins One', an initiative asking parishioners to be consistent in praying for a non-believer in their life. The Parish has also promoted and participated in 'Meet Jesus', an AFES-run evangelistic initiative in 2024. FISH (weekly Friday afternoon kids club for years 3-6), our annual kids club and the Friday night youth program are targeted to non-Christian kids, as a pathway for them and their parents into church. Roughly once per term, the Parish has also run both 'Simply Christianity' and 'Just for Starters' courses targeting those exploring Christianity and new Christians respectively.

### **Online presence**

The Parish maintains a website ([stmattswanniassa.org.au](http://stmattswanniassa.org.au)), and a private Facebook group. These are mostly maintained by volunteers, with some ministry specific information updated by staff. The church has a public Facebook page, which is not being frequently updated.

### **Kids Church**

The Parish runs two weekly kids programs. Kids @ Church (K@Ch) is held in conjunction with the 10am service, with approximately 50 kids in attendance each week. There is also a creche program run during the 10am service for toddlers. FISH is a more evangelistically targeted kids club held from 4pm-6pm on Friday afternoons during the school term.

The parish also runs an annual evangelistic kids holiday club, often in the July school holidays.

Phill Evans has led this ministry until the end of 2024, but has decided to end his time at St Matthew's in December 2024 to pursue other ministry opportunities, so the Parish is currently seeking a replacement to take on these responsibilities.

### **Youth Group**

The parish runs a weekly youth group from 7-9pm on Friday evenings, for years 7-12. We also run weekly youth Bible studies (D-Teams) at various times throughout the week.

There is also a Bible study for teenagers in years 7 and 8, held during the 10am service.

The parish holds an annual five day youth camp (Camp Overrated) at Tathra in the October school holidays.

These ministries are overseen by our youth minister, Tim Purser.

### **Other ministries**

There are approximately 40 life groups that meet weekly throughout the parish.

The parish has significant Men's, Women's and Young Adult's ministries as well as a fortnightly ministry to adults with intellectual disabilities (Friends of Jesus), each overseen by volunteers. There are numerous volunteers serving in cleaning, pastoral care, IT and other public and more behind-the-scenes roles.



## 6. Parish Facilities

### Church Buildings

The Parish has a single worship centre (5 Laurens St, Wanniasa, ACT 2903). The church auditorium was first opened in 1984, with a second stage being completed in 1998, which extended the auditorium and added a foyer, kitchen and offices.

Stage 3 of the building consisted of a new multi-purpose parish hall, with an adjoining creche, kitchen and breakout room, as well as additional offices, which were opened in April 2024.

The parish shares a carpark with Trinity Christian School, with the lease boundaries dividing the car park between the two organisations.

The auditorium seats between 300 and 400, and is used for all the worship services (except the service at Goodwin). It has a full AV setup, utilising a projector, and a digital mixing desk. The carpet was replaced in 2018, and there is a full reverse cycle air-conditioning system.

There is a small kitchen which adjoins both the auditorium and the main foyer, which is used for preparing post-service refreshments.

The new parish centre was completed in April 2024 and is used for large group events, such as the children's program on Sundays. It is also utilised by the Friday Kids and Youth programs, midweek Bible studies and other events. Adjoining the main hall is a purpose-built creche room and a larger 'community' kitchen which is used for the midweek service lunches and other events and a breakout room that seats 15-20 comfortably. The hall has a simpler AV setup, utilising a large screen and a wireless microphone. It has an iPad-controlled digital audio mixer which can be connected to the system.

As part of the 'Stage 3' construction that built the parish centre, additional offices were built, as well as refurbishments to the existing offices.

There are now five individual offices, a large staff boardroom space, a dual occupancy office (used by the Finance and Safe Ministry teams) and a dual occupancy administration space.

### **Facilities report**

Maintenance planning is an important process that helps to ensure the property and equipment is well-maintained. A maintenance plan schedules regular maintenance tasks. This helps to prevent unexpected breakdowns and keeps the facility running smoothly.

St Matthew's uses a mixture of in-house volunteers and contractors for statutory required maintenance and where specialised services are required. The majority of routine maintenance and cleaning is done in-house by volunteers.

