

# DIOCESAN INDUCTION BOOKLET

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Anglican Diocese of  
Canberra & Goulburn

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#### Version Control

Version	Release Date
1	June 2023
2	September 2023

*The Diocese of Canberra and Goulburn acknowledges the Traditional Custodians of the land in this Diocese which our churches meet and recognise their continuing connection to land, waters and community. We pay our respects to ancestors and Elders, past, present and emerging and to their cultures.*

*The Diocese of Canberra & Goulburn is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.*

# WELCOME

## FROM THE BISHOP

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Please accept my thanks for your willingness to serve God's mission through service in the Anglican Diocese of Canberra and Goulburn.

As part of the worldwide Anglican Communion, this Diocese exists to proclaim the good news of Jesus; to provide for the worship of God; to baptise, teach and nurture new believers; to respond to human need by loving service; to seek to challenge and transform unjust structures in society; and to strive to safeguard the integrity of creation.

In our own particular environment we are called to engage our diverse communities with the love and truth of Jesus, wisely stewarding the resources and opportunities entrusted to us by past and present generations.

As a result the Diocese, through its Synod, has developed specific objectives and initiatives to make this vision real and relevant in different spheres of our life together as outlined in this helpful informative document.

Under this overarching Diocesan mission and vision, each Agency and Board has been strongly encouraged to develop its own legitimate strategic plan and pursue its own particular objectives, working in partnership with other Diocesan ministries and organisations.

We are thankful for women and men like you who gladly embrace this vision and are willing to contribute your wisdom, skills and experience to the role that you are undertaking, so that our common life reflects the priorities of God for the well-being of individuals and communities.

I commend this 'Diocesan Induction' document to you and once again thank you for your willingness to serve the Diocese through this appointment.

The Right Reverend Dr Mark Short

*Bishop - Diocese of Canberra & Goulburn*



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# DIOCESE SNAPSHOT

248

CLERGY IN THE DIOCESE

118

LICENSED CLERGY

130

CLERGY WITH AN  
AUTHORITY TO OFFICIATE (ATO)

98

LICENSED PRIESTS

20

LICENSED DEACONS

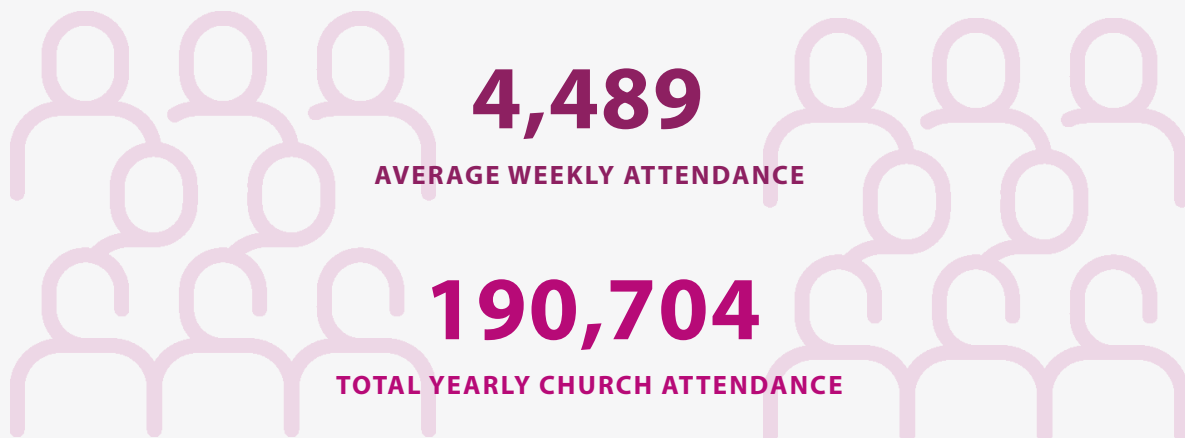
118

PRIESTS

12

DEACONS

as at May 2023



data from the 2021 Parish Returns

# OUR DIOCESE

The Diocese of Canberra and Goulburn is 1 of the 23 Dioceses of the Anglican Church of Australia. The national Anglican Church belongs to the world wide fellowship of churches within the one holy catholic and apostolic church in communion with the ancient See of Canterbury.

This Anglican Communion of autonomous churches covers over 80 million Christians in 160 countries.

This network of churches is served by four (4) instruments of communion:

1. the Archbishop of Canterbury (first among equals);
2. the Lambeth Conference (10-yearly meeting of the bishops of the Communion);
3. the Anglican Consultative Council (3-yearly meetings made up of laity, bishops, priests, and deacons); and
4. the Primates meetings (the episcopal leader of each member church).

## Origins

The Anglican Church of Australia traces its origin to the Church of England. The Church of England came to Australia in 1788 as the chaplaincy to the settlement at Sydney.

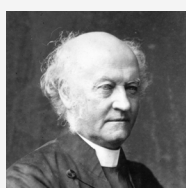
Near the edge of Lake Bathurst, between Goulburn and Canberra, a stone monument (as pictured below) identifies the locality where Reverend Robert Cartwright, in the presence of Governor Lachlan Macquarie and party, conducted the first Christian service in the area now known as the Diocese of Canberra and Goulburn on 29 October, 1820. As settlement extended into this "new country" so did the church's ministry.

In 1836, the second Archdeacon of New South Wales, William Grant Broughton, was consecrated as the first Bishop of the Diocese of Australia. In 1838, Reverend William Sowerby was the first Anglican Priest to be appointed to Goulburn.



## Diocesan Bishops Timeline

1864 - 1892    1892 - 1901    1902 - 1915    1915 - 1933    1934 - 1960    1961 - 1971



**Mesac Thomas**



**William Chalmers**



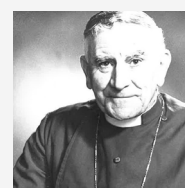
**Christopher George Barlow**



**Lewis Bostock Radford**



**Ernest Henry Burgmann**



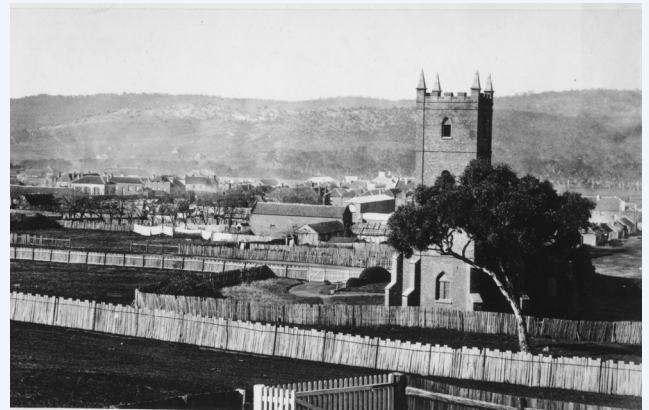
**Kenneth John Clements**

The subdivision of the Diocese of Australia commenced in 1842 and Bishop Broughton became Bishop of the Diocese of Sydney in 1847.

The Diocese of Goulburn was excised out of the Diocese of Sydney in 1863 and established as a separate Diocese under Letters Patent issued by Queen Victoria. This meant that Goulburn was designated as a city – Australia’s first inland city. Bishop Mesac Thomas was appointed under Letters Patent of the Crown as the first Bishop of Goulburn. Since that time the election of bishops in the Province of NSW has been a function of diocesan synods.

Originally the Diocese covered an area that extended as far west as the South Australian border. However, in 1884 the area west of Wagga Wagga was taken into the newly created Diocese of Riverina. Just over a century later, in 1986 a further boundary adjustment occurred when the area around and including Albury, was subsumed into the Diocese of Wangaratta.

With the growth and development of Canberra as the National Capital, in 1950 the Diocese was renamed the Diocese of Canberra and Goulburn. This was further reflected in the relocation of the Bishop’s residence from Goulburn to Canberra, and later, the relocation of the Diocesan office.



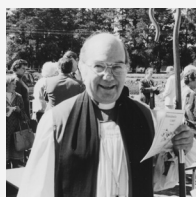
*St Saviour's Cathedral, Goulburn*

**1971 - 1983**



**Cecil Allan  
Warren**

**1983 – 1993**



**Owen Douglas  
Dowling**

**1993 - 2008**



**George Victor  
Browning**

**2008 - 2018**



**Stuart Peter  
Robinson**

**2019 - Current**



**Mark Graham  
Short**



## Women in Ministry

Throughout our history, women have been an integral and active part of the life of the Diocese.

Our Diocese has been a leader of inclusion of women at all levels of church life and in the movements which have enabled women's ordained ministry. This is richly embedded in our culture.

In 1987 women were able to be ordained to the Diaconate. However, of particular significance in the life of our Diocese, was the ordination of women to the priesthood, which commenced during Bishop Dowling's tenure. The first eleven (11) women priests were ordained in St Saviour's Cathedral on 20 December 1992.

For the past 30-years the Diocese has had a proud history of ordaining and licensing women to serve across all three orders of ordained ministry. There are women serving in:

- ✚ the Diaconate;
- ✚ the Priesthood (as chaplains, rectors and archdeacons); and
- ✚ three of the Diocese's female clergy have been consecrated as Bishops, one of whom became the first female to be appointed as a Diocesan.

Women's ministry (both clerical and lay) is viewed as a central component of who we are as a Diocese and the ministry of both women and men continues to flourish in partnership across the Diocese in a culture of mutual respect.



*The first ordination of women to the Priesthood in the Diocese in December 1992.*



*30<sup>th</sup> Anniversary of the Ordination of Women to the Priesthood (5 November 2022)*

*From L to R:  
The Reverends Susanna Pain,  
Gill Varcoe, Anne Dudzinski,  
Pamela Phillips, Daphne May,  
Elaine Gifford & Vicky Cullen*





**30<sup>TH</sup> ANNIVERSARY OF THE  
ORDINATION OF WOMEN  
TO THE PRIESTHOOD  
(5 NOVEMBER 2022)**

*Bishop Genieve Blackwell preaching the sermon.*



*The Reverend Hadyn Swinbourn and Canon Kevin Stone  
who were ordained as deacons on the same day in 1992*



## St Saviour's Cathedral

St Saviour's Cathedral is the mother church of the Anglican Diocese of Canberra and Goulburn.



*St Saviour's Cathedral pictures by © Paul Scott -<http://paulscottinfo.ipage.com/cathedrals/goulburn/anglican/>*

The original St Saviour's Church gained Cathedral status as the seat of the first Bishop, Mesac Thomas, when Queen Victoria's Letters Patent established the then Diocese of Goulburn in 1863.

Designed by colonial architect Edmund Blacket, the decorated Gothic Cathedral in magnificent sandstone that rose on the site of the original Church was built by local craftsmen using materials mostly sourced from the district, including bricks from the old Church for its floor. The Cathedral was dedicated in 1884 and consecrated in 1916 and remains a proud landmark in Goulburn and the wider Southern Tablelands region.

Over the years, various fund raising initiatives have enabled the completion of key elements of Blacket's design and other complementary and restorative works. The tower was completed in 1988 as a bicentennial project and the 13 bells housed in the bell-tower are named after ships of the First Fleet. They make up one of Australia's few full peals, and are renowned throughout the bell-ringing community.

St Saviour's Cathedral has been a place of worship and ministry since the 1830s and continues to serve the city of Goulburn and the Diocese. The Cathedral is a visible witness to the Gospel of our Lord Jesus in a very particular place. It is also one of the most beautiful Gothic Cathedrals in Australia and is a place of pilgrimage, with many people finding inspiration and consolation in its peace and beauty. It is visited each year by thousands of tourists from all over the world.

