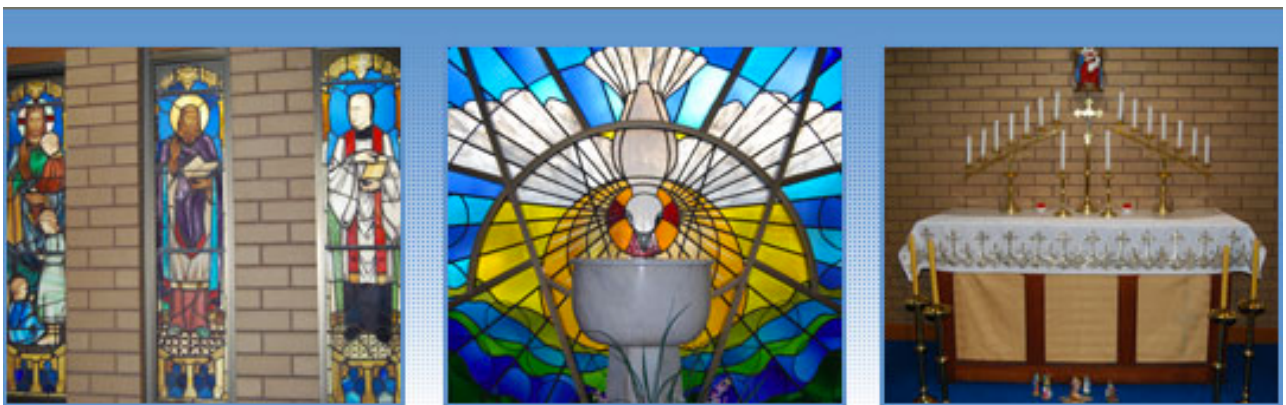


St. Matthew's Anglican Church, Wendouree Parish Profile

January 2022

See St. Matthew's Facebook: www.facebook.com/stmatthewswendouree for recent activities. Copies of reports from the 2021 AGM are available on request.

An addendum with comments from a parish consultation of 23 parishioners held on the 28th November 2021 can be found on page13. These comments do not indicate a parish consensus, but reflect the shared and diverse opinions of individual parishioners.



MISSION STATEMENT - OUR COMMITMENT

- ◆ To introduce people to the saving and healing grace of God the Father, His Son Jesus Christ and His Holy Spirit.
- ◆ To seek the will of God, advance His Kingdom and respond to our community's needs with the Gospel of Jesus Christ.

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1. Congregation and Worship

- ◆ St Matthew's Anglican Church is a traditional Anglican community, in the Diocese of Ballarat, on the land of the Wathaurong people. We have been worshipping in Wendouree for 128 years. The church celebrated it's 125th anniversary in 2018.
- ◆ The congregation includes people from different backgrounds and cultures and encompasses all age groups: working adults (young, middle aged and older), retirees and families with children. The congregation is aging overall. We need to rebuild our congregation post Covid including families and youth.
- ◆ The church is committed to worship that is welcoming of all people, encourages the presence of children in services and understands that all people regardless of age need to feel at home and comfortable within the church environment.
- ◆ Parishioners come from diverse Christian (including Evangelical, Uniting, Anglo-Catholic, Catholic, Orthodox) and secular backgrounds. This diversity enriches the community with varied experiences, emphases, opinions, strengths and insights.
- ◆ St. Matthew's is a one church parish with an adjacent parish hall, excellent facilities, an on-site rectory, a retired priest and a licensed lay reader.
- ◆ Both Book of Common Prayer and APBA worship that reflect an Anglo-Catholic tradition are valued and offered every Sunday and regularly throughout the week.
- ◆ The congregation is also open to other styles of worship. More contemporary family Eucharists involving children throughout the service have been well attended and offered regularly at 10am Sunday services. Taize style worship has been appreciated in the past.
- ◆ During Covid restrictions regular worship, meetings, discussions, prayer and social groups continued via online platforms.