To assist in the financial planning for the Parish, a 10-year capital plan has been developed which identifies asset replacements, major maintenance and improvement works over a 10-year period. This plan is reviewed and updated yearly

by the Property and the Finance Teams as part of the annual budget preparation process. This process is generally planned to commence each October. A yearly housekeeping and maintenance plan is developed which incorporates the routine maintenance and cleaning activities and also any major maintenance or improvement works from the 10-year Capital Plan. The current year plan is updated monthly recording when the activities are completed and the associated cost. This process is essential to assist in future-year maintenance planning. During the course of the year Autumn and Spring working bees may be arranged for routine building cleaning and grounds maintenance activities. This is a great way of involving parishioners in the maintenance and upkeep of our buildings and grounds. There may also be opportunities especially with grounds maintenance at other times throughout the year. The internal cleaning of the church building is done by church volunteers. There are a number of teams that have been established to limit the number of times per year each team is required to clean the building.

## **Rectory**

The Parish Rectory was constructed in 1980/81 and is a tiled roof brick veneer dwelling with an attached double garage. It is conveniently located at 28 McBryde Crescent, 35m away from the church building, across a small floodway (see picture below).



It consists of four bedrooms, a study, lounge room, dining room, kitchen/family room, bathroom and laundry.

The master bedroom has an ensuite. This bedroom was originally designed as the bedroom for when the Diocesan Bishop visited the parish, but has predominantly been used as the main bedroom.

The property has a reasonable sized back yard which includes a covered and paved external entertaining area.

The family room was extended in the year 2000 which also included a new kitchen as part of the works.

A full refurbishment of the rectory was carried out in 2016. The works included a repaint throughout, recarpeting, new window furnishings, new light fittings, new kitchen benchtops and splashback tiling, the bathroom and laundry were retiled and new fixtures installed. Ducted reverse cycle air conditioning was also installed. The small gas heater in the family room has been retained.

The ensuite to the main bedroom was remodelled in 2017 to increase the size of the main bedroom. It involved relocating a load bearing wall, a total refurbishment of the ensuite and installation of a wardrobe within the bedroom.

A new ducted kitchen range hood was installed in 2024.

The tiled roof was repointed and painted in 2024.

Floor plans of the Rectory and its extensions are set out in Annexure A below.

## 7. Local Community

A relatively comprehensive set of statistics, based on the 2021 census data, is set out in Annexure B.

### **Schools**

At St Matthew's we have a growing number of families with school age children, which is a great blessing. This at least partly reflects the changeover in community demographics as older people downsize and families with children move into the area. The Tuggeranong region has some good public and private schools which bring families into the area. The private schools include Trinity Christian School, Covenant Christian School, St Mary MacKillop (7-12), and Marist College is also relatively close. St Matthew's is involved with outreach into a few of the many local public schools, particularly Wanniassa School, Wanniassa Hills and Monash Primary. There are also a number of public college (year 11 and 12) schools in the area, the closest being Erindale College in Wanniassa and also Lake Tuggeranong College in Greenway.

### **Employment**

The church is located between two major business and shopping precincts, Woden and Tuggeranong, with Canberra's major hospital being just over eight kms away.

The major employers of those in the parish are:

- the Australian Public Service;
- health care providers;
- trades;

- education (schools and tertiary institutions);
- military;
- legal services;
- fields of science and research; and
- service industries.

### **Churches**

In 2006, St Matthew's planted Lanyon Valley Anglican Church, which continues to meet in Gordon under the leadership of the Rector the Ven. Jonathan Holt. Since then, Lanyon Valley Anglican has planted Renew Anglican Church in Greenway under the leadership of Priest-in-Charge Rev. Steven Boxwell. Within the Tuggeranong region there are two other Anglican Churches: Arawang Anglican in Kambah (Rector Rev. Angus Robinson) and St Mary's in the Valley in Calwell (Rector Rev. John Kuruvilla).

Churches of other denominations within the Parish boundaries and close surrounds include:

- Tuggeranong Presbyterian Church (Gowrie);
- Tuggeranong Baptist Church (Wanniassa);
- Capital Edge Church (Pentecostal, Wanniassa);
- C3 Church (Pentecostal, Monash);
- Impact Church (Pentecostal, Monash);
- Tuggeranong Uniting Church (Wanniassa)
- Salvation Army (Greenway)
- Lifestream Christian Fellowship (Churches of Christ, Wanniassa);
- Corpus Christi Parish (Catholic, Gowrie); and
- St Anthony of Padua (Catholic, Wanniassa).