The Cathedral is currently undergoing significant maintenance and restoration works. The staged program of works is being overseen by the St Saviour's Cathedral Heritage Restoration Committee and a Heritage Architect as funds are available.

## Parishes & Ministry Units

The Diocese of Canberra and Goulburn has over the course of its history fostered an Anglicanism that recognises the value of the variety of traditions (broad church, evangelical, catholic, charismatic) that contribute to the Anglican way of being Christian.

This inclusive approach has also meant the Diocese has a well-established track record of providing the wider church with leaders who value, and are skilled at working with, the diversity found in the Anglican Church. This breadth and diversity is reflected in the styles of worship and range of worshipping communities and ministries in the Diocese.

The Diocese of Canberra and Goulburn is comprised of 60 Ministry Units.

These include:

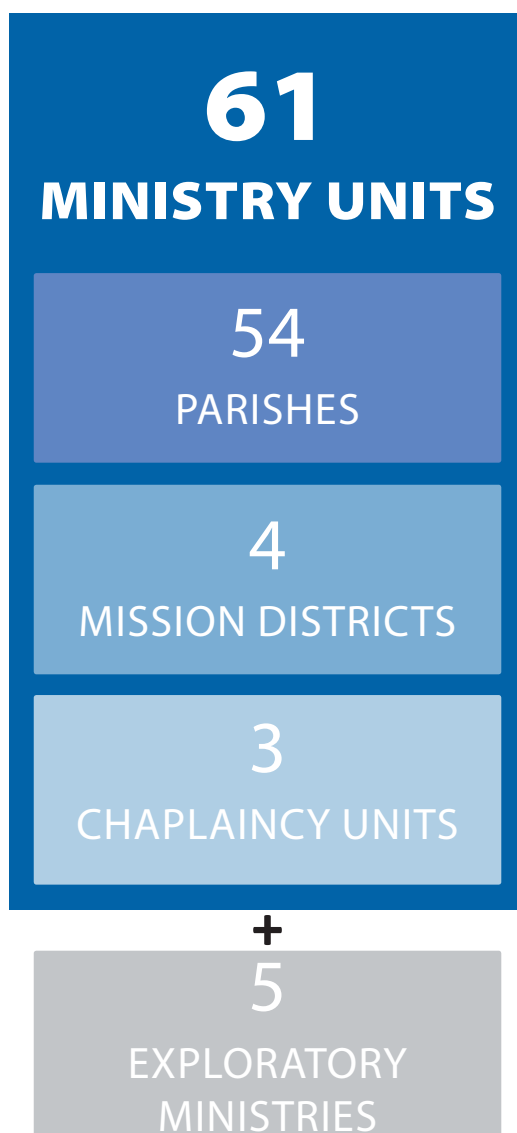
- ✝ 54 Parishes;
- ✝ 4 Mission Districts;
- ✝ 2 Chaplaincy Units;
- ✝ **plus** 7 Exploratory/Pioneering Ministries.

Our ministry units seek to connect to all ages and groups of people. This is exemplified in the various types of ministries offered.

## Diaconate

For over 20 years diaconal ministry has grown and flourished in the Diocese of Canberra and Goulburn. Our dedicated household of deacons continue their servant leadership, seeing clearly their place on the missional edge of communities of faith, often well beyond the reach of traditional expressions of faith.

Currently there are 34 deacons actively involved in mission and ministry in the Diocese. Their range of activities includes: discipleship, evangelism, aged care, hospital chaplaincy, holistic and palliative care nursing, special religious education, public housing community-building, counselling, parliamentary chaplaincy, academic administration, community health, school chaplaincy, writing resources for publication, liturgical roles, family and children's ministry, leading Bible studies, and administration. A number also have significant Diocesan responsibilities.



## Chaplaincy

The Diocese of Canberra and Goulburn has a broad Chaplaincy portfolio. Chaplaincy services are provided across the ACT and NSW within schools, universities, hospitals, hospices, mental health facilities, the police force, correctional facilities, aged care facilities, retirement villages, the defence force and Parliamentary Christian Fellowship.

## Children's, Family & Youth Ministry

Throughout the Diocese there is a strong emphasis on children's, family and youth ministry with many ministry units offering programs and worship services targeted at children and families, for example:

- ✝ Messy Church
- ✝ Mainly Music
- ✝ Children's Church
- ✝ Family Services; and
- ✝ Youth Groups.

These ministries are supported by Synergy Youth and Children's Ministry who also co-ordinate the annual Camp Pelican. In addition to local ministry, there are also strong and vibrant school chaplaincy and Special Religious Education (SRE) programs operating throughout the Diocese.

## Ministries to the Aged

Given our ageing congregations there is a heightened awareness of supporting ministries to older people both within the gathered faith community and in our parish community around us and across the Diocese, through pastoral care programs and chaplaincy to aged care facilities. The Centre for Ageing and Pastoral Studies, established at St Mark's National Theological Centre, exists to advance this work.

## Aboriginal Ministry

The Diocese is committed to building and strengthening its Aboriginal ministries. Currently the Boomerang Meeting Place in Mogo operates in conjunction with the Parish of Batemans Bay. Many of our parishes and ministry units across our regions continue to build and develop connections with local Aboriginal groups.

The Australian Centre for Christianity and Culture plays an important role in being an interface between Christianity, Aboriginal and Torres Strait Islander people, and Australian society and culture; and in facilitating engagement and dialogue.

## South Sudanese Anglican Ministry (SSAM) Chaplaincy Unit

In 2018 Bishop-in-Council established the South Sudanese Anglican Ministry (SSAM) as a Chaplaincy Unit of the Diocese.

Since then, there have been a number of issues that led to uncertainty and conflict. Under the SSAM Constitution, there was an in-built review mechanism.

In 2021 a Diocesan Review process was undertaken for SSAM by the Archdeacon for Chaplaincy and Mission.

In April 2022, Bishop Mark was able to celebrate with the South Sudanese Community the resolution of past issues, and commissioned the newly appointed and elected SSAM leaders and SSAM Council. This was a very significant and special occasion.





## Exploratory Ministries

The Church in the Diocese is experiencing a number of initiatives that are in the form of new methods or approaches to ministry or which explore possible communities of faith, new expressions of ministry or growth areas of ministry. In response to this, the Diocese has established the Exploratory Ministries Unit to provide flexible and agile structures to support and enable such new exploratory ministries to develop and flourish.

In addition, Vitality and Sustainability continue to remain key issues for all dioceses whether in rural or urban settings. Parochial ministry in rural areas is becoming more challenging, not merely because of changing population patterns but because of shifting cultural preferences. These shifts are challenging traditional models of ministry. To aid in addressing this the Diocese of Canberra and Goulburn has initiated the following strategies:

- ✚ New 'hub' models of ministry have been established in some areas with a focus on serving the people of a district across a number of parishes, rather than the maintenance of a single parish structure.
- ✚ Rural chaplaincies in which bi-vocational workers are sent to serve the needs of a community are being pioneered, giving time to address the structural needs of the parish.
- ✚ Supported training appointments aimed at providing ministry and mission within a community, while growing missional leaders, are being made. This has the potential to serve existing congregations while providing the opportunity for ministry trainees to grow through supported practice.
- ✚ The creation of new parishes in which existing resources are pooled (i.e. through amalgamations) has meant that time, energy and money can be rationalised for greater missional impact and refocused on contemporary needs.

The Diocese has recently piloted a 'Re-vitalise CG' program in conjunction with City to City Australia, which provided analysis, review, mentoring and resources geared to assist incumbents in their leadership of their ministry units. Consideration is now being given to offering this program more widely across the Diocese. In addition, a program exploring missional spirituality is also currently being piloted in four parishes.

## Karen Community

Karen language service and Kids Church at Good Shepherd Anglican Church, Curtin, are ministering to the Karen refugee community who come mainly from the refugee camps on the Thailand/Myanmar border.

## Embracing Ministries

Embracing Ministries is a Chaplaincy Unit of the Diocese that supports the spiritual growth and discipleship of people with disabilities, and their families. Embracing Ministries offers a range of programs including school holiday programs for children with physical and intellectual disabilities; retreats where parents can hear God amid family life; as well as support, advice and assistance to congregations seeking to care for families with disability.



# MISSION & MINISTRY INITIATIVES

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## Engaging a World of Difference with the Love & Truth of Jesus

In 2020, three (3) themes and six (6) priority areas were adopted to facilitate the overarching mission of the Diocese - engaging a world of difference with the love and truth of Jesus.

Every Christian believer and community is called to serve the purposes of God in their own generation (cf Acts 13:36), commending the unchanging gospel of the Lord Jesus Christ in an ever-changing world.

One of the defining characteristics of our generation is difference.

First there is the difference of diversity. As globalisation facilitates the movement of people, capital and ideas across boundaries, it brings the diversity of human experience and worldviews to our neighbourhoods, workplaces and social media feeds. This diversity has many dimensions – cultural, economic, religious and ideological.

Second, there is the difference of disagreement. In the absence of a shared narrative that gives meaning and direction to human life we struggle to reach agreement on matters of profound personal and public significance. Sometimes this disagreement gives rise to distancing and incomprehension, at other times it fuels polarisation and tribalism.

Confronted by such a world, Christians may find themselves drawn to either isolation or assimilation. The first approach retreats from the world; the second uncritically adopts its values or mode of relating. A third way is that of engagement – encounter with the world that is intentional, mutual and faithful.

Such engagement is explicitly Jesus-centred. It arises from and reflects a conviction that Christ is central to God's plans for humanity and the entire created order. It is holistic – expressed in words of truth and deeds of love. It is multi-dimensional – reflecting the breadth of God's purposes through:

- ✦ Gracious and patient witness
- ✦ Safe and sustainable ministry
- ✦ Compassionate and skilled service
- ✦ Creative and informed advocacy
- ✦ Just and generous stewardship
- ✦ Inspiring and Empowered worship

### Missional Footprint

As this document illustrates, the reach of our Ministry Units, Schools, Anglicare and other agencies enables thousands of people of all ages to come into daily contact with the great news of Jesus and care in the name of Jesus. St Mark's and Synergy Youth & Children deepen the knowledge and depth of insight of disciples, young and old, preparing leaders for ministry and all for service.

The Australian Centre for Christianity & Culture (ACC&C) provides an intentional focus on mission within a pluralist, secular and multi-faith society, while numerous other agencies and entities work to minister to particular age groups or in places of particular need.





## Themes

**Seeing** what matters to God; encountering the world's needs with an openness to mercy and compassion.

**Hearing** what matters to God; listening to the world's questions with an openness to conversation and witness.

**Feeling** what matters to God; encountering Jesus in Scripture and the shared life of discipleship with an openness to recognition and transformation.

## Priority Areas

**Compassionate & Skilled Service**

**Creative & Informed Advocacy**

**Gracious & Patient Witness**

**Inspiring & Empowered Worship**

**Just & Generous Stewardship**

**Safe & Sustainable Ministry**

# OUR REGION

The Anglican Diocese of Canberra  
and Goulburn is rich and diverse  
spanning a large area of approximately

**78,500km<sup>2</sup>**



Our region includes all of the ACT; the NSW South Coast; as far north  
as Marulan; and as far west as Wagga Wagga.

Each of these regions has a distinctive history and sense of community.