Sundays

(Current Numbers are 30-50% below pre-Covid numbers)

8.00 am BCP: *Numbers: 8-15*

10.00 am APBA

Sung Eucharist (With children's ministry during school term - Still to resume): *Numbers: 25-35*
All age groups including preschool and school age children - Need to rebuild post Covid

Children's/Family Contemporary Eucharist (3-4/yr pre-Covid): *Numbers: 40-65, To be resumed*

Weekdays

Mass: *Wednesdays, Thursdays*

Wednesdays (BCP) at 10am (Includes morning tea when allowed): *10*

Healing Service Mass: *Thursday evenings*

Morning and Evening prayer: *Tuesdays, Wednesdays, Thursdays, Fridays*

Sacramental Confession: *By appointment*

Meditation Group: *Thursdays*

Home and Hospital Communion: *includes St John Of God Hospital (SJOG), Ballarat Health Services (BHS), Kelaston Aged Care, Mulvra Aged Care*

Statistics

2019 (pre Covid)

Communicants

Mass: 5,433

Home/Hospital: 276

Kelaston Aged Care: 784

Langi Kal Kal Minimum Security Prison Farm: 633

Baptisms: 5

Funerals: 5

Marriages: 0

2020

Communicants

Mass: 2,322

Home/Hospital: 174

Kelaston Aged Care: 394

Langi Kal Kal Minimum Security Prison Farm: 164

Baptisms: 0

Reception into Anglican church: 1

Funerals: 6

Marriages: 0

2021

Communicants:

Mass: 2,125

Home/Hospital: 176

Skipton Aged Care: 16, Kelaston Aged Care: 303

Langi Kal Kal Minimum Security Prison: 51

Baptisms: 2

Funerals: 7

Marriages: 0

2. What the Parish can offer a new Priest

- A friendly, supportive and welcoming community
- A community that values its traditions but is also adaptable and open to new ideas
- A community that is keen to outreach to others and to grow
- An all-ages congregation with committed and skilled parishioners
- A parish administration assistant. A multi-instrumentalist organist musician
- A comfortable rectory, beautiful church, large hall, many facilities and successful Op Shop
- A good location with all facilities that could be expected in a large regional city
- Close to most services, Lake Wendouree, and Wendouree Train Station

3. What the Parish welcomes in a new Priest

Someone who:

- Would work with the congregation to seek a shared vision and plan for growth.
- Recognises and is committed to the ministry of all believers and shared ministry.
- Believes in, and is committed to, both sacramental worship and evangelism.
- Is supportive of the traditions valued by the congregation and will continue the parish dual worship tradition, healing ministry, meditation groups and contemporary family services.
- Is able to energetically lead and innovatively guide the parish to grow in the ways listed in 'Future Directions and/or Opportunities for Growth.' (page 5)
 - Is prayerful, humble, wise, compassionate and kind.
 - Has good people, leadership and conflict resolution skills.
 - Is committed to visiting and supporting parishioners.
- Is supportive of and open to new ideas, community connections and outreach.
- Is respectful of the diversity of Christian background and opinion within the congregation.
- Is good with children and young families and encourages their presence in all services.
- Enables children to feel comfortable and at home within the church environment.
- Is tolerant of noise in church (made by children).
- Is strong in theology and able to sensitively challenge the congregation.
- Is committed to teaching, education and the spiritual growth of the laity, including children.
- In addition to leading, desires to become a part of our parish community, and therefore: can work in a team and is consultative and willing to truly listen, learn from, and work with parishioners.
- Is willing to stay long term and has some experience as a parish priest.

Our Prayer

Almighty God, we thank you for the faithful priests who have ministered at St. Matthew's over many years. Help us now to discern your will as we seek a new priest. Bless Michael, Alison, Margaret, Bishop Garry, and others on the Ministry Appointment Commission with the gift of wisdom and insight. May they, and the priest you call, be open to the leading of your Holy Spirit, that your will may be fulfilled. Help us to have warm and generous hearts as we prepare to welcome a new priest into our parish family and to pray for, support, and care for each other. May our new priest be a wise and gentle shepherd, ready to serve with joy, to build us up in faith, and to lead by example, in loving obedience to your Son, Our Saviour.

This we ask through Jesus Christ Our Lord. Amen

4. Future Directions and/or Opportunities for Growth

- ❖ Training and development in lay ministry and leadership
- ❖ Increased and formalized lay leadership roles with defined areas of responsibility
- ❖ Development of pathways to grow the faith of adults including those new to faith
- ❖ Development of a structured programme of prayer, education and discipling
- ❖ Ongoing Study, Bible Study Groups, Formal and informal Prayer Groups
- ❖ Ongoing, more frequent contemporary Children's (Family) Services
- ❖ Further development of family and children's ministries
- ❖ Development of pathways to educate/strengthen the faith of children, teens and young adults to prepare them for life and/or moving away from parish and family
- ❖ Development of a plan of outreach that takes into account community needs and demographics (e.g. those of sole parents and lone households, those from disadvantaged areas or who lack transport) and includes ways to engage those:
 - Searching for faith, on the edge of, or new to faith
 - Infrequent worshippers e.g. those who only attend for their child's baptism
- ❖ Improved follow up of new visitors
- ❖ Pre and post baptism visits
- ❖ Strengthened links with Ballarat Grammar School and with other denominations e.g. shared worship, shared activities, shared community outreach
- ❖ Further development of ministry through the Op Shop e.g. audiovisual outreach
- ❖ Address the nature and extent of music during Services
- ❖ Consider a variety of options for both informal and contemplative worship
- ❖ Develop a Webpage