There is also a significant Islamic centre in Monash.

## **8. Parish Finances**

### **Typical recent annual income (2023)**

Direct-debit: \$1,117,350  
 Open-plate: \$58,783  
 Op-shop: none  
 Other: \$21,974  
 Total General Fund income: \$1,198,107

A further \$84,273 was given for (among other things) the additional costs of employing a full-time Youth minister, and \$858,483 to meet the costs of the Stage 3 building project.

### **Parish balance statement**

Total cash balance: \$500,000 (after current Rectory expenses)  
 Building loans: \$1,240,000 (as at August 2024)  
 Value and description of investments: At the end of August 2024 of the \$500,000 mentioned above the parish was holding almost \$430,000 in General Fund monies in

various accounts and a term investment with the Anglican Investment and Development Fund. At the same time, it had accumulated approximately \$90,000 towards the next debt repayment of at least \$200,000.

The parish also has a trust fund which is managed by the Anglican Church Property Trust. Depending on financial market conditions, the value of the trust can vary but at the end of August 2024 its value was around \$155,000.

## 9. Provisions and Conditions of Service

Stipend: For 2025 \$82,665 plus 10 per cent (of which 30% may be salary sacrificed).

A ministry allowance equivalent to six per cent of stipend

Superannuation: 15.87 per cent of stipend

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

Parish vehicle: It is the usual practice that the parish will lease an appropriate vehicle for the Rector's use from Anglican Diocesan Services. (The Rector can, however, use their own vehicle for which travel allowances are paid.)

All vehicle costs including fuel are paid for by the parish.

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

Expectations for days off: There is flexibility for the day off chosen, but many of the current staff have Thursday as their usual day off.

Expectations/hopes for length of tenure: We are hoping for someone willing to lead the church for the long term.

### **Diocesan expectations on clergy**

Attendance at Annual Clergy conference (usually four days in May at Narooma)

Attendance at Synod (usually Friday-Sunday 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; and
  - 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; and
  - g. Bishop decides whether a 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.

