

DIOCESE OF CANBERRA
& GOULBURN



ANGLICAN PARISH
COBARGO, BERMAGUI & QUAAMA

Church Profile



ONE PARISH, THREE LOCATIONS

The Parish of Cobargo, Bermagui & Quaama is located on the beautiful Far South Coast of NSW, in the Diocese of Canberra-Goulburn. It currently encompasses two centres: Christ Church Cobargo & All Saints Bermagui. St Saviour's at Quaama was lost in the 2019-20 bushfires, and it was decided not to rebuild.

We remember with affection, St Saviour's our church at Quaama lost in the terrible bush fires of 2019/2020.

Even though it was decided not to rebuild, we still meet once a month, on the 4th Sunday of the month in the School of Arts Hall in Quaama.

OUR MISSION

To know Christ and to make Christ known.

OUR VISION

To grow a caring, united Church that uses its resources to lead others to Christ.

OUR VALUES

We demonstrate our values by being a parish that is: prayerful; loving; demonstrating Christlike behaviour; outward looking; honest; and using our gifts from God.

We acknowledge that we meet for worship on the traditional lands of the Yuin nation.



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OUR SERVICES

COBARGO

10:30am (1st, 2nd, 3rd & 5th Sundays)

BERMAGUI

8:30am (1st, 2nd, 3rd, 4th & 5th Sundays)

QUAAMA

10:30am (4th Sundays)

We are ordinary people in congregations, who gather to worship our Almighty God, to hear His word, pray and praise Him, using the lectionary with a basis in Anglican traditions. We welcome variety in service types.

On the fourth Sunday of each month, a service is held at the Quaama Hall. When there are five Sundays in a month, a combined service is held at 10.00am, alternating between centres and followed by a social 'Lunch with Friends' where parishioners are asked to invite a friend.



LUNCH WITH FRIENDS

LAY MINISTRY

There are no licensed lay ministers. However, we have 4 active lay readers who assist with services and will present a homily when there is no available minister. In both centres there are also other lay people to assist with intercessions and reading the lessons.

PARISH COUNCIL

Meets monthly, usually alternating between Cobargo and Bermagui.



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OK SHED

OPPORTUNITY KNOCKS OP SHOP

The best little op shop on the coast

This valuable part of the parish takes place in the church grounds at Bermagui. It is an essential component in the outreach of the parish as well as being vital to its financial health.

It operates 2-3 days a week under the co-ordination of a paid manager and is staffed by enthusiastic volunteers. It is hugely popular with locals and the many visitors to town. In addition to the income the OK Shed brings in, it provides a real opportunity for outreach as it attracts strong community engagement. It funds a variety of community services: it houses a small pantry with emergency rations for members of the wider community who are stressed in the current economic times and offers vouchers for purchasing groceries or for meals from a local business.

When open, outreach and pastoral care are extended with cups of tea available for some of our "shut ins" just needing a chat; regular events are held to celebrate this special community and help bridge the secular/ religious divide.



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PARISH FINANCES

Our current financial position will allow us to offer a Minister a five-day a week stipend working six hours per day. We also employ a one-day per week Parish Administrator and a two-day a week Op Shop (OK Shed) coordinator, covered by the same person. (Previously we have employed a three-day per week Minister).

We have the drive & dream to **'make Christ known'** to the wider community and to bring more people into our churches. To do this we want to increase the working days of a new minister to (almost) full-time. We would expect most of the Parish administration to be taken on by the new minister within the five days which will allow the Op Shop Manager to run the Op shop three days a week and help assist with some of the administration when needed.

To fund this increase in stipend we have recently increased our Op Shop days from two days per week to three. The Parish has financial security in a savings account which can be drawn upon when necessary. The Parish also has several trust funds with the Diocesan Property Trust, one of which we will draw upon only if needed.

Our working bank accounts are sound, helped by the OK Shed income which continues to grow each year. As joint Treasurers for this Parish we are confident our finances will support a stipend for five days. Attached are last year's approved financial records. Previous year's approved financial records available on request.