5. Lay Ministry

(Some areas of lay ministry have been very limited due to Covid)

Parish Council: Wardens, Secretary, Treasurer, Members

Parish Secretary

Organist

Lay Reader/t/Servers/Singing Group

Children's Ministry Coordinator and Team (Currently in recess)

20s-40s Group Coordinator

Family Services Coordinators

Church Social Media Coordinator: Facebook & Youtube, Church Photographer

Church Online Services and Zoom - Movie/Video Recorder

Op Shop Facebook Coordinator

Social Lunches Coordinator

Men's Group Coordinators

Alpha Coordinators

Pastoral Care and Concern Team, Prayer Team

Parish Camp Coordinator

Safe Church Ministry Officer

Ladies Guild: Committee and Members (In recess)

Card Secretary: Sends cards from the parish to the ill, bereaved or those celebrating life events

Op Shop Volunteers and Committee

Parish Magazine *Tidings* Editor (Editor is retiring after a final edition)

Roster Co-ordinator: Readers / Cleaners / Welcomers

Grant and Fundraising Coordinators, Catering Team

6. Groups

(All have been limited during Covid)

Ladies' Guild (In recess)
Men's Group
Alpha Groups
Young Adults 20s-40s Group
Social Lunches
Singing Groups
Op Shop Committee, Parish Fair Committee
Seasonal study groups e.g. Lenten and Advent
Meditation Group
Spirituality Days/Weekends
Fundraising, Catering and Sunday School

7. Regular/Annual Events

(Mostly postponed or cancelled during Covid)

Annual Parish Camp at Anglesea
Parish Fair, Parish Dinner

Seasonal events (e.g., pancake, bonfire nights) and worship according to the Anglican Calendar of major Festivals, Saints' Days and Red Letter Days. Nativity Play, Nine Lessons and Carols

8. Strengths, Activities and Features

- ❖ A very friendly community, welcoming of all backgrounds and age groups
- ❖ Children enabled to feel at home and comfortable in church, Regular child focused services
- ❖ Structured Children's Ministry during 10am Sunday service: Dedicated children's space
- ❖ Annual Parish Camp
- ❖ Pastoral Care and Concern Team
- ❖ 20s-40s catchups
- ❖ Men's Group
- ❖ Op Shop: Open Monday-Saturday pre-Covid: Currently, 3 days/week
- ❖ Meditation Group, meets weekly
- ❖ Healing and Prayer ministry
- ❖ Confirmation classes (as needed)
- ❖ Annual Parish Fair
- ❖ Home and hospital communion
- ❖ Excellent location opposite Ballarat Grammar School and close to many facilities
- ❖ A beautiful spacious church
- ❖ Excellent centrally heated hall with updated kitchen and storage rooms.
- ❖ Four-bedroom rectory, two living areas
- ❖ Parish Office / Meeting Room
- ❖ Dedicated multi instrumental organist, accompanist and experienced choir leader

9. Internet, Multi Media and Social Media

- ❖ Parish Facebook Page: www.facebook.com/stmatthewswendouree
- ❖ Op Shop Facebook Page: www.facebook.com/stmattsopshop
- ❖ Parish Youtube Channel for online or recorded services
- ❖ Movie camera, Laptop, Church CD and Sound System, Wireless microphones
- ❖ Wifi internet available throughout church and hall
- ❖ We had a website in the past and are planning to develop another

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10. Some National Church Life Survey 2016 Results

Top Four Aspects that the People of this Parish most Value:

Sharing in Holy Communion; Traditional style of worship or music; Sermons, preaching or Bible teaching, Praying for one another.