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# ACT REGION

The Australian Capital Territory was established in 1911 and in 1913 Canberra was officially named the new Australian capital, with a provisional Parliament House opening in 1927. As the urban-rural capital it now contains many national institutions interspersed with bushland and is surrounded by National Parks. Canberra has a rich and diverse local history and community and is a service hub not just for the ACT but also for the surrounding region.

The current population of the Australian Capital Territory is over 450,000 and continuing to grow, with a projected population of over 500,000 in 2033. Latest population projections indicate that the population in the ACT is projected to grow to approximately 784,000 persons by June 2060.

## SOUTH CANBERRA

### 13 x Parishes

#### 1 x Mission District

- † Renew

#### 1 x Chaplaincy Unit

- † Embracing Ministries

#### 4 x Anglican Schools

- † Canberra Grammar School, Red Hill
- † Canberra Girls Grammar School, Deakin
- † The Anglican School Googong
- † Stromlo Forest Anglican College  
(under development)

#### 3 x Other Ministries

- † Celebration Community
- † Annie's Place
- † Karabar Housing Co-Op

#### 3 x Diocesan Agencies

- † Australian Centre for Christianity and Culture, Barton
- † St Mark's National Theological Centre, Barton
- † Queanbeyan Anglicare Retail

## NORTH CANBERRA

### Bishop's Office

#### 11 x Parishes

#### 1 x Chaplaincy Unit

- † South Sudanese Anglican Ministry

#### 5 x Diocesan Agencies

- † Anglican Diocesan Services
- † Anglicare NSW South, NSW West & ACT
- † Anglican Investment & Development Fund (AIDF)
- † Synergy Youth & Children's Ministry

#### 2 x Anglican Schools

- † Burgmann Anglican School, Gungahlin
- † Radford College, Bruce

#### 2 x Residential College's

- † All Saint's College, Ainslie
- † Burgmann College, ANU

#### 2 x Retirement Villages

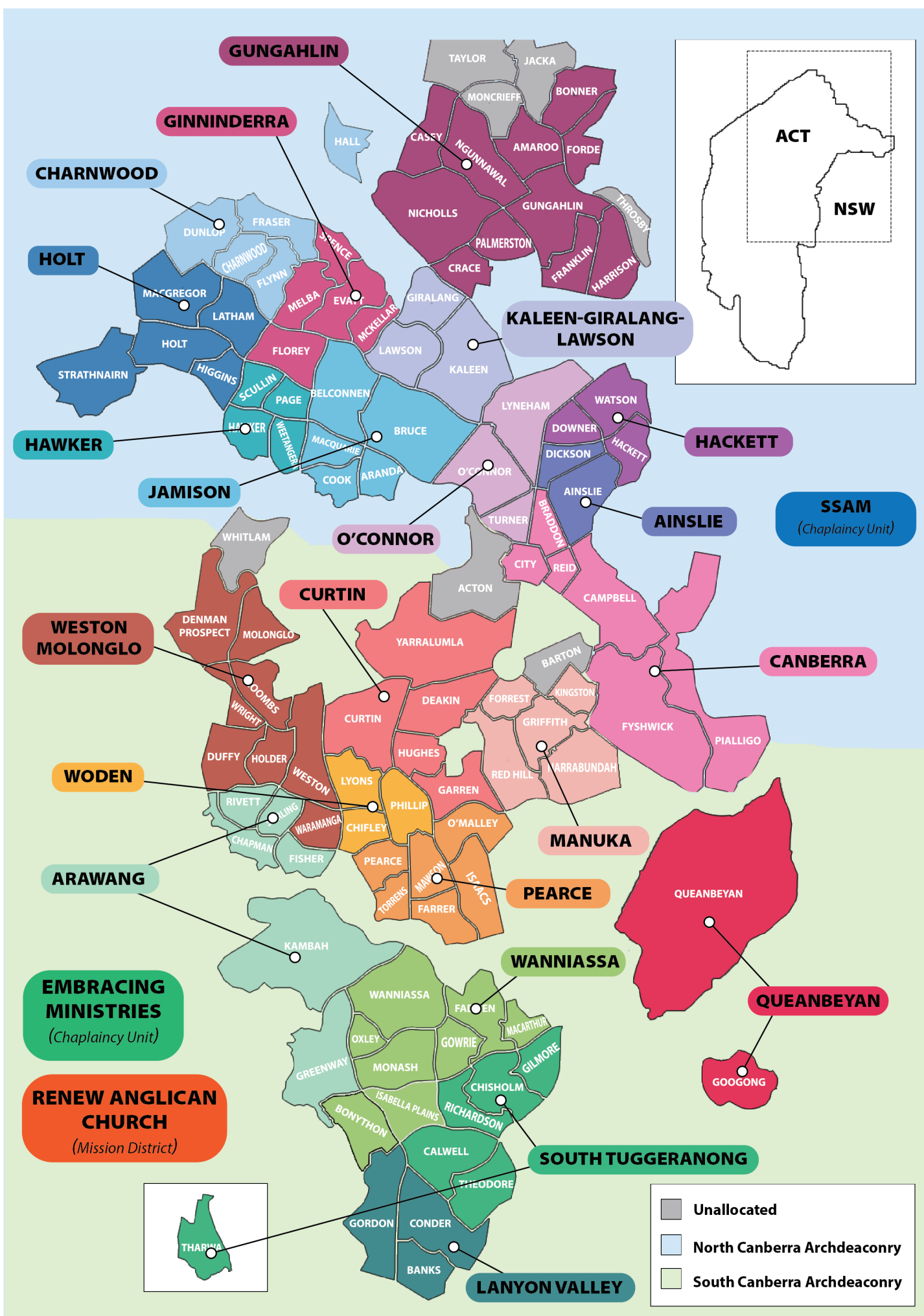
- † Anglicare - Brindabella Court, Downer
- † Anglicare - St David's Close, Red Hill

### Queanbeyan

Queanbeyan sits within the South Canberra Archdeaconry and was officially proclaimed a township in 1838 and is now the largest city in Southeast NSW with a population of approximately 63,000, predicted to be approximately 76,000 by 2031.

The new township of Googong just out of Queanbeyan currently has a population of over 7,000. It is predicted this will increase to over 15,000 by 2031. Our newest Diocesan school, The Anglican School Googong, has been strategically situated in this township and is already building a strong connection through the provision of Christian education to the local community.

The region has a current population of 70,000, predicted to be 92,000 in the mid 2030s.





# NSW REGION

## GOULBURN & SOUTHERN TABLELANDS *(Refer to area A)*

Settlers started arriving in 1825 to the area that has since become the City of Goulburn.

In 1863 the town was the last in the British Empire to become a city (Australia's first inland city) by virtue of a Royal Letters Patent, creating a Bishopric. The mother church of the Diocese, St Saviour's Cathedral, is located in Goulburn.

The current population of the Goulburn and Southern Tablelands region is 58,000, predicted to be approximately 70,000 by mid 2030's.

### 9 x Parishes

### 3 x Mission Districts

- † Cartwright Mission District
- † Mulwaree Anglican Mission District
- † Sutton Road Mission District

### 1 x Anglicare Regional Office

- † Goulburn

### 1 x Retirement Village

- † Anglicare - Wollondilly Gardens, Goulburn

## COAST, MONARO & ALPINE REGION *(Refer to area B)*

The South Coast region stretches from Batemans Bay in the North to Eden in the South, containing beaches and natural environment attractions as well as significant rural industry.

Some of the main centres in this region include Batemans Bay, Narooma, Bega, Moruya and Merimbula. The current regional population is approximately 76,000 and projected to rise to 80,000 by the mid 2030s.

Two (2) of our Diocesan Schools are located in this region: St Peter's Anglican College in Broulee and Sapphire Coast Anglican College in Bega.

The Diocese also has two campsites in this region - Wambiri at Tathra and Manna Park near Merimbula.

The Monaro and Alpine region covers a diverse geographic area – from the mountain ranges and alpine snowfields to the Monaro Plains. Vast areas of the region are occupied by agricultural land. Tourism and recreation are a major industry of the mountains and snowfields.

### 9 x Parishes

### 1 x Exploratory Ministry

- † The Village Church, Jindabyne

### 1 x Other Ministry

- † Open Sanctuary

### 2 x Anglicare Regional Offices

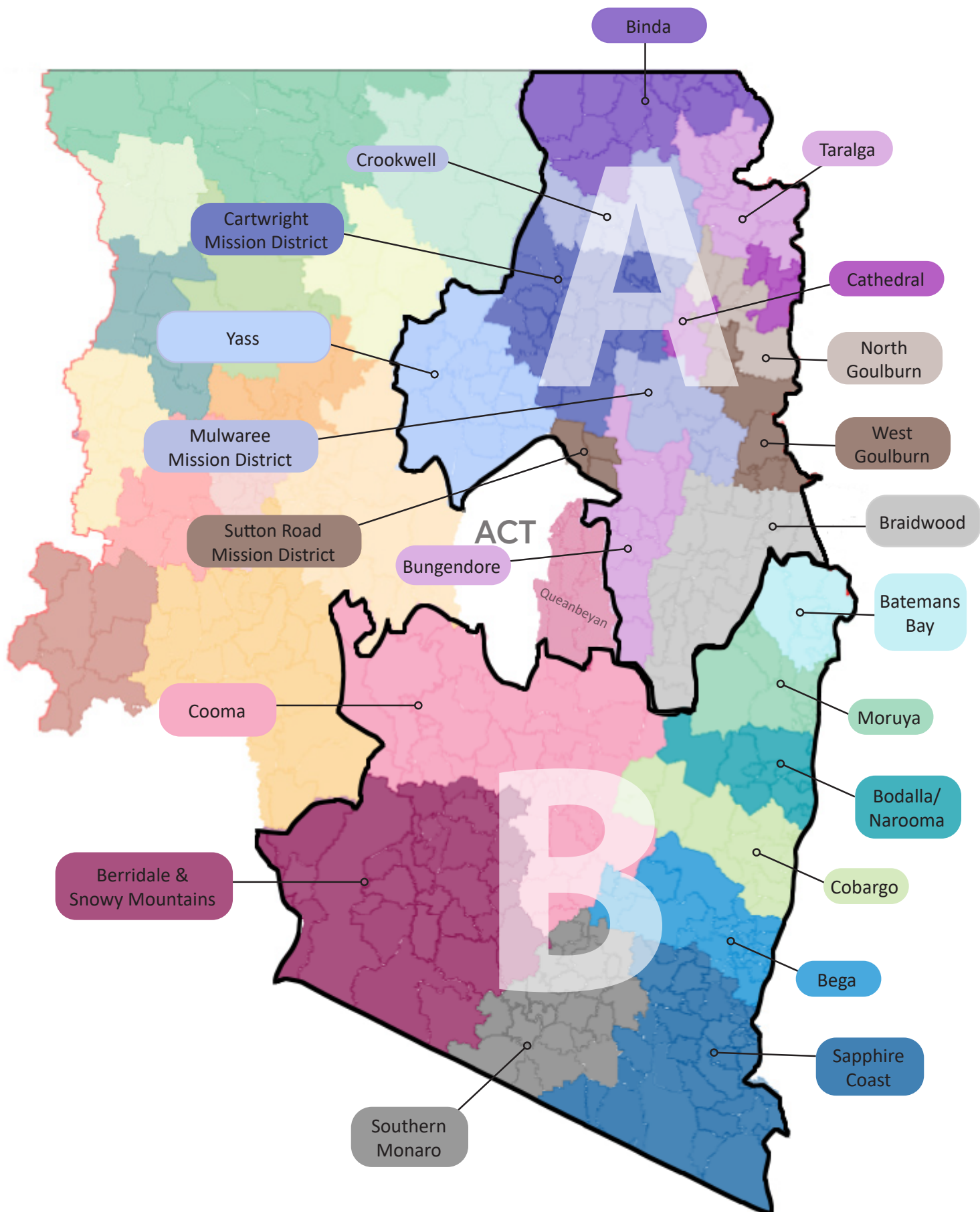
- † Moruya
- † Bega

### 2 x Diocesan Youth Camps/Accommodation

- † Wambiri
- † Manna Park

### 2 x Anglican Schools

- † St Peter's Anglican College, Broulee
- † Sapphire Coast Anglican College, Bega



## **YOUNG & NORTH WEST** *(Refer to area C)*

The Young & North West encompasses a diverse regional area including:

- ✚ Hilltops Region (Boorowa, Murrumburrah Harden and Young); and
- ✚ North West Region (Temora and Cootamundra);

Agriculture and farming are major industries in the region, along with tourism and recreation. The current population in the Hilltops Council area is 19,216. In addition, the Temora and Cootamundra regions have a current population of over 10,000.