Meg Dodson & Caroline Tolley

JOINT TREASURERS

PARISH STRENGTHS

Our Parish is comprised of a wide variety of backgrounds and interests. We are a community deeply rooted in faith and a desire to spread the gospel. Although few in numbers, our congregations are welcoming to newcomers.

Everyone who comes to church, does so with commitment. People provide their skills willingly and freely for the good of the parish, e.g. treasurers, flower arranging, maintenance, lay reading. Our facilities are well maintained. Cobargo has a separate meeting room with substantial kitchens.

A four bedroomed Rectory is adjacent to All Saints Church. Like the Church itself, the Rectory lies in the heart of Bermagui, close to shops, beaches and junior and senior sporting clubs. This is a beautiful place to live with very good facilities: medical centre, ambulance and, of course for recreation, the beach, golf course, fishing... A car or car allowance is provided.

There is a primary school in Bermagui which can be accessed by catching the bus. For High School children there is the option of going to Narooma or Bega High Schools or also in Bega is the Sapphire Coast Anglican College (SCAC) which is a Christian college under the umbrella of the Anglican Diocese of Canberra and Goulburn. SCAC caters from pre-kindergarten to year 12. School buses go to each of these schools from Bermagui.



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DIOCESAN PERSPECTIVES

Current Diocesan Mission Priorities

The Anglican Diocese of Canberra is committed to engaging a world of difference with the love and truth of Jesus. In particular, we are seeking to establish and nurture congregations, schools and welfare ministries characterised by:

- gracious and patient witness
- safe and sustainable ministry
- compassionate and skilled service
- creative and informed advocacy
- just and generous stewardship
- inspiring and empowered worship.

Our diocesan ethos is to promote Christ-centred collegiality. We encourage and support women in all levels of ordained ministry.



DEMOGRAPHIC INFORMATION

The Parish comprises three small coastal and rural communities within the Bega Valley Shire, each has their own vibrant primary school servicing young families of the area.

The population of Bermagui has more than doubled in the last 25 years, currently standing at over 3000 and continues to be growing steadily. Reflecting long-term coastal lifestyle demands, it is popular with retirees, with a high proportion of residents aged 50 plus. It also has significant seasonal population changes, making it a vibrant hub on the Sapphire Coast.

Cobargo is a rural village revolving around agrarian lifestyles. Currently with a population of just under 1000, it continues to recover from the 2019-2020 bushfires with a median age of 56.

Quaama is a small rural village with a population of approx. 400 and an older median age group over 60. The Anglican church remains a significant religious group within each of the three communities.



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OUR CURRENT NEEDS

We look to the first and second commandments of Jesus for our direction, to:

“Love the Lord your God with all your heart and with all your soul and with all your strength all your mind”; and “Love your neighbour as yourself”

Luke 10:27

The greatest need is for a kind and loving minister, who will lead the congregation into outreach in the wider community & fulfil our Mission Statement, **“to make Christ known”**.

One who first will nurture the love of God into the wider community. To do this, the minister should be a faithful Bible teacher, equipped with sound theology and a strong personal prayer life to help us to grow spiritually. Historically, there has been an ageing population in Bermagui, attracting retirees and holiday makers, but in recent years, more young families are coming into the area although this is not yet evident in church attendance. Hence there is a real desire and need to provide outreach and, in particular, programmes for young people as well as older and for those in real social need, to encourage the knowledge of God and growth on church attendance in all centres.

Quaama and Cobargo are inland and have slightly different demographics. Cobargo is seventeen kilometres inland and historically has been a centre for farming. A current need is for a musician or musicians to lead music in the Parish, as we have had no organist for some time and music is such an important part of worship. We are looking to the future with hope and wanting to bring that hope to our communities

DESIRED QUALITIES OF A MINISTER

We need a minister with strong commitment to their faith and a passion for sharing it with others. They should be faithful Bible teachers, equipped with sound theology to effectively communicate those teachings to the congregation.