Top Four Areas that the people of this parish want to give attention to:

Spiritual Growth e.g. direction, Worship Services that are Nurturing, Creating a Clear Vision for the Church, Building a Sense of Community

How we Relate to each Other:

88% had a strong sense of belonging, 88% Found it easy to make friends in the church, 21% were involved in small groups, and 45% were satisfied with children's activities

Top Four Gifts and Skills:

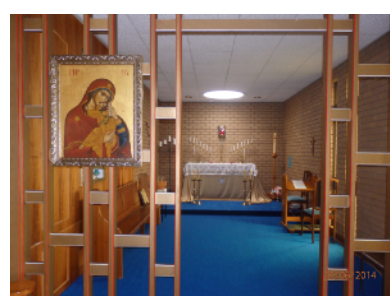
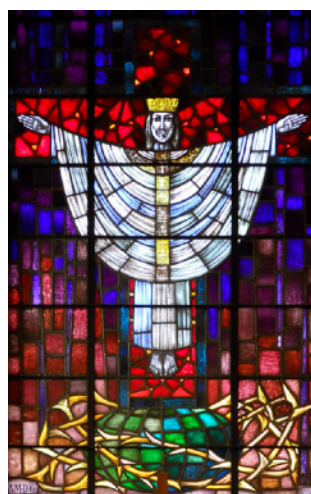
Hospitality, Interpersonal, Communication, Education

11. Parish Facilities

i. Church

Spacious and open, with side Chapel and Shrine of Our Lady of Walsingham.

Well-appointed Sacristy and Servers' Vestry. Separate Baptistry, Narthex, Parvis, Office, Book Room. A cloistered walkway connects the church building with the parish hall and rectory. Garden of repose between church and hall. Pet Memorial Garden. P.A. system, Video camera, Laptop, Organ, Electronic Keyboard, Wifi internet access throughout.



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ii. Rectory

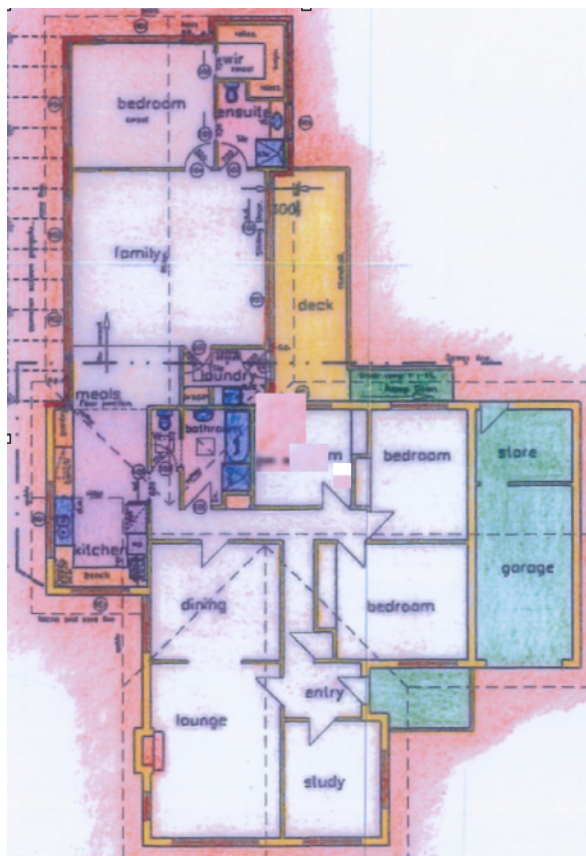
Four bedrooms, two bathrooms, two living areas, kitchen, dining, private back yard with deck, one car garage, carport. Includes washing machine, dryer (2021), dishwasher, refrigerator (2021). Reverse cycle heating/cooling to the rear family room. Solar panels. Gas central heating. Reverse cycle is the preferred option cost wise due to the solar panels. The gas central heating is costly and is being reviewed by Parish Council.



Floor Plan

(East)

(North)



(South)
Hall and church

(West)
Forest Street

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iii. Hall

The hall is quite large and can be partitioned into two areas. It has central heating, an up-to-date commercial grade kitchen registered with the local council; ladies', men's and mobility accessible toilets and three separate storage rooms. Large solar arrays on the hall roof reduce church and hall energy costs and generate some income during summer. The hall houses the Op Shop, is a venue for the Parish Fair and morning tea after Services (when allowed). There is a small garden area with shed and container for further storage behind the hall. There is ramp access at the back and a childproof pool fence enclosing the back garden. Wifi internet access throughout.