### **5 x Parishes**

#### **1 x Exploratory Ministry**

- ✚ Bookham Community Church

## **WAGGA WAGGA & SOUTH WEST** *(Refer to area D)*

The Wagga Wagga and South West region encompasses a diverse regional area including:

- ✚ Junee;
- ✚ South Western slopes region (Adelong, Batlow, Tumut, Tumbarumba);
- ✚ Central West (Gundagai, Holbrook, Tarcutta); and
- ✚ the Regional City of Wagga Wagga.

Agriculture and farming are major industries in the region, along with tourism and recreation. The current population of Wagga Wagga is approximately 70,000 and is estimated to be greater than 80,000 by 2036. There are approximately 40,000 people in the surrounding towns of the North and South West.

In addition to the ministry units of the region, a Diocesan school and residential college at Charles Sturt University are both situated in Wagga Wagga and play a key missional role in the Diocese.

### **9 x Parishes**

#### **1 x Anglican Schools**

- ✚ The Riverina Anglican College, Wagga Wagga

#### **2 x Preschools**

- ✚ St Luke's Preschool, Wagga Wagga
- ✚ St Mary's Rainbow, Wagga Wagga

#### **1 x Residential Colleges**

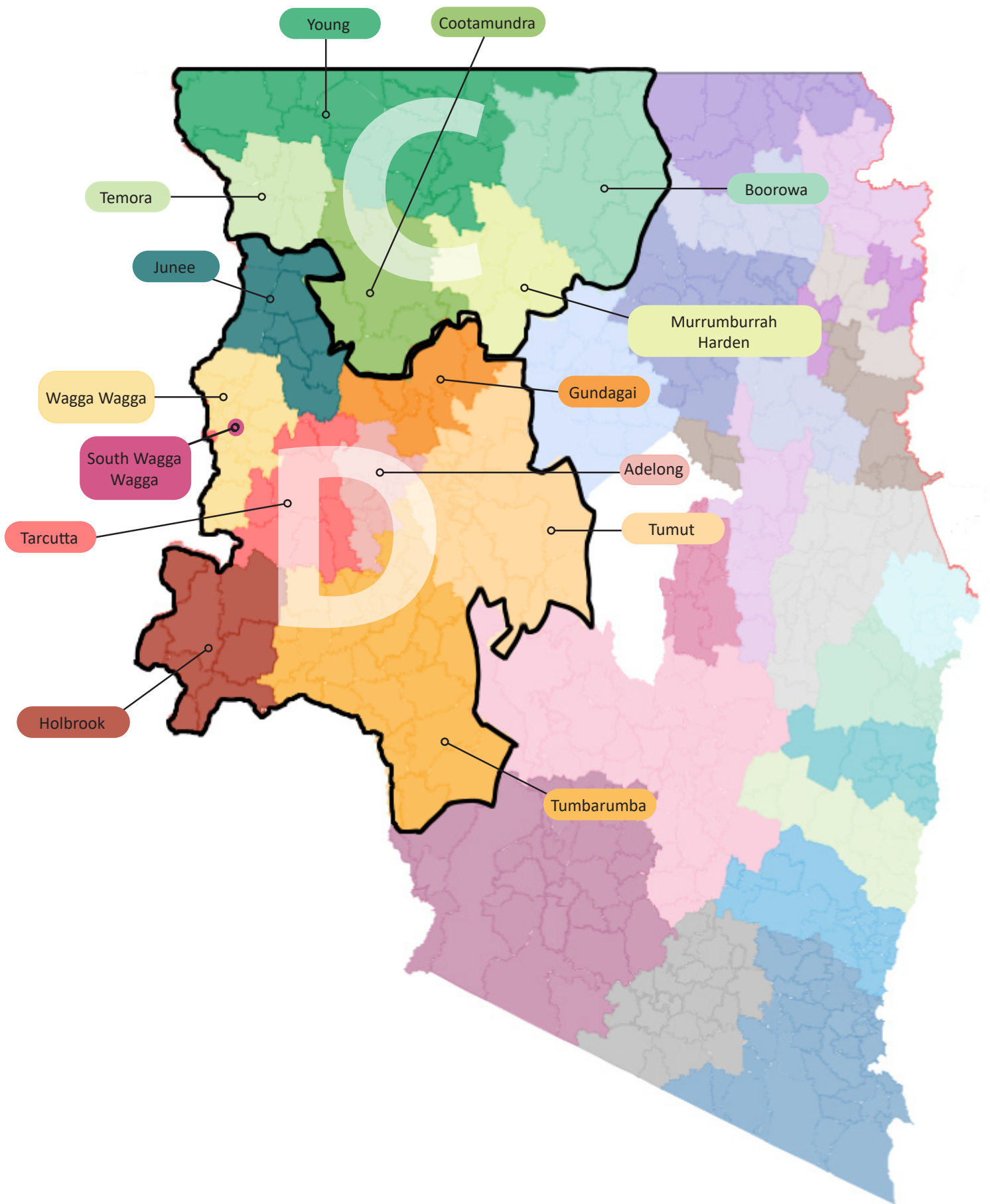
- ✚ St Martin's College, Wagga Wagga

#### **1 x Aged Care Services**

- ✚ The Forrest Centre (in partnership with the Little Company of Mary), Wagga Wagga

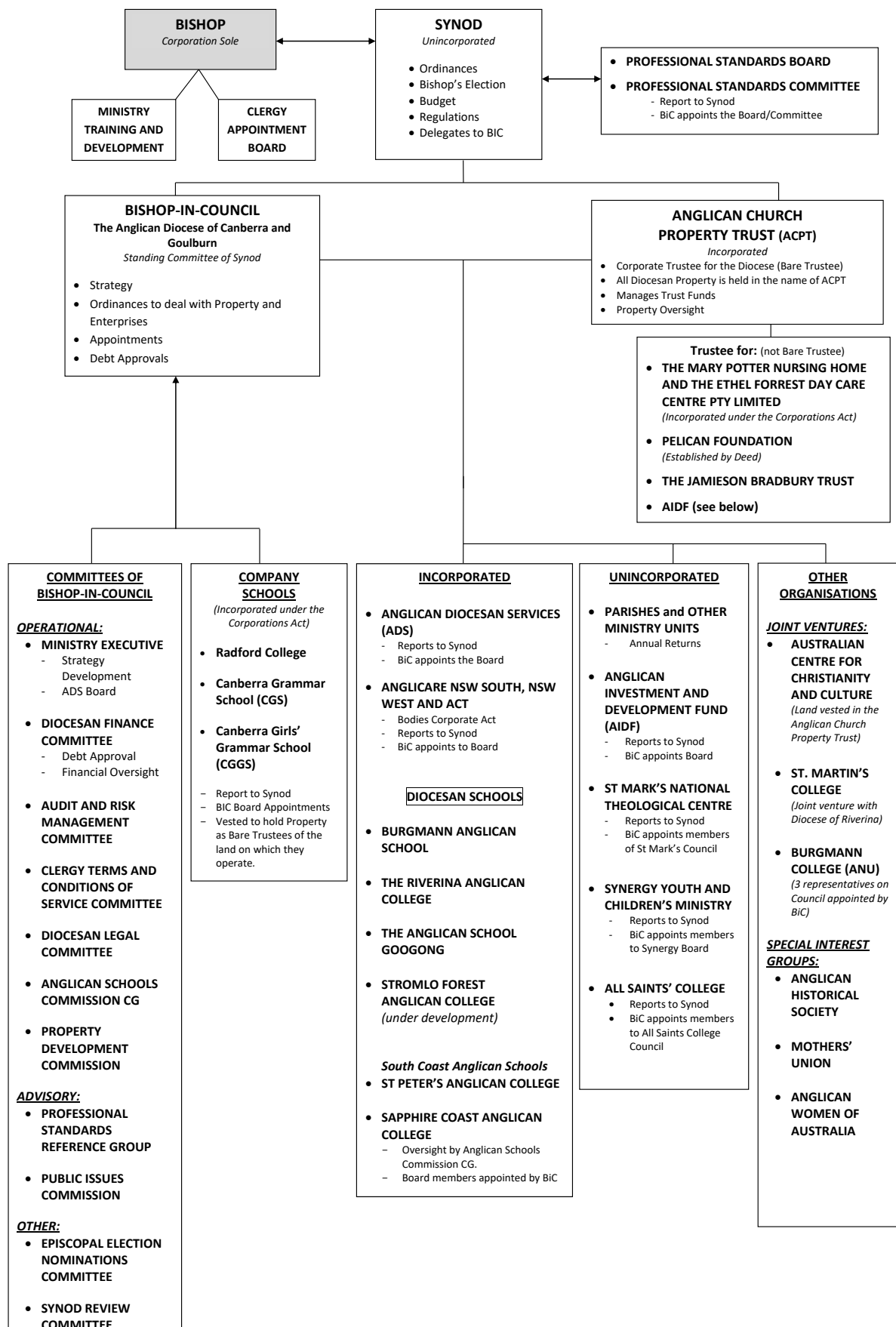
#### **1 x Anglicare Regional Offices**

- ✚ Wagga Wagga



# GOVERNANCE OF THE DIOCESE

## Governance Structure





# *“Episcopally led, Synodically governed”*

## **Bishop’s Ministry & Leadership**

The Bishop of the Diocese is elected by the Synod and is the spiritual, pastoral and executive head of the Diocese with wide-ranging legal and administrative responsibilities.

The Bishop’s roles include:

- † oversight;
- † leadership;
- † vision;
- † preservation of unity;
- † pastoral care to the clergy and laity;
- † teaching and defending the faith;
- † preaching;
- † mission and outreach;
- † nurturer of the poor and needy;
- † proclamation of the gospel;
- † hospitality; and
- † being the final decision-maker for professional standards, plus much more.

The Bishop is supported in these diverse responsibilities by the Vicar-General, Dean of the Cathedral, Archdeacons, Area Deans and staff of the Bishop’s office.

The Bishop works closely with the Diocesan Registrar, the Chancellor and staff of Anglican Diocesan Services (ADS) in relation to all aspects of Diocesan administration.

The Bishop’s Office and ADS are located in Canberra. Senior Clergy Leadership meetings are held every second month on the same Friday as Bishop-in-Council.