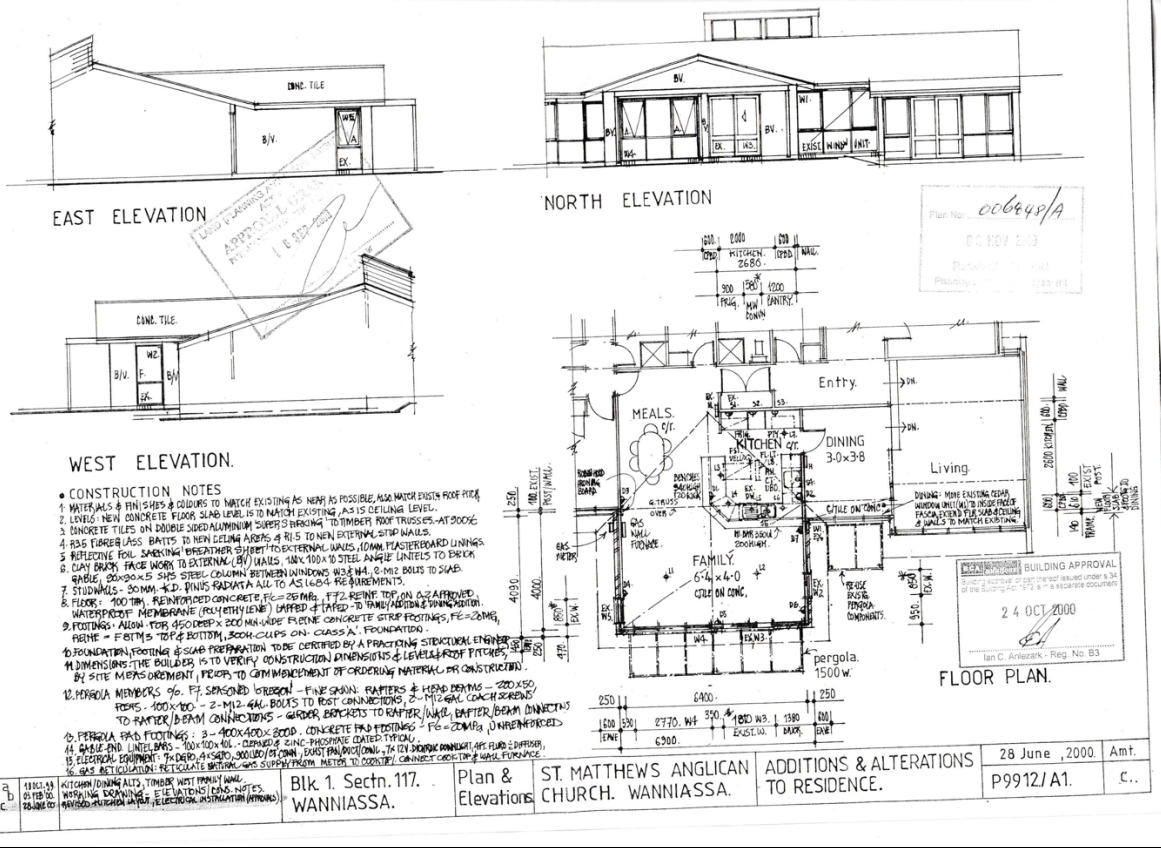
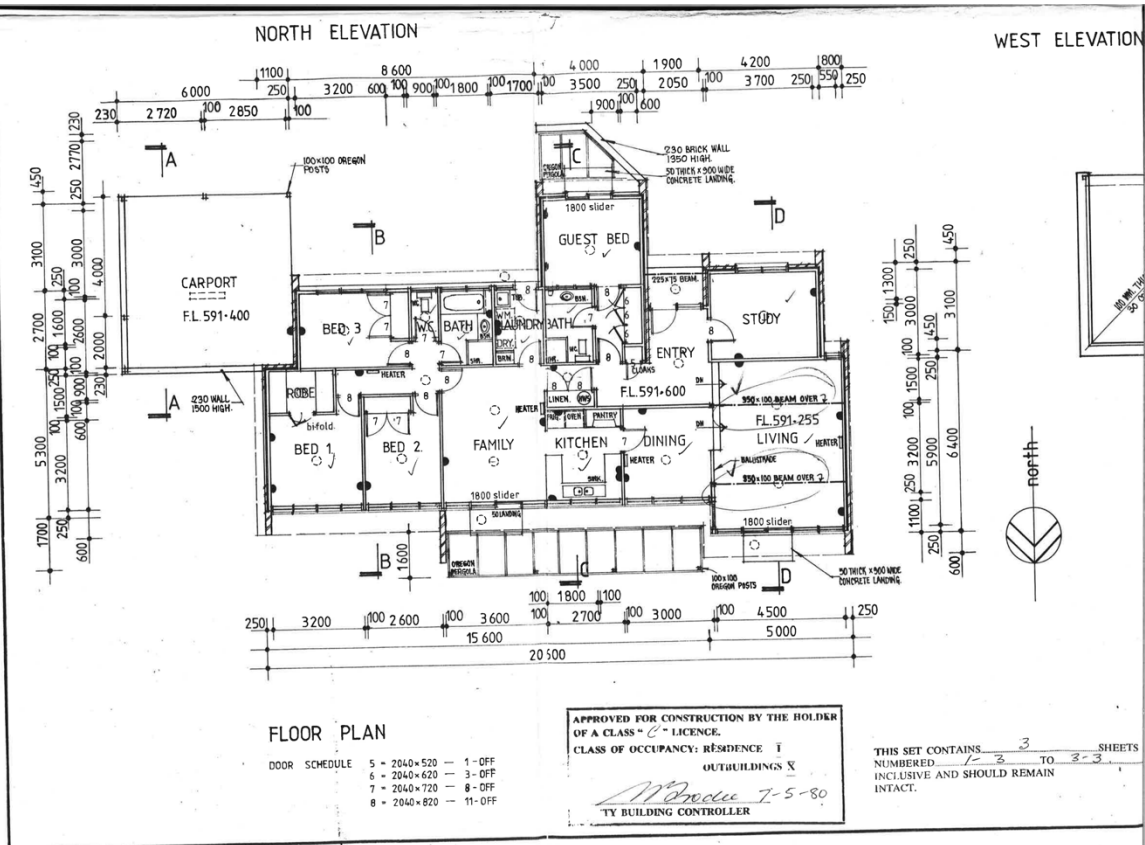
### **Instructions to Prospective Candidates**

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.