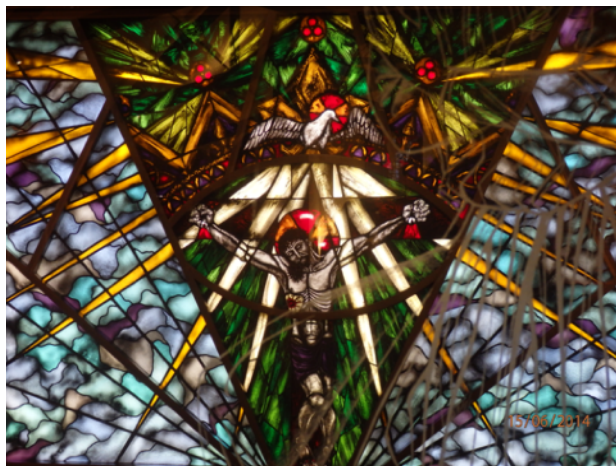


iv. Limitations

Lack of Parking is an issue, particularly when functions at the Ballarat Grammar or the nearby Wendouree Centre for the Performing Arts coincide with worship times. We have permission to use the car parking at the child care centre on Sundays.

12. Community Relationships

- ❖ Goodstart Early Learning Centre (next door to church): St. Matthew's is their emergency evacuation site & we have permission to use their car park Sundays.
- ❖ Exodus Community, Wendouree West - St. Matthew's paid for the lease of their building 2021 and supply some frozen home cooked meals and other groceries
- ❖ Venue for St. Cecilia Singers' Annual Concert
- ❖ Ballarat Grammar School (BGS): St Matthew's - an occasional venue for BGS concerts. One year the St. Matthew's clergy blessed the year 7's school bags. BGS have assisted with St. Matthew's printing in the past. BGS is an occasional venue for St. Matthew's functions.



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13. Demographics

There are no formal church boundaries and our congregation come from a wide area although most live in or close to Wendouree. These demographics are from the Australian Bureau of Statistics: 2016 Census for Wendouree, Mitchell Park and Miners Rest. The 2021 census data will be released during 2022.

Estimated Population 2020: 15,173, (cc Ballarat: > 110,000, Victoria: 5,926,624)

Estimated Ages 2019: Median age: 38.4, 19.1% < 14, 20.2% > 65, 60.6% of working age (cc Vic: Medium age: 37, Age < 14: 18.3%, Age > 65: 15.6%)

ATSI 2016: 2.4% (422 people), (Victoria: 0.8%, Australia: 10.3%)

Born Overseas (2016): 7.7% (1,125 people), (cc Australia: 23.9%), **LOTE at home:** 4.4%

2016: Married (Includes De facto): 41.3%, **Divorced/Separated:** 13.8%, **Widowed:** 8.1%, **Never Married:** 36.8%

2016: Family Households: 3,584, Lone person households: 1,886, Av no./household: 2.3
Av. family size: 2.9 persons, Av. number of all children in a family: 1.9

Couples: Dependent children: 1,117, Non-dependent children: 260, No children: 1,372. **One Parent Families:** Dependent children: 536, Non-dependent children: 254

Employment 2016: Of persons aged >15: 6,017 are in the labour force cc 11,776 >15 yrs
Of these 6,017: 5,503 are employed (91.5%) and 514 are unemployed: (8.5%),
Persons aged > 15: not in the labour force/not stated: 48.9%

Occupation of employed: Managers: 8.1%, Professionals: 14.2%, Technicians and trades: 16.9%,
Community and Personal: 11.9%, Clerical/Administrative: 12.5%, Sales: 11.3%, Machinery
Operators/Drivers: 7.8%, Labourers: 15.6%, Inadequately described: 1.8%

2018: Employee income: Median \$46,094, Mean: \$48,736

Employee income as main source of income: 80.3%,

Total number of income earners (excl. Government pensions and allowances): 7,151,

Number receiving the Age Pension: 2,281

Housing: Owns home outright: 32.7%, Own home with mortgage: 29.8%, Renting: 34%
Households assigned as most disadvantaged: 36.9%

Homeless Rate (2016): 51.8 persons/10,000 people

Religious affiliation 2016: Christianity: 52.5% (61.9% (2011)), Buddhism: 0.5% (0.5% (2011))
Hinduism: 0.3% (0.3% (2011)), Islam: 0.3% (0.3% (2011)), Other Religions: 0.4% (0.4% (2011)),
Other spiritual beliefs: 0.1% (1% (2011)), No religion/Secular beliefs: 36.7% (26.2% (2011)),
Inadequately described/Not stated: 9.2% (9.5% (2011))

Wendouree alone:

Total Christians: 5,339 (51.1%): Roman Catholic: 20.9%, Anglican: 12.5%, Uniting: 7.3%,
Presbyterian/Reformed: 4%, Other Christian: 1.7%, Baptist: 1.2%,
Churches of Christ: 0.7%, Salvation Army: 0.6%, Pentecostal: 0.5%,
Buddhism: 0.6%, No religion: 37.1%, Not Stated: 9.4%

14. Finances

The parish operates two bank accounts with the Commonwealth Bank. It also has three Trust Funds held with the Ballarat Diocesan Trustees from which earnings flow into three At Call Accounts held there.