It is essential that the minister has a strong desire to grow the church community to propel the church forward into the future. In addition, we need a minister who will serve as an encourager, a trainer of lay people for ministry within the church and the needs of the wider community. Our minister should also possess a loving pastoral care approach, especially in home visits to those unable to attend regular church services. Ideally, we would like the successful minister to commit to parish for a minimum of 4 years which will allow for deep relationships to be built and served in the community.

The job also includes an administrative component. With support from the parish and the facility for training, the successful candidate should have strong organisational skills and good general office and clerical skills to enable Diocesan and Parish records to be kept in good order. A working knowledge of technology is necessary with experience with the Microsoft Office Suite most particularly Word.



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DIOCESAN INFORMATION

CLERGY CONDITIONS OF SERVICE

Stipend: \$72,058.17 (excl Super) of which 30% may be salary sacrificed; \$83,493.8 (incl Super)

Superannuation: 15.87%

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

Parish vehicle: A vehicle can be provided or if the candidate has a car, a travel allowance of \$13,273 plus 34.52c per km (professional use)

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

Expectations for days off: to be negotiated

Expectations/hopes for length of tenure: 4yrs or negotiated

DIOCESAN EXPECTATION ON CLERGY

Attendance at Annual Clergy conference (usually 4 days in May at Narooma)

Attendance at Synod (usually Fri-Sun in September in Goulburn)

Occasional other short Synod or Clergy Conference days

Participation in an annual retreat, whether Diocesan retreat or other

Attendance at ordination services when possible

Regular Deanery meetings

Undertake professional supervision

Further details about provisions and conditions of service may be found in the Diocesan Administrative Circular, available here

<https://anglicancg.org.au/ads/administration-documents/>



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DIOCESAN APPOINTMENT PROCESS

This is a summary of the usual process.

1. Parish consultation held
2. Parish Profile etc produced
3. Clergy Appointments Board (CAB) convened with following persons:
 - a. Bishop or Archdeacon to chair
 - b. Three Parish representatives
 - c. Three Diocesan representatives
4. CAB meets multiple times and covers the following:
 - a. Consider candidates who have expressed interest to the Bishop.
 - b. Brainstorms possible candidates for the Bishop's consideration.
 - c. Seeks applications from potential candidates approved by the Bishop.
 - d. Bishop's Office conducts background checks.
 - e. Short lists possible candidates in consultation with the Bishop and conducts interviews.
 - f. Suggests a preferred candidate to the Bishop for his/her nomination.
 - g. Bishop decides whether candidate will be nominated for balloting by CAB members.
5. The Bishop offers the Parish to the successful candidate.
6. Candidate formally accepts the Parish.
7. Details are worked out such as communicating the appointment to candidate's previous and new Parish, moving house, induction date.

INSTRUCTIONS TO PROSPECTIVE CANDIDATES

Thank you for considering ministry in this Parish! We trust that you will prayerfully engage in this process, asking for God's guidance and blessing for both yourself and the Parish.

The process is one of discernment. In other words, applications and interviews are done in the expectation that God will be at work making clear to all parties who the right person of God's choosing is. As you engage in the process, we want you to do so with an openness and curiosity to see whether God might be leading you to serve here. Having said that, there does come a time when decisions must be made. In particular, it is helpful if you can have a fair degree of confidence prior to the interview that this is the Parish you think God is calling you to serve in. We do not expect certainty — and the interview is a time for you to ask questions and learn more about the Parish — but we do expect at least a reasonable degree of confidence in accepting it should the Bishop offer it to you following the interview. If you have serious questions and doubts about whether this Parish is the right fit for you, please try to resolve these before the interview, as this results in the least disappointment all round. The Bishop and Archdeacon are always available for confidential conversations at any stage throughout the process.

In most cases the Bishop will offer the Parish to the preferred candidate within five days of the interview. We would hope that acceptance would be given either immediately or within a few days of the offer.



Thank you



CONTACT INFORMATION

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PARISH ADMINISTRATOR

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