# Annexure A – Rectory Floor Plans





## Annexure B – ABS Stats for Tuggeranong Area

PEOPLE	Population- 89 461 % Male- 49.2% % Female- 50.8% Median Age- 38
FAMILIES	25 320 Average number of children for those with children- 1.8 Average number of children over all households- 0.8
ALL PRIVATE DWELLINGS	35 314  Average number of people per dwelling- 2.3 Median weekly household income- \$2305 Median monthly mortgage repayments- \$2000 Median weekly rent- \$425 Average number of cars per household- 2
PEOPLE and POPULATION	Male- 44054, 49.2%  Female- 45414, 50.8%
INDIGENOUS STATUS	Aboriginal and Torres Strait Islander- 2728, 3%  Non-indigenous- 84230, 94.2% Not stated- 2505, 2.8%
AGE	0-4 yrs- 5440, 6.1% 5-9 yrs- 6.7% 10-14 yrs- 5768, 6.4% 15-19 yrs- 5213, 5.8% 20-24 yrs- 5254, 5.9% 25-29 yrs- 5838, 6.5% 30-34 yrs- 6345, 7.1% 35-39 yrs- 6498, 7.3% 40-49 yrs- 11510, 12.9% 50-59 yrs- 12000, 13.4% 60-69 yrs- 10556, 11.8% 70-79 yrs- 6282, 7% >80 yrs- 2768, 3.1%
REGISTERED MARITAL STATUS (people aged >15 years age)	Married- 35496, 49.1%  Separated- 2195, 3%  Divorced- 6709, 9.3% Widowed- 2945, 4.1%

	Never married- 24930, 34.5%
SOCIAL MARITAL STATUS (people aged > 15 years)	Married- 33247, 49% Defacto- 7859, 11.6% Not married- 26782, 39.5%
EDUCATION	Primary school (government)- 4814, 18.9% (other)- 3111, 12.1% Secondary (government)- 3473, 13.6% (other)- 2548, 10% Tertiary- vocational- 2378, 9.3% University/other higher education- 3589, 14.1% Highest level of education- >BA- 28.7% Advanced diploma or diploma- 11.3% Certificate level IV- 4.5% Certificate level III- 11.6%
COUNTRY of BIRTH	Australia- 75.9 % UK- 3.2% India- 2.6% Philippines- 1.1% NZ- 1.1% Vietnam- 0.6%
	28.6% people have both parents born outside of Australia
RELIGIOUS AFFILIATION	No religion- 41.9% Catholic- 23.7% Anglican- 10.4% Christian (nfd)- 2.6% Not stated- 4.2% NB- in Tuggeranong, Christianity was the largest broad religious group 47.3%
LANGUAGE USED AT HOME (other than English)	Arabic- 1.2% Malayalam 1% Spanish- 0.8% Vietnamese- 0.8% Mandarin- 0.7% 81% people use English only at home and 18.5% use another language

PARTICIPATION in LABOUR FORCE (aged >15 years)	In paid employment- 67.9% Not in paid employment- 28.9%
EMPLOYMENT STATUS (aged >15 years)	Full-time- 63.4% Part-time- 27.2% Away from work- 5.8% Unemployed- 3.6%
OCCUPATION (top responses) (aged >15 years)	Professional- 24.5% Clerical and Administrative 18% Managers- 15.6% Technicians and Trade Workers- 12.7% Community and Personal Services- 11% Sales- 6.6% Labourers- 5.6% Machine Operators and Drivers- 3.7%
INDUSTRY of EMPLOYMENT (aged >15 years)	Central Government Administration- 17.8% Hospitals (excepting psychiatric)- 4.4% Defence- 4.1% Computer System Design and related services- 3.0% State government Administration- 2.7%