The first bank account is a General Account into which is deposited all freewill giving, missions giving, fundraising proceeds (except Op Shop), donations, reimbursements, bank interest and GST refunds. Payments of all parish running costs and expenses are made from this account. Freewill giving is currently around \$1,400/week.

The second bank account is the Op Shop Account which has paid into it the proceeds from our Op Shop. The purpose of the Op Shop is to raise money for the Church's financial needs and for mission, provide a service to the community and be a means of outreach and fellowship to the wider community. The number of opening hours and days reduced through 2020/21 but openings have been increasing through 2021/22. With Op Shop opening hours and days now gradually on the rise, it is anticipated that Op Shop takings will increase if the parish receives additional volunteers. Op Shop takings are currently approx. \$500/week, down from approx. \$1000/week pre-COVID.

Total income into these two accounts currently equates to approx. \$86,000 pa.

The Trust Funds contain approx. \$35,000 held from bequests and the At Call Accounts contain approx. \$73,000. They form an income generating reserve for the needs and works of the parish now and in the future. The parish is loan and debt free.

Copies of the 2020/21 AGM financial reports, including annual financial statements, are available from the parish nominators.

15. Location

Corner of Forest and Howitt Streets, Wendouree; opposite Ballarat Grammar School, beside a child care centre, diagonally opposite Howitt Street Shopping Centre, opposite McDonald's.

Many medical facilities in the immediate area including the Ballarat Day Procedure Centre Close to Wendouree Centre for the Performing Arts, Lake Wendouree, Kelaston Aged Care Home and Wendouree Primary School. Close to bus stops. Wendouree Train Station is a 15min walk. Regular trains to Melbourne and Ararat.



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16. Child Care

Numerous options are available in Ballarat including The Goodstart Early Learning Centre beside the church and Ballarat Grammar School Centre for Early Education (CEEEd) nearby.

17. Education in Ballarat and Surrounds

Kindergartens:

Both Private and Government options are available

Primary and Secondary Schools: Private

Anglican: Ballarat Grammar School: P to 12,

Uniting: Ballarat and Clarendon College: P to 12,

Catholic Secondary:

Loreto College: (All Girls), St Patricks College: (All Boys), Damascus College: (Co-ed)

Catholic Primary: Several Primary schools are available

Christian: Ballarat Christian College: P - 12

Steiner: Primary School

Primary and Secondary Schools: Government

There are many Secondary and Primary Schools available throughout Ballarat and region.

Secondary in Wendouree: Mount Rowan Secondary College

Primary in Wendouree: Wendouree, Forest Street and Yuille Park College (P-8)

Tertiary

Federation University including School of Mines Campus

Australian Catholic University: Aquinas Campus

18. Healthcare

There are two major hospitals in Ballarat: Ballarat Health Services (BHS) which includes a new integrated Cancer Centre and St John of God Hospital (SJOG) as well as a Day Procedure Centre. Most medical, surgical, treatment and investigative procedures can be done in Ballarat.

District nursing (both public and private)

Numerous Aged Care facilities and services both public and private. Kelaston and Mulvra House are located close to St Matthew's Church.

Ballarat Community Health (BCH) provides services including GP clinics, gyms, Nursing, Allied Health, Health Promotion, Drug and Alcohol withdrawal, Counselling, Education and Health Screening from various locations including Wendouree.

Doctors' clinics and Specialist services are available throughout Ballarat and suburbs, as are many allied health services and alternative health options

19. Shopping and Dining

Ballarat is a large regional city and most requirements are available

20. Sports

Ballarat is a large regional city and most sports are available

21. Arts/Culture and Major Events

Cultural events include: Royal South Street Competitions, Begonia Festival, Organs of the Ballarat Goldfields Festival, Beer and Spring Festivals, Australian National Road Cycling Championships, Antique Fair and Ballarat Swap Meet

Music, Dance and Theatre schools are numerous.