In specialist matters the Bishop consults with the relevant Ministry Units, Bishop-in-Council, the legal committee and appropriate Diocesan agencies. The Bishop is in regular communication with clergy and lay leaders of the Diocese through the monthly letter, *Ad Clerum*, and in contact with the wider Diocesan family through the Diocesan website ([www.anglicancg.org.au](http://www.anglicancg.org.au)), Anglican News, pastoral letters, parish visits and attendance at other functions.

In our Diocese the Bishop is the President of Synod, the Chair of Bishop-in-Council and Chair of the Property Trust amongst others. No ordinance of Synod can come into force without the Bishop’s assent. The Bishop is called to be an agent of change, as well as being the chief pastor and defender of the faith in the Diocese.

## Synod

Synodical government of the Church, as we know it in Australia, developed with the growing independence of the Church in the colonies and with the election of bishops. The first Synod of the Diocese of Canberra and Goulburn was held in 1866.

Our Synod, like all others in NSW, is established by an Act of the NSW Parliament, namely the Anglican Church of Australia Constitutions Act 1902. This Act requires us to determine the Constitution, membership and operation of the Synod. The Governance of the Diocese Ordinance 2000, particularly Part 7, determines these matters.

Each Diocesan Synod is elected for three years with an annual session lasting three days and generally held in September; these sessions are known as 'Ordinary Sessions'. The Bishop determines the time and place for a session of Synod and issues a summons to the members to attend.

In conjunction with the Bishop, Synod is the ultimate authority in the Diocese on all matters and things concerning the order and good government of the Anglican Church and the regulation of its affairs within the Diocese.

Currently there are approximately 320 members of Synod, comprising clergy and lay people from across the Diocese from parishes/ministry units, Diocesan agencies, schools and other governance bodies.

## Bishop-in-Council

Bishop-in-Council is the Standing Committee of Synod and, in that capacity, exercises such of the powers and functions of the Synod as the Synod delegates to the Council by ordinance.

Bishop-in-Council is responsible to Synod for:

- † establishing strategies and goals for the mission and ministry of this Church in the Diocese and for the execution of those strategies and the attainment of those goals;
- † the nurturing and oversight, in consultation with the Bishop, of the well-being of ministry units;
- † the effective, efficient and economical management of the property and financial resources of the Diocese for the purposes of carrying out and sustaining the mission and ministry of this Church in the Diocese; and
- † the supervision of the affairs of Diocesan agencies.

Meetings of Bishop-in-Council are generally held every second month in Canberra. The membership is comprised of clergy and laity representing a broad cross-section of the Diocese. Currently there are 32 members of Bishop-in-Council.

In 2013, Bishop-in-Council established ADS as a strategic initiative to consolidate core administrative functions within a single shared services entity. The purpose of this was to provide a framework to enable continuous service improvements to the Diocese and its agencies and drive efficiency and missional benefits (for further details see [page 36](#)).



ANGLICAN DIOCESAN  
SERVICES

## Committees of Bishop-in-Council

### Ministry Executive

The Ministry Executive is an executive group within Bishop-in-Council and was established by Synod to enhance the capacity of Bishop-in-Council for effective planning and implementation of decisions concerning the mission and ministry of the Church in the Diocese; and the strategic application of Diocesan resources relating to that mission and ministry.

The role of the Ministry Executive is to:

- † provide leadership in the development of policies and strategies for the mission and ministry of the Diocese;
- † implement policies and strategies approved by Bishop-in-Council;
- † to exercise certain powers of Bishop-in-Council between meetings;
- † to bring recommendations to Bishop-in-Council on any matter within the powers and functions of Bishop-in-Council;
- † make recommendations to Bishop-in-Council on Board/Committee nominations.

The membership of Ministry Executive is comprised of the Bishop, Registrar, Chancellor and no more than ten (10) other members appointed by the Bishop from time to time on the advice of Bishop-in-Council, of which five (5) must be members of Bishop-in-Council.

If an appointed member is not, at the date of their appointment, a member of Bishop-in-Council that person shall, for all purposes, be a member of Bishop-in-Council during the term of their appointment to the Ministry Executive.

### Legal Committee

The Diocesan Legal Committee meets regularly to discuss issues emerging from all aspects of the Diocese's operation that are brought to its attention by, for example, the Bishop, the Registrar and ADS staff, the Professional Standards Director or Diocesan agencies.

The Legal Committee is responsible for the drafting of ordinances, the drawing up of legal documents and general advice on legal matters/questions.

The Legal Committee does not provide formal legal advice. The Diocese seeks formal advice from external lawyers when required.

### Audit & Risk Management Committee

The Audit & Risk Management Committee is established under the Finance and Annual Reports Ordinance 2003 (Ordinance). The functions of the Committee are to determine whether the Diocese has appropriate controls in place which are working effectively to support good governance, compliance with legislation and other regulatory obligations.

The Audit & Risk Management Committee has effectively been in abeyance during 2021 due to COVID-19 concerns and difficulties in populating the membership of the Committee. Further consideration is currently being given to the need for this Committee in its current form given that oversight of audit functions rests with the Diocesan Finance Committee; and the day-to-day risk management functions and oversight, are now managed by the ADS Risk & Compliance Directorate which is fully staffed and working on a full-time basis and reports to the ADS Board.

## Finance Committee

The role of the Diocesan Finance Committee is to advise Bishop-in-Council on the financial affairs and policies of the Diocese. In particular the Finance Committee shall:

- † Evaluate proposals by Diocesan Organisations to borrow money;
- † Advise Bishop-in-Council in respect to all matters relating to debt commitments in the Diocese;
- † Review the Diocesan budget;
- † Assess financial risk exposures for the Diocese and develop appropriate strategies to manage risk exposures;
- † Review financial controls and systems in the ADS;
- † Provide advice on matters referred to it by Bishop-in-Council, including matters relating to the financial affairs and policies of Diocesan organisations.

## Property Development Commission

The Property Development Commission (PDC) was established under the Diocesan Property Development Ordinance 2016 to assist in ensuring good stewardship of God's historic provision to the Diocese. The PDC's role is to assist in assessing and prioritising the possible developments that have the potential to assist with the delivery of the Diocesan mission.

The development of Diocesan assets has been an important element of the strategy to generate new income streams for the Diocese. The missional purpose for these developments is to ensure the Diocese is in a position to meet its financial obligations to survivors of child sexual abuse both now and into the future, as well as to deploy ministry leaders across our Diocese both now and into the future. This Commission will enable wise and effective decisions to be made concerning the land and capital entrusted to the Diocese.

## Public Issues Commission

The Public Issues Commission (PIC) was established under the Public Issues Commission Ordinance in 2016 and provides one important avenue for the engagement of the body of Christ in the matters of importance in public life. This work is undertaken on the basis that God loves the world and that the gospel is good news for the world, its people and society.

The purpose of the PIC is to address the fourth and fifth marks of mission of the Anglican Communion, namely:

- † To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.
- † To strive to safeguard the integrity of creation, and sustain and renew the life of the earth.

Accordingly, the PIC facilitates awareness within the Diocese and the community of public issues and stimulates informed debate and discussion of such matters amongst the members of this Church. The PIC also provides advice to the Synod and Bishop-in-Council and assists in the preparation of submissions that the Bishop or Diocesan agencies may wish to make about public issues.

In the past few years the PIC has focused its work on a variety of issues including: Asylum seekers and refugees; climate change and the environment; human sexuality in relation to LGBTQI and marriage; Indigenous reconciliation; and assisted dying.

In May 2017, the Public Issues Commission released a set of resources, '*Being Christ's Body*' to further develop the conversation about same-sex relationships, marriage and the church.



## Anglican Schools Commission

The Anglican Schools Commission was established under the Anglican Schools Ordinance of the Diocese of Canberra and Goulburn 2016. Its function is to provide timely, accurate and relevant reports concerning the financial, educational and missional performance of the schools.

The Commission is responsible for:

- a) The development of educational policy for the Diocese for approval by Bishop-in-Council and reporting to Synod;
- b) Monitoring of the financial performance of all Anglican schools and other bodies to which this Ordinance applies;
- c) Advice on the establishment of new Diocesan Schools;
- d) Oversight of the operation of applicable schools;
- e) Oversight of the missional goals and strategies of applicable schools;
- f) Establishing, maintaining and monitoring mechanisms of accountability to the Commission of the boards of each Diocesan School for the management of the relevant school;
- g) Promoting co-operation between Diocesan Schools and between existing Diocesan Schools, Anglican Company Schools and new schools established under this Ordinance;
- h) Taking part in the appointment of members of boards of Diocesan Schools;
- i) Facilitating common educational and administrative services to the schools and other bodies to which this ordinance applies; and providing to Bishop-in-Council advice on any aspect of Anglican Schools.



*Bishop Mark and The Riverina Anglican College students in 2019 for Student Leadership Forum*

## Anglican Church Property Trust

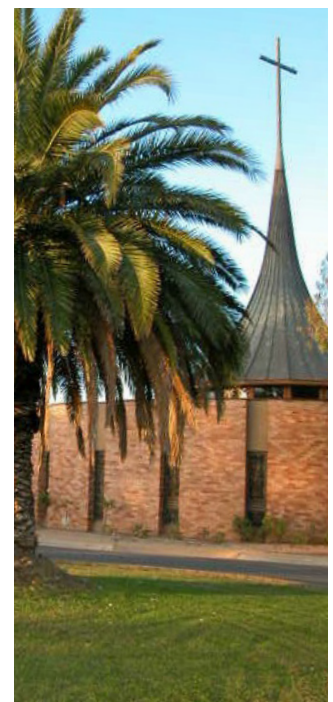
The Anglican Church Property Trust (ACPT), Diocese of Canberra and Goulburn is a corporate body established under the Anglican Church of Australia Trust Property Act 1917 (NSW) and the Anglican Church of Australia Trust Property Act of 1917 and 1928 (ACT). The ACPT is also governed by the Anglican Church Property Trust Ordinance of 1944, as amended.

As the legal entity established under this legislation the ACPT holds all church property on behalf of the Diocese. It is also the holder of all funds received by the Diocese for specific purposes (including those of parishes and Diocesan organisations) by means of bequests or specific purpose gifts. The ACPT, as a corporate body is able to enter into contracts, to sue or be sued. The ACPT is not a policy making body as Diocesan policy is established by Synod and Bishop-in-Council. The ACPT acts to assist the mission of the Diocese through the effective and efficient use of Diocesan property and resources while striving to safeguard the integrity of creation.

The ACPT's role in relation to the management of property is limited to essentially that of a 'bare' trustee with the exception of property for which the Trust has been appointed specifically as trustee (as in the case of the Jamieson Bradbury Estate and the Ethel Forrest Estate).

The membership of the ACPT is determined by the ACPT Ordinance and comprises the Bishop and eight (8) other members. Members are elected by Synod and hold office for six (6) years. The Registrar is the Secretary of the ACPT.

The ACPT also has a direct involvement with The Forrest Centre in Wagga Wagga. The Ethel Forrest Trust (EFT) was created by the Supreme Court of New South Wales on 8 December 1981. The ACPT was appointed as Trustee with the power to use the assets of the Trust *'to establish and conduct facilities for the medical assessment of the needs of and for the rehabilitation, treatment, care and welfare of ... aged and infirm persons in the city of Wagga Wagga, New South Wales and the surrounding districts thereof'.*





The Court gave the ACPT the power to enter into agreements to provide these facilities and to provide chaplaincy services in relation to these facilities.



