

PREPARING FOR A NEW RECTOR INFORMATION FOR PARISHIONERS

1. The Clergy Appointment Board

The Parish of Manuka (St Paul's and St David's), is preparing for a new rector as the Venerable Brian Douglas effectively retires at the end of June 2018. The appointment of clergy is the Bishop's prerogative and a Clergy Appointment Board (CAB) is formed by the Bishop for the selection process. It comprises three Parish nominees and three nominees endorsed by Synod for CAB processes.

The Parish appointees for the Manuka Clergy Appointment Board are Robert Deane, Lynette Glendinning and Matthew Stuckings. The Diocesan appointees are Wayne Harris, Rev'd Linda McMinn and Rev'd Andrew Taylor. The CAB is chaired by the Bishop or nominee and in our case Bishop Stuart has nominated Rev'd Guy Matthews (Rector Curtin Parish of the Good Shepherd).

2. Process for appointing a new Rector

1. Appoint the CAB

Once the rector resigns and depending on lead times and his/her disposition, the 'search' process begins. The Bishop appoints the CAB and negotiates the timing.

2. Consult the parish

The Bishop (through the Chair of the CAB) undertakes a Parish Consultation to determine the needs of the parish.

3. Approve a Parish Profile

The results of the consultation process inform the Parish Profile which must be formally adopted by Parish Council and approved by the Bishop. The Parish Council ensures that all required Diocesan provisions are made for the next incumbent.

4. CAB identifies and interviews prospective candidates

At the request of the Bishop, the full CAB meets to understand the Parish Profile and the process of nominating/listing candidates begins. The Bishop approves the list. Profiles are sent to prospective people and those who respond may be interviewed by the CAB.

5. CAB Members provide their views to the Bishop

Once a preferred candidate is identified the Bishop asks each of the CAB for their view or vote.

6. The Bishop Appoints

If the Bishop is persuaded that the majority are in favour of the candidate, that person may be invited to take up the role. The appointment is entirely the Bishop's. (In 10 years Bishop Stuart has not taken a different view to a CAB).

7. **The Church is informed.**

If the selected candidate and Bishop both say 'yes', the Bishop/CAB move **to inform the church.**

3. **Implications for the Parish**

Timing

For our parish, the appointment of a new Rector will occur after Bishop Stuart retires and probably before a new Bishop is installed, so the Vicar General, Bishop Trevor Edwards is likely to make the appointment. We can expect to have a number of months of vacancy and the Venerable John Gibson has agreed to be the locum Rector for this time.

Context

We need to be aware of the contemporary context for clergy and parishes. It is no longer considered appropriate for clergy spouses to function as unpaid church workers; most have their own careers. Models of church in which Sunday School and Youth Fellowship provided the next generation of church goers are viable only in areas where the demography is young or the style of service is targeted to the needs of young people. Our catchment area has many late career professionals and retirees and we need to be realistic about our expectations.

Provision for Clergy

The Diocese has strengthened the governance of clergy terms and conditions to ensure clergy and their families are properly looked after. The Parish will need to make proper provision based on Diocesan requirements. In the last selection process, a significant constraint for us in attracting candidates was the nature of the accommodation arrangements on the Manuka site. It is now uncommon and regarded as largely undesirable for clergy families to live on the church site. It is Diocesan policy to encourage clergy to own their own homes so that they have adequate provision for retirement.

The St Paul's site is unsafe, with regular threats of physical attack requiring police intervention over the past 15 years. This factor alone caused a number of potential candidates to reject St Paul's in the last selection. At some point in the incumbency of the next rector, the rectories will be redeveloped as the Diocese seeks to provide better stewardship of its property assets to support ministry for the many parishes who cannot afford to pay a stipend. St Paul's will need to consider two housing allowances based on two thirds of the commercial rent of the relevant rectory. In South Canberra this is not insignificant. Parish Council will need to plan for this in conjunction with the Diocese.

4. The Consultation process

The three parish appointees to the Clergy Appointment Board have met with the Rev'd Guy Matthews to discuss the Parish Consultation process.

- **A Parish Consultation Session** will be conducted by the Rev'd Guy Matthews after church on Sunday April 15th, using small discussion groups to hear one another and to discern common themes.
- **A Parish Survey** is available today- particularly (but not exclusively) for those unable to attend the April 15th Consultation. We need it returned no later than **Sunday April 8th**. The questions in the survey reflect those will use for at Consultation Session.
- **The Parish CAB members will attend some services** at St Paul's and at St David's over the next month to be available to any parishioners who wish to make their views known in this way.

Ultimately this not just a consultation process, it is a process of discernment and we need to be open to the Spirit. Please pray for Brian and Jane and the CAB as this process unfolds.