Regular events are held at Wendouree Centre for Performing Arts, Her Majesty's Theatre, Regent and Showbiz Cinemas, and other venues

Attractions include: Sovereign Hill, Ballarat Wildlife Park, Ballarat Bird Park, The Gold Museum, The Aviation Museum, Eureka Centre, Ballarat, Kryal Castle and Ballarat Art Gallery.
See Ballarat Visitors Centre and City of Ballarat websites for further details:

<http://visitballarat.com.au/>, www.ballarat.vic.gov.au

22. Other Churches and Religions

Most churches/religions are represented.

Baptist and Catholic churches are close to St Matthew's.

If you or anyone you know are interested in exploring our current vacancy further, please feel free to contact one of the Parish Nominators. Please keep our parish in your prayers. Thank you.

Parish Nominators

Michael Shuttleworth (Rector's Warden/Nominator): ☎ 0403860977, 📧 mike@muddledanglican.com

Alison Donaldson: (Warden/Nominator) ☎ 0409955034, 📧 alisonmdonaldson@gmail.com

Margaret Neale (Parish Councillor/Nominator): ☎ 0448229660, 📧 margneale16@gmail.com



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Office/Op-Shop ☎ 03 53391315, 📘 www.facebook.com/stmatthewswendouree, www.facebook.com/stmattsopshop

Addendum

Individuals' Opinions from the November 2021 Parish Consultation

We want the nominators to know/consider:

Someone with good people skills, who is good at conflict resolution and has good leadership skills.
Someone who is consultative and listens, Someone who would work with the congregation to seek a realistic, shared vision and plan for growth. Prayerful, compassionate, dedicated, loyal, gentle, stable, humble, loving, and kind, Friendly and flexible with everyone, Well organised, preferably IT tech savvy

Someone willing to stay long term, Incumbency of at least 5 years

Family man or woman, School contacts, Young/middle aged

Some preferred male, some preferred female, Some didn't mind: "Best person for the job"

Good with children and young families, Tolerant of noise in church (made by children)

Some experience as a parish priest, Strong and concise sermons (short and sweet)

Consider priests within the Diocese as well as outside the Diocese

If they have a partner, that the partner is supportive of the priest's calling

Supportive and open to evangelism and new ideas while remaining supportive of the traditions valued by those attending, e.g. family services and BCP. Able to offer BCP Mass, Willing to conduct a variety of services e.g. Family services, pet blessings,

Open to community connections and outreach,

Someone whose views are in agreement with our Diocese and Bishop

We would like them to be involved in the life of this church in practical ways

What do you think are the strengths of the community as a whole?

Medical facilities are close and very good

Close to Lake Wendouree and Botanical Gardens

Large residential area, Support networks

Diversity of: age groups, ethnicity, level of education, socio-economic backgrounds

e.g. Wendouree West and Lake Wendouree,

Affordable housing, Social housing for low-income folk,

Growth corridors including Miner's Rest, New housing, Access to freeway

Education K, P-12, private ++ and government, Childcare (public and private)

Large industries and employment: (Mars and McCains),

Shopping precincts – local shops, large Stockland, Car dealerships,

McDonalds, Hungry Jacks, KFC, etc. Restaurants ++,

Transport: Train station, Buses, Car parking, Taxi, Airport

Sports stadiums, Sporting facilities: tennis, badminton, swimming, YMCA,

Football, table tennis, bowls, archery, gyms.

Variety of Christian churches

Spring festival, Begonia festival, Community Markets,

Wendouree performing arts centre

Showgrounds, Library, Playgrounds, Dog parks,

Entertainment venues

Services: St Vincent's, Community op shops, Senior Citizens

Individuals' Opinions from the November 2021 Parish Consultation

What do you think are the strengths of the congregation?

Good leaders, Friendly congregation, Loyalty, Generosity, Diverse talents and skills, Stable congregation, Diversity of ages. Good sense of humour, Generous with time, talents, and money. Potential to grow,

Good parish facilities, Diversity of cultures, Can be friendly and inclusive: treat each other equally, Welcoming, Inclusive, Friendly, Can rally together well to support each other and run events: 125th, etc.

Location, location, location, Good exposure, Good opportunities to do outreach, Open to new things (mostly) – Alpha, Family services, etc. Strong social tradition: Great catering, morning teas, lunches, etc. Events: pancake, curry nights etc,

Fellowship/Pastoral Care, Support/Care for each other, Prayer and concern group, Prayerful, Meditation group, Home communions, Caring for the sick. Everyone does their best and contributes what they can

Op shop: Outreach, volunteers, Drop-in centre, Recycling, Mission and Finance, The hall is used most days.