Through an ecumenical joint venture, the ACPT entered into an agreement with the Little Company of Mary (LCM) to establish a separately incorporated Company jointly owned by the EFT and LCM to build and operate a rehabilitation centre in conjunction with a nursing home on land provided by the LCM. The Mary Potter Nursing Home and The Ethel Forrest Day Care Centre opened in 1985 and the Company has operated the Forrest Centre for over 30 years.

The Forrest Centre also operates the Loreto Home of Compassion, and The Forrest Centre Hospice which opened in 2018.



## Safe Ministry

### Our Diocese is committed to holistic Safe Church Ministry.

We commit to our pastoral, duty of care, legal and insurance obligations with the goal that all ministries are spiritually, emotionally and physically safe, based on the premise that Diocesan parishes and ministries should be person-valuing and respectful places free from abuse and harm, for ministry to God's glory.

The sad reality is that, at times, people have been harmed and sexually abused by clergy and lay leaders in our Diocese. The evidence would suggest that, tragically, we have not always responded to victims and their families appropriately once the abuse became known. We, as a Diocese are committed to recognising our past wrongs and meeting with, and apologising to, those whose lives have been so severely traumatised by the self-centred and destructive actions of people (generally) in authority.

Since 1993, the Diocese has had protocols in place to address allegations of sexual abuse and misconduct. In 1999, a training regime was inaugurated to create awareness of child abuse and to develop safe ministry practices when working with children and young people. Shortly after, in 2001, the Diocese implemented the Clergy Discipline Ordinance which provided a mechanism for addressing not just child abuse, but any disgraceful behaviour perpetrated by clergy.

In 2004, the Professional Standards Ordinance (PSO) superseded the Clergy Discipline Ordinance. The objective of the PSO was to establish a Code of Good Practice for church workers and processes for responding effectively and fairly to complaints made by people who have been aggrieved by the actions of a church worker, which are not in conformity with the code.

In 2009, a systematic review was undertaken of protocols and policies connected with the abuse and mistreatment of those in our care. Subsequently, in 2010, major changes were instituted around how the Diocese manages the broad areas of 'safe church' and professional standards. This was achieved through the establishment of the Professional Standards Unit. That Unit now comprises the Safe Communities Unit and the Office of the Professional Standards Director and has addressed over 400 matters since June 2010.

These matters can be broken up into the following categories:

- ✚ Conflicts
- ✚ Incidents
- ✚ Governance concerns
- ✚ Care and assistance for survivors of abuse
- ✚ Clergy care
- ✚ Mandatory reports
- ✚ Professional Standards Ordinance matters
- ✚ Person of concern management
- ✚ Duty of care failures
- ✚ Grievances

The Diocese is resolutely committed to addressing these issues. Our key focus in responding to those affected is not simply informed by what the law might say about our responsibility, but also by what moral and pastoral responses we deem necessary.



The Diocesan aspiration is to be 'victim-centric' to ensure that we care for people in the short term and the longer term (the rest of their lives, in some cases). To this end, we offer 'process support', 'pastoral support', and access to 'professional support' – in addition to financial care and assistance packages. Whilst it is incumbent upon us to offer this level of care to those affected, the financial costs to the Diocese are (and will continue to be) very significant.

The Royal Commission into Institutional Responses to Child Sexual Abuse has further strengthened our resolve to continue to faithfully respond to those who have been harmed and impacted by past incidents of abuse and to ensure that we continue to have robust processes in place to provide for safe communities.

The Diocese continues to actively work with the National Church (General Synod) regarding the implementation of the recommendations, including participation in the National Redress Scheme (NRS).

In March 2018, the Synod unanimously assented to the 10 child protection canons made by the 17<sup>th</sup> Session of the General Synod in 2017 pertaining to child protection. Two (2) of these canons made alterations to the Constitution and the other eight (8) affected the order and good governance of the church within this Diocese. In 2022, the Synod assented to and/or adopted further canons relating to safe ministry and child protection made by the 18<sup>th</sup> Session of the General Synod held in 2022.

Our safe communities and professional standards policies and procedures continue to be reviewed and refined to ensure a safe church for all.

Financial Redress, by the Diocese, to survivors of abuse currently occurs in four (4) 'modes':

**1. Towards Restoration (Diocesan Redress Protocol)**

This process is offered to all persons who have sought redress from the Diocese, even those who approach the Diocese through a lawyer (mode 2 below).

This process was modified by Bishop in Council in February 2022 to remove the financial redress cap due to the changing the civil litigation space.

This process still also offers ongoing counseling, legal costs and process related costs (travel administration and process/pastoral support). These additional costs on average are \$20,000 per matter.

**2. Negotiated out of court settlement processes**

Where the Diocese is approached by the lawyer representing a survivor and after being offered Towards Restoration, the survivor requests an out of court settlement.

The range of out of court settlements have been in the range of \$300,000 - \$800,000 dependent upon the circumstances of the case, plus ongoing psychological care of approximately \$1,000 - \$2,000 per year, plus legal and process costs of between \$20,000 - \$30,000 per matter.

**3. Financial care through providing for immediate physical needs**

Care is provided in the form rental accommodation assistance, medical and/or psychological assistance, pastoral care and other related costs. The costs associated with this mode are lower per month, and range from \$300 - \$1,500 per month per matter. As the claimant is able they are offered mode 1 (i.e. Towards Restoration).

**4. The National Redress Scheme (NRS)**

The Diocese commenced participation in the NRS 18 April 2019. The NRS provides options for those who have experienced child sexual abuse, i.e. financial redress (up to \$150 000), capped psychological care and a direct response from the institution.

# AGENCIES & MISSION PARTNERS

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## Agencies

- ✚ Anglican Diocesan Services
- ✚ Anglican Investment & Development Fund
- ✚ Anglicare - NSW South, NSW West & ACT
- ✚ St Mark's National Theological Centre
- ✚ Synergy Youth & Children
  - Camp Pelican
- ✚ Anglican Schools in the Diocese
  - Company Schools*
    - Canberra Girls Grammar School, Deakin ACT
    - Canberra Grammar School, Red Hill ACT
    - Radford College, Bruce ACT
  - Diocesan Schools*
    - The Riverina Anglican College, Wagga Wagga NSW
    - Burgmann Anglican School, Gungahlin ACT
    - The Anglican School Googong, Googong NSW
    - St Peter's Anglican College, Broulee NSW
    - Sapphire Coast Anglican College, Bega NSW
    - Stromlo Forest Anglican College, Wright ACT (*UNDER DEVELOPMENT*)
- ✚ Residential Colleges
  - St Martin's College at Charles Sturt University, Wagga Wagga NSW
  - All Saint's College, Ainslie
  - Burgmann College at the Australian National University, Canberra ACT
- ✚ Australian Centre for Christianity & Culture

A brief overview on each organisation or school listed above are provided on the following pages.

## Mission Partners

- † Anglican Board of Mission
- † Bush Church Aid
- † Church Missionary Society of Australia
- † Bible Society
- † Anglican Overseas Aid
- † Mother's Union
- † ACT Churches Council
- † Anglican Women
- † Diocese of Jos, Nigeria

A brief overview on each mission partner are provided on [pages 50 & 51](#).



# AGENCIES

## Anglican Diocesan Services

ADS was established by Bishop-in-Council (BiC) on 1 July 2013 as a strategic initiative for the purpose of embracing shared services and facilitating missional alignment across the Diocese. ADS provides the framework that enables continuous services improvements and efficiency benefits from consolidating corporate and administrative services.



ADS's mission is to provide high quality, mission-critical services to the Diocese and its partner agencies.

Through delivering core administrative services, ADS enables entities to focus on missional outcomes and their own core business. The work of ADS through the growth of mission partnerships ensures that Bishop-in-Council has confidence and assurance in challenging financial and complex regulatory environments.

**Shared services in the business of engaging our world  
with the love and truth of Jesus.**

ADS MISSION STATEMENT

### ADS Vision & Objective



#### SHARED SERVICE PROVISION

Provide high quality technical and professional advice, services, support and infrastructure to enable our clients agencies to meet their core business and missional objectives.



#### CUSTOMER DRIVEN QUALITY

Provide consistency and standardisation within all areas of ADS and foster a culture of continuous improvement in the provision of service standards.



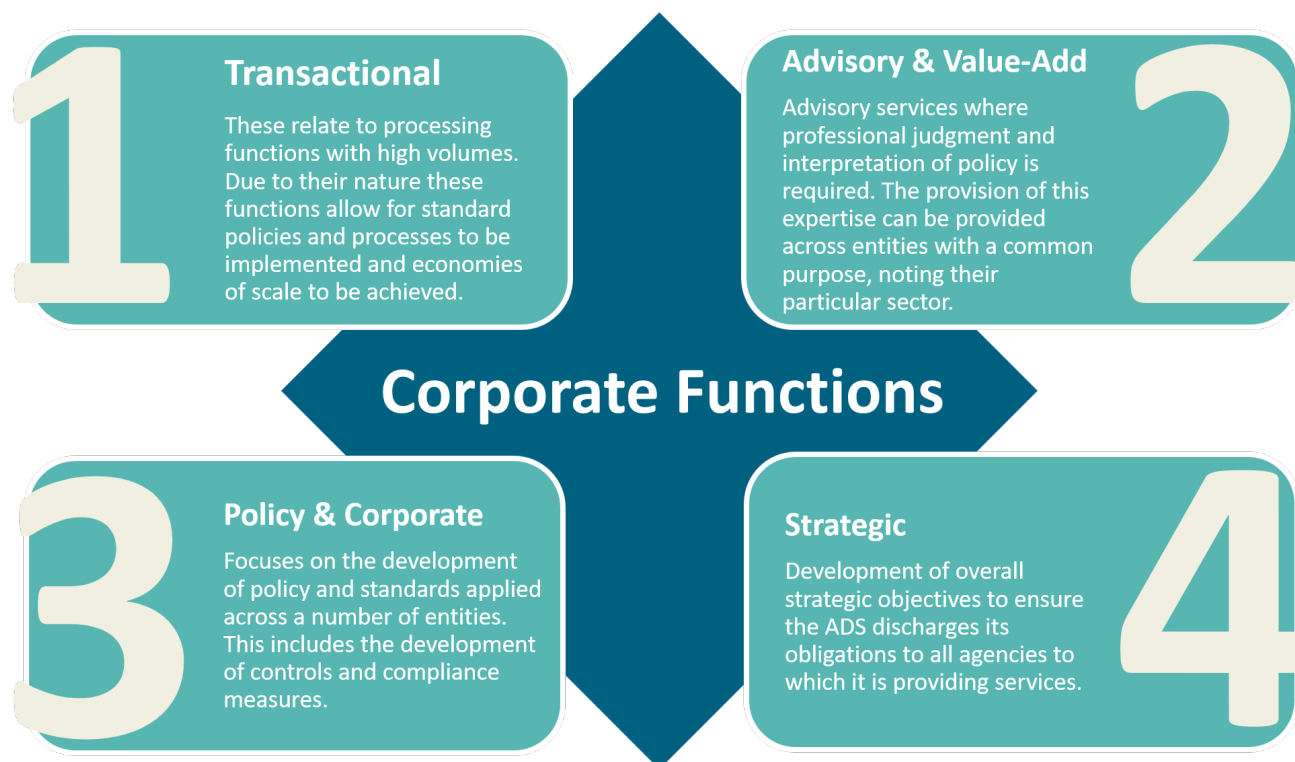
#### COST & PROCESS

Continuous improvement of business services and standards whilst maximising efficiencies and reducing infrastructure costs for all Diocesan agencies.