Great organist and reliable, Singing groups, Bible study, We allow animals in church and also have a blessing of pet's service once a year. Strong worship tradition. Anglo-Catholic but Evangelical, Encounter God, Sacraments, Godly worship

Loan and debt free. All buildings well maintained and heated. Good infrastructure, Outside deceiving, inside beautiful, Stain glass windows, Etched windows, Facebook

Accessibility of support from cathedral and other Ballarat Anglican parishes, Currently have an assistant priest (not everyone has one), Single centre parish, Rectory available, Well-appointed church

And what are our weaknesses?

A small number of people hold most leadership roles. The same people hold the same roles for years. Not enough space for new people to step up with fresh ideas. Too few do too much. Need to allow for each other to exercise our own ministry in our own way. Burn out. Exhaustion of the few so less voluntary upkeep of grounds and buildings, tensions.

Lack of parking, Signage needs improving, Outside is nondescript, Children's ministry needs improvement

Lack of outreach to community. Not always good at outreach, Poor evangelists, Need to be more encouraging to outside people, Links to local community need strengthening. Not always good on following up/checking in on each other (especially people who leave). Sometimes people fall through the cracks, Poor follow up of potential new parishioners.

An aging congregation, running out of steam. Not enough involvement of younger people, The young sit more lightly when dealing with the church and commitments more generally, Need more young families, youth and professionals

Some people are resistant to new ideas, Some are too set in their ways.

Three separate congregations – one person thought there should be one service on Sunday, Need more greeters for those entering and when leaving after services, Some aren't as tolerant as they should be towards other cultures

Impact of COVID 19 – slow return of congregation to services, Some can be critical of others and/or negative, Not always forgiving of each other, Don't always listen to each other, Lack of female priests

Individuals' Opinions from the November 2021 Parish Consultation

What should we be doing better as the people of God?

Acknowledging everyone as a child of God, Take every opportunity God puts in your way
Offer people the opportunity to be involved, Ensure the right people are in leadership roles

Be grateful, Support each other more, More self-awareness, Listen to each other more deeply and with more humility, Get to know each other on deeper level, Create more of a safe space with each other, Slower to criticise – forgive each other more readily

More outreach, More interaction with the Grammar School, Be realistic about what can be done without burning out. Clear plan and vision that aims to achieve the best outcome within our limited capabilities. Op Shop Facebook – link in more with the general community, Sharing of testimonies. Use our social media to connect to the community, e.g. today's baptism, Continue to have services on social media, for those unable to attend, or as a safe place for curious or wary. Better outreach to the local community – keep in touch,

Nurturing the young, Encourage young families to be involved in the church
Offer opportunities, e.g. pet and family services for young families
Seek out where God is working in the community and join in

Inviting people to church, esp. in the Op Shop, Evangelising more, Be more welcoming
Vary style of worship and music to attract different people, e.g. coffee shop church

No gossiping, practice what we preach, More caring and inviting to outside people
More tolerant as a family of the church, Listening and encouraging people's ideas
Putting others first instead of oneself

Do you think the parish has done all it could to support the Rector, working together as the body of Christ?

Mostly yes, to the point of burnout, We did our best although we have our weaknesses, We think we did, to our capacity, Variety of worship styles were supported and help given. Supported rector in his initiatives, Choir, Family services, Church camps, Sunday school, Working bees, Pet blessing, Fair, Op shop, Parish Council, Upgraded church, Cared for their children. Provided a home in good order. Financially all needs were met. Past three rectors (over a period of 30+ years) left for their own reasons, not a disagreement or deficiency in the parish (Two were retirements)

Work more with the priest to discern the path forward in a united way, Praying more for the priest and the parish, In past years we have tended to rely on our priest to take too much of the workload

How could the parish do better in future?

To be more effective the vision needs to be shared by all. For this to happen the Rector needs to be prepared to stay for a considerable period, e.g. 7 years +

Continue to be open and adaptable to the style and personality of the Rectors as we have in the past.
Continue as we have done. We supported our previous Rector very well – new ideas, outside groups, shower bus, Langi Kal Kal, and supportive of his young family.

We need to listen to any new ideas that the new Rector brings and be prepared to work with them. Work as a team and be willing to truly listen and learn from and work together

Ensure the priest has realistic expectations of the congregation - give better feedback. The congregation to have more realistic expectations of the priest and the challenges of the role. Pray more together, Pray for them more and listen to them more. Love and care for them, Forgive their weaknesses

Take on the practical tasks that take a priest's time e.g. sacristan, setting up services.
Ask the priest "What can we do to help?" . Be more welcoming to all