## Corporate Functions

The four (4) key categories outlined below, establish the corporate functions provided by the ADS, which then form the basis of the Service Level Agreements (SLAs) that are costed within a budget framework. It is anticipated that agencies of the Diocese will utilise the ADS rather than contract out to external suppliers or re-engage or re-develop their own in-house capacity.



## ADS Key Services

The ADS currently provides the following key services and functions through its Service Level Agreements or its Ordinance obligations:

- † Executive
- † Asset Management
  - Fleet, Procurement & Property
- † Finance
- † Human Resources
  - Payroll
  - Personnel
- † Information & Communications Technology
  - Help Desk
  - Hardware
  - Software
  - Telecommunications
- † Risk & Compliance
  - Legal Services & Investigations
  - Injury Management
  - Insurance
  - Work, Health & Safety
- † Education
  - School Operations
  - Early Learning Centres (ELCs)
  - Development & Projects
- † Safe Ministry Unit
  - Prevention
  - Early Intervention
  - Response
  - Recovery

### ***Early Learning Centres (ELCs)***

The ADS is currently developing two new early learning centres (ELCs) in Deakin and Chapman. Construction on the Chapman site has recently commenced.

These centres form an important part of the Diocese's mission through education, and will feed into our Anglican School network.

In addition, the hope is to establish a worshipping congregations within these centres, as the ELCs have been designed to allow the space to be used for this purpose on weekends and after hours.



*Chapman ELC Artist Impression*



*Deakin ELC Artist Impression*

## Anglican Investment & Development Fund

The Anglican Investment & Development Fund (AIDF) was established in 1967 and supports the mission of the Diocese of Canberra & Goulburn. AIDF receives funds from investors and provides loans to parishes and other Diocesan agencies (including schools) for building or other capital works projects. The AIDF also provides housing and personal loans to clergy and other persons employed by the Diocese.

The AIDF investors are a fundamental reason for the success of the AIDF over its long history. The AIDF provides fee-free accounts, including access (everyday accounts) and term investments paying consistently competitive interest rates. Our online “community saver account” provides a strong return to the investor and the AIDF will donate a percentage to your parish or favourite Diocesan entity. The AIDF's core purposes aligns with the investors' desires of not only receiving competitive and accessible accounts but also of supporting their own community

The AIDF supports the Diocese, its agencies and associates by providing:

- ✦ an ethical financial investment alternative, with an emphasis on personal service and providing same day solutions either direct or online;
- ✦ a safe and secure investment, guaranteed by the Diocese;
- ✦ attractive investment and loan interest rates;
- ✦ fee-free banking;
- ✦ grants and interest payments;
- ✦ direct crediting to assist parishes with the administration of giving programs;
- ✦ loans to the Diocese and Diocesan entities to facilitate their activities;
- ✦ sponsorship/advertising when mutually beneficial; plus
- ✦ many more benefits.

### Trustee

The Anglican Church Property Trust (ACPT) for the Diocese of Canberra & Goulburn is the Trustee of the Fund.



Anglican Investment & Development Fund



## Anglicare

Anglicare exists to support the Anglican Church's mission by addressing social injustice and providing the highest quality care to all people in need regardless of their religion. Serving the Anglican Diocese of Canberra and Goulburn and the partner Dioceses of Riverina and Bathurst, Anglicare NSW South, NSW West and ACT has a particular commitment to supporting rural communities. Anglicare's vision is to develop innovative programs to alleviate poverty and ensure all people in the region are provided the opportunity to thrive and live a full life.

Anglicare NSW South, NSW West and ACT is governed by a Board, appointed by Bishop-in-Council.

### Snapshot as of 21/22 Financial Year

- † 579 Anglicare employees with 600+ active volunteers.
- † Retirement Living
  - 94% total combined retirement village occupancy rate (as at 30 June 2022).
- † Emergency Relief
  - Anglicare assisted an estimated 13,000 people through our emergency relief services.
  - 1000+ clients assisted through Bathurst Emergency Relief Hub.
  - 8,612 people received emergency food relief.
- † Homelessness Services
  - 367 people received direct housing assistance this year (93 families and couples; and 104 individuals).
  - 20% of those Anglicare assisted through their housing services were children under 11-years of age.
- † Anglicare's Out of Home Care/Permanency Support Program(PSP)
  - 247 Children and young people cared for through Anglican/St Saviour's PSP.
  - 385 Authorised Carers *including kinship carers* (as at 30 June 2022).
  - 17 children in kinship care throughout the region.
- † ACT Youth & Family Services
  - 1,986 health appointments (between 1 January 2022 to 30 June 2022).
  - 532 young people engaged in outreach.
  - 1,083 current total patients at the Junction Youth Health Services.
- † Intensive Therapeutic Care (ITC)
  - 39 children and young people in ITC (as at 30 June 2022).
- † Disability Services
  - 225 total participants in Disability Services with 1,032 total support coordination hours.
  - 58,421 total direct service delivery hours for Disability Services.
- † Bushfire Recovery Program (began in January 2020)
  - 730 people assisted through Bushfire Recovery and 72 families were assisted, and managed intensively across the south east of NSW during 2021/22 FY.
  - The program employs 7.5 full-time equivalent (FTE) staff.
  - \$500m has been distributed to aid Bushfire Recovery via grants.





## St Mark's National Theological Centre

St Mark's is a scholarly Christian theological community serving Australian society since 1957. The Centre is passionate about the practical connection of theological principles to public and private life while championing intellectual rigour in the pursuit of academic excellence.



**To transform lives for Jesus Christ through excellent public theology, theological education, vocational training, and scholarship.**

ST MARK'S MISSION STATEMENT

The vision of St Mark's is to:

***Become the nationally renowned, Australia-wide choice for public, vocational, ministerial and scholarly Christian leadership.***

St Mark's National Theological Centre is Anglican in both its foundation and ethos and is committed to being:

- † **Orthodox:** It is biblically-based and centrally orthodox in theological outlook
- † **Cooperative:** It is ecumenical in spiritual mood and organisational affiliation
- † **Practical:** It connects theological principles to public and private life
- † **Missional:** It equips all God's people for mission and ministry
- † **Scholarly:** It promotes intellectual rigour and strives for academic excellence

St Mark's has been a partner in the School of Theology at Charles Sturt University (CSU) since 1996. Through this association, St Mark's offers a wide range of undergraduate and postgraduate courses in theology, ministry, ageing and pastoral studies, and pastoral counselling.

St Mark's offers a wide range of educational and training opportunities in theology and ministry formation to serve students from many denominations and walks of life. It does so regionally, nationally and internationally.

St Mark's also regularly publishes St Mark's Review, a leading journal on the interface between Christian faith and contemporary society.



**St Mark's**  
NATIONAL THEOLOGICAL CENTRE

## Synergy Youth & Children

The Diocese has committed to resourcing youth ministry through the agency of Synergy Youth and Children's Ministry. According to its Ordinance, Synergy exists to develop, manage and implement activities which promote bringing children and young people to knowledge of Christ and membership of his church and training them for maturity and for service to the church and broader community.

Several Synods have reaffirmed support for Synergy through the ongoing provision of 1% of Diocesan parish contributions for its work. This covers the salary of its Director. Other funds are raised through voluntary contributions from parishes and individuals.

Synergy focuses its activity in three broad areas:

### 1. **Camp Pelican**

Three (3) camps are run at a Diocesan-owned site at Tathra on the south coast over the January holidays and a winter camp takes place in the Wagga area in July. Camp Pelican has a long tradition of building up the youth of the diocese. Among current campers are those whose parents previously came to Christian faith at earlier Camp Pelican. There has been a very encouraging growth in numbers of attendees. This has brought two particular challenges: providing enough mature young Christian leaders, and providing adequate facilities. The Synergy Board is currently in conversation with the Diocesan General Manager about ways of upgrading facilities to ensure a sustainable future for the camps.

### 2. **Leadership Training and Discipleship**

A successful current initiative is Sharpen day events to hone the skills of youth and children's leaders working in Diocesan ministry units or camps. Regular informal bible studies for young people are also facilitated.

### 3. **Parish support**

The Director provides ideas and resources across the Diocese, by building relationships and partnering with parish leaders, contributing to youth events and encouraging personnel.

The eleven (11) member Board of Synergy are responsible to Synod through Bishop-in-Council. They are a diverse group, lay and ordained, from different parishes, urban and rural, ranging in age from early twenties to mid-sixties. All are unanimously committed to encouraging today's young people to have confidence in Christ, for both their future and that of the church depends on it.



# SCHOOLS

## Anglican Schools in the Diocese

### Company Schools



#### *Canberra Girls Grammar School*

Canberra Girls Grammar School (CGGS) is a non-selective Anglican school located in Deakin. Spread over two (2) campuses, the School is co-educational from Early Learning to Year 3, and girls only from Years 4 to 12. Boarding facilities are available for girls in Years 7 to 12.

In 2022, CGGS reported there were 1,072 student enrolments from K-12.

Being an Anglican school, Christian faith, ethos and values are a foundation for all the School does. This enables CGGS to welcome and include all nationalities, faiths and backgrounds.

CGGS aims to be an example of educational excellence by:

- † delivering outstanding academic, pastoral and co-curricular programs;
- † recruiting, developing and retaining high quality staff;
- † building a caring, inclusive and nurturing school community; and
- † providing new ways of learning in an innovative, progressive and responsive educational environment.

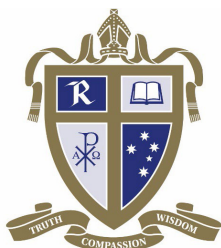


#### *Canberra Grammar School*

Canberra Grammar School (CGS) is located in Red Hill and is a co-educational, Preschool to Year 12 Anglican School offering outstanding academic education, co-curricular opportunities and pastoral care to day and boarding students of all backgrounds and faiths within a community guided by Christian values.

In 2022, CGS reported there were 2,038 student enrolments from K-12.

CGS aspires for students to be intelligent, innovative and international; to be confident, creative and compassionate young leaders of the future; to be ready for the world.



#### *Radford College*

Radford College is located in Bruce and caters for students from Preschool to Year 12. Radford is non-selective, and the criterion for entry is date of registration, within the context of the College maintaining equal numbers of male and female students.

In 2022, Radford College reported there were 2,004 student enrolments from K-12.

It aims to be a dynamic, innovative and inclusive co-educational school acclaimed for its academic excellence, supportive culture, strong community spirit and emphasis on justice. This is provided within a Christian framework in the Anglican tradition. Radford College is committed to providing students with a holistic and inspiring education that enables them to reach their full potential through learning experiences which build character, foster well-being and develop empathy for others.

## Diocesan Schools



### ***The Riverina Anglican College***

The Riverina Anglican College (TRAC) is a P-12 co-educational day school located in Wagga Wagga in southern New South Wales.

In 2022, the College reported there were 968 student enrolments from K-12.

TRAC offers an outstanding and inclusive education experience emphasising academic, cultural and sporting excellence and growth in Christian values. The College aims to develop thoughtful global citizens and to stimulate in all students an intellectual curiosity, the capacity to tackle and solve problems, the ability to think creatively and logically, and the ability to work with others.



### ***Burgmann Anglican School***

Burgmann Anglican School is a co-educational school located in Gungahlin, ACT with two campuses. The school caters for students from 3-year-old preschool through to Year 12.

In 2022, Burgmann reported there were 1,572 student enrolments from K-12.

It aims to provide a supportive, caring, quality educational culture within a Christian context. Parents are encouraged to be involved in the life of the school and take on a partnership role to enhance the education of their children.



### ***The Anglican School Googong***

The Anglican School Googong (TASG) opened in 2015. The school has a comprehensive building program which will unroll with demand for places/year levels.

In 2022, TASG reported there were 464 total student enrolments from K-10.

TASG is a caring Christian educational community of excellence where authentic learning is at its heart. It is a school where students know how to learn and where personal effort and achievement are valued and celebrated. Its vision is to equip students with the capacity to develop as leaders.



### ***St Peter's Anglican College***

St Peter's Anglican College is located in Broulee, NSW and offers a holistic and attentive approach to education. The school is located in a bushland setting with modern buildings, spacious grounds, and is only a stone's throw from the idyllic Broulee beaches.

The College is a K-12 school and is an integral part of the South Coast Anglican Schools and the wider Anglican Diocese of Canberra and Goulburn network.

In 2022, the College reported there were 658 student enrolments from K-12.

The school prides itself on its ability to provide a safe and caring Christian learning environment. All members of the community attest to the College motto: Faith, Courage, Excellence.





### ***Sapphire Coast Anglican College***

Sapphire Coast Anglican College is located in Bega NSW and has a fine reputation for assisting students to achieve their best in all endeavours. This is shown by outstanding performances across the College in a range of activities, including sports and music.

In 2022, the College reported there were 356 student enrolments from K-12.

Students enjoy well designed buildings and playgrounds with views across the valley and an abundance of sunshine and natural light. Students are encouraged and supported in their Christian belief as they strive to reach their intellectual, physical, social, moral, emotional and spiritual potential in a balanced and disciplined way. Growth and personal excellence are celebrated, innovation is encouraged and love of learning is fostered.

### ***Stromlo Forest Anglican College (Under Development)***

Stromlo Forest Anglican College located on John Gorton Drive in Wright will be our newest Diocesan School and is currently under development.

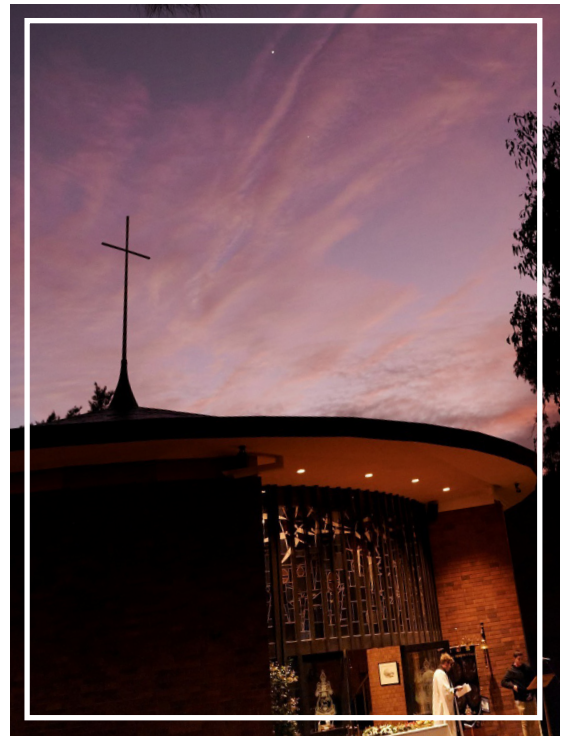
Upon completion, the school will welcome over 1,800 students across early learning to Year 12. Commencement of operations will be Term 1, 2026 with the opening of the Early Learning Centre and Kindergarten.







*Bishop Mark addressing Burgmann Anglican School*



*Anzac Dawn Service at  
Canberra Grammar School, 2022*



*Bishop Mark addressing Canberra Girls Grammar School*



*St Peter's Anglican College, Broulee*



*Students singing in Chapel - Radford College*



*The Anglican School Googong*

## Residential Colleges



### St Martin's College (Charles Sturt University)

St Martin's College is a self-catered residential university college located on the Charles Sturt University campus at Wagga Wagga, New South Wales. Affiliated with the University, it is an incorporated association and jointly supported by the Anglican Diocese of Riverina and the Anglican Diocese of Canberra and Goulburn.

The College seeks to provide family and community living within the University context, especially to students from rural and regional areas studying various degrees. It develops and cares for the needs of students – physically, socially, intellectually, emotionally and spiritually. The College provides accommodation, support and pastoral care for up to 98 students at the University in its eight-bedroom cottages and its associated community centre and chapel.

St Martin's was established in 1992 through the vision of the Right Revered Barry Hunter (Anglican Bishop of Riverina) and the generosity of George Tassell whose bequest made possible the building of the first cottage and the St Mary's Chapel.

The Motto for the College "Building Hope and Faith", which expresses the College's desire to enable the development of young people to become leaders in their local communities, churches and professions – especially in rural Australia.



### All Saints College (All Saints Anglican Church, Ainslie)

All Saints College is a residential college located in the grounds of All Saints Anglican Church in Ainslie. It was opened in December 2014 and welcomes residents of all faiths (or none), from around the world and within Australia, who wish to live in harmony within a strong, supportive College community.

The College offers 26 fully self-contained and furnished studio apartments.



### Burgmann College (The Australian National University)

Burgmann College is a university residential community with an egalitarian approach to its governance structure. Opened in 1971, Burgmann College is affiliated with The Australian National University and is situated on its campus.

It is sponsored by the Anglican, Baptist and Uniting Churches and the Churches of Christ, who are represented on the Council.

The College aims to provide:

- † a vital community;
- † an academic support system;
- † pastoral care for residents and, where possible, a wider university population; and
- † supervision of students, with maximum cooperation with student bodies and a flexible approach to modern needs.



## Australian Centre for Christianity & Culture (ACCC)

The Australian Centre for Christianity and Culture is set on six hectares of land on the eastern edge of the Parliamentary Triangle. It began in 1998 as an ecumenical venture for engagement with Australian culture and the issues of the day. The Centre was established through a partnership between Charles Sturt University and the Anglican Diocese of Canberra and Goulburn.

The site had been originally given to the Anglican Church for a national cathedral for the national Anglican Church. However, in the early 1990s, with the support of General Synod, an ecumenical vision for dialogue, reconciliation and re-engagement with Australian society and culture and the First Peoples of the country took root and led to the establishment of the Centre as a place for the whole church.

The Bishop of the Diocese and the Vice-Chancellor of the University are ex-officio members of a Board made up of members from the various Christian churches. The Patron of the Centre is the Governor-General of Australia and the Centre has Ambassadors who support and promote the vision and work of the Centre.

### Vision

The Centre's vision is to be the go to place for the interface between Christianity, Australian society, culture and Indigenous people. The focus for the Centre is summed up in the phrase, Wisdom for the Common Good.

### Purpose

- † From deep roots in Christian faith the Centre exists.
- † For the spiritual renewal of the life of the nation.
- † Through fresh engagements, dialogue and reconciliation between Indigenous Australians, cultures and society, religious traditions and public theology.
- † Promoting wisdom, creativity, resilience and peace.
- † In the life of Churches and other communities of faith; the arts and sciences; institutions and leadership; civil society and public life.

### Faith

The Australian Centre for Christianity and Culture is an ecumenical body and its basis of faith reflects that of the National Council of Churches of Australia.









## Mission Partners



### Anglican Board of Mission (ABM)

ABM is the national mission agency of the Anglican Church of Australia working with overseas and Aboriginal and Torres Strait Islander people and communities. ABM has a holistic view of God's mission. ABM works with Anglican Church partners and others to see lives empowered and transformed spiritually, materially and socially and helps the Anglican Church and the wider community realise and respond to the invitation for all to be a part of God's hope for the world.



### Bush Church Aid

Bush Church Aid has a heart for people living in remote and regional Australia. They are committed to going the distance to reach Australia for Christ. People living in sparsely populated areas often don't benefit from strong support networks. Churches in these areas can struggle financially due to fluctuating populations. Ongoing fellowship can be hard to maintain and encouragement can become a rarity. In partnership with Anglican Dioceses across the country, Bush Church Aid places committed and gifted Christians in a variety of locations to help people connect with the grace of God revealed in Jesus.



### CMS (Church Missionary Society of Australia)

CMS is a fellowship of Christian people and churches committed to global mission. We work with churches to set apart long-term workers who cross cultures to share the gospel of our Lord Jesus Christ.



### Bible Society

The Bible Society's vision is to see all people engaged with the Bible in a language they can understand, in a format they can use, and at a price they can afford. They do this by translating, publishing and distributing Bibles across the world and by advocating for and engaging Australians here at home and people around the world with the Bible. Its vision is of a world where God's love is shown through loving, respectful, and flourishing relationships.



### Anglican Overseas Aid

Anglican Overseas Aid is an overseas relief and development agency of the Anglican Church of Australia. Anglican Overseas Aid's work is inspired by the gospel of Christ, with a vision for a peaceful, just and sustainable world for all.



### Mothers Union

Mothers' Union provides a network through which members can serve Christ in their own community - through prayer, financial support and actively working at the grassroots level in programmes that meet local needs.



### Diocese of Jos, Nigeria

After two separate mission visits to Canberra by Archbishop Ben Kwashi of Jos Diocese, northeast Nigeria, a diocese-to-diocese missional partnership was developed. Assistance to Jos Diocese in its work with orphans, ministry development and training, with secondary school education, and with emergency relief, as well as support with prayer, media assistance and diplomatic representations drawing attention to instances of religious violence and persecution, were identified as possible areas for mutual action.

The Reverend Canon Patrick Cole is the Canberra-Goulburn liaison point for the partnership.



### City to City Australia

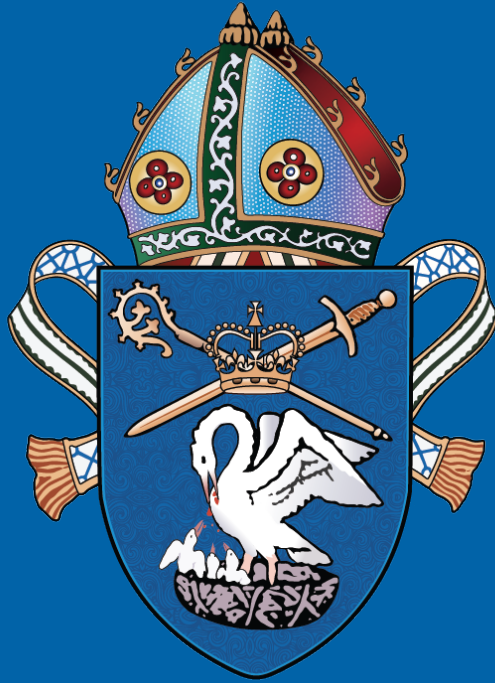
City to City Australia is a resource for church planting and renewal in the cities of Australia. They seek to catalyse new church plants and strengthen existing churches through their programs and resources. The vision of City to City Australia is to join with God to see major city centres in Australia worshipping Jesus Christ as Lord so that God will renew them spiritually, socially and culturally to the glory of God the Father.

### ACT Churches Council

The ACT Churches Council is an umbrella organisation for ACT Christian Churches that promotes joint churches activity, facilitates occasional ecumenical services and ecumenical chaplaincies in hospitals, universities, in the AFP and in the Alexander Maconochie Centre (a correctional facility).

### Anglican Women

Anglican Women is an umbrella organisation for all women who are Anglican aimed at encouraging and supporting each other in their lives and ministries.



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# Anglican Diocese of Canberra & Goulburn

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