

Anglican Diocese of
BENDIGO

Diocesan Profile

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Welcome

The Diocese of Bendigo welcomes those candidates who are considering their nomination for the position of Bishop of Bendigo.

On 3 April 2017 Bishop Andrew Curnow announced his intention to retire as Bishop with effect from 30 November 2017. Over the 14 years of Bishop Andrew Curnow's episcopal leadership, much has been achieved. You can read the highlights in the Bishop's Charge to Synod 2017, "My Years in the Diocese of Bendigo", which can be found on the diocesan website: www.bendigoanglican.org.au.

The diocese is not dwelling on the past, but looking forward with confidence, and the goals for the next three years are set out in the Strategic Plan, which is available from the diocesan website.

This profile provides a snapshot of the diocese, which we hope will provoke interest in our vacancy. We encourage all candidates to join us in our prayers, and we assure you that you will be in our prayers as you discern God's guidance for you.

Prayer

*Eternal God, shepherd and guide,
in your mercy give your Church
in this Diocese of Bendigo
a shepherd after your own heart
who will walk in your ways,
and with loving care
watch over your people.
Give us a leader of vision
and a teacher of your truth.
So may your Church be built up
and your name glorified;
through Jesus Christ our Lord.
Amen.*

Bishopric Electoral Board

Lay members

- Jenny Dawson (Chair)
- David Bruce (South East Bendigo)
- Ian Dallas (Chancellor)
- Julia Nutting (Maldon)
- Jenny Rainsford (Eaglehawk)
- Canon Derek Shepherd (Woodend)

Clerical members

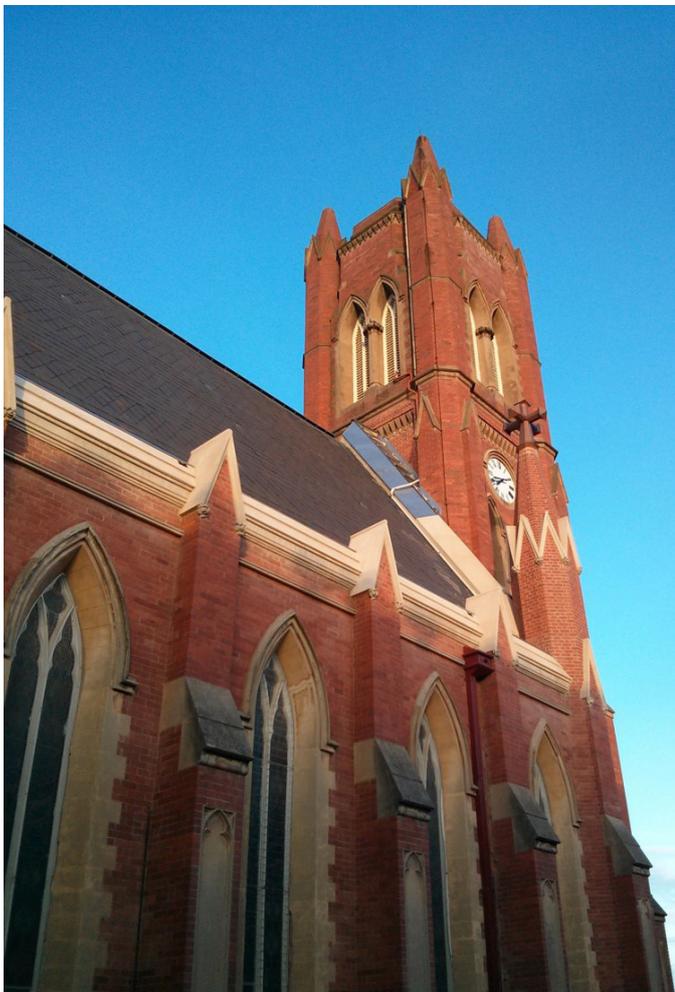
- The Rev'd Canon Dale Barclay (Sunraysia South)
- The Rev'd Canon Heather Blackman (Maryborough)
- The Ven Greg Harris (South East Bendigo)
- The Ven Michael Hopkins (Northern Mallee)
- The Rev'd Canon Ian Howarth (Kyneton)
- The Rev'd Simon Robinson (Gannawarra Cluster)



The Diocese of Bendigo was created under the New Dioceses Act 1901 of the Synod of the Diocese of Melbourne, passed on 3 October 1901.

The Diocese of Bendigo was formed in 1902 by a subdivision of territory from the Diocese of Melbourne, with the first bishop, Henry Archdall Langley, being enthroned on 5 March 1902.

In 1977 the Diocese of Bendigo amalgamated with the Diocese of St Arnaud, encompassing the gold mining towns of Avoca, Dunolly, Wedderburn, St Arnaud and Maryborough and the Mallee area of Victoria, including the major town of the Rural City of Mildura.



St Paul's Cathedral

The original cathedral church of the diocese was All Saints, Bendigo, but since 1981 the cathedral church has been St Paul's. The building is constructed of red brick with stone dressings in an early Gothic style and is laid out in a simple cruciform plan comprising a six bay nave, transepts and sanctuary.

In January 2009 the cathedral was closed to enable essential restoration and safety issues to be addressed. In June 2016 the cathedral was re-opened at a joyous Service of Renewal. The restored cathedral incorporates a number of features proposed by the original architect of the building, Robert A. Love. Notably, the floor is now a much larger continuous area without the stepped levels, which were a later addition. This improves the flexibility of the space for events including Sunday worship and enables compliance with current occupational health and safety standards.

A modern innovation at the centre of the cathedral is an octagonal dais (predella). This dais enables the floor to either be flat for some functions, or to rise from the floor level on hydraulic jacks to make a platform for the altar or concerts.

St Paul's peal of eight bells was cast by Mears & Stainbank of London, which arrived on the Cutty Sark. They were first rung on Good Friday, 10 April 1873. The 1883 organ, with its colourful pipes, was rebuilt in 1957 and further modified in the 1990s.

Geography

The Diocese of Bendigo occupies a great deal of north central Victoria, the Loddon and Mallee regions and half of the Goulburn Valley.

The southern boundary is the Great Dividing Range with the diocese commencing at Mount Macedon and continuing to the Murray River, its northern boundary. In the east the boundary is the Goulburn River and to the west, the South Australian border.

The diocese includes the City of Greater Bendigo, with a population of close to 120,000 and expected to rise to 200,000 in the next 25 years. This indicates strong and sustainable growth for the city.

Before European settlement, this region was known as Jaara Jaara country by its traditional owners. Between 1850-1900 it became the richest city in the world thanks to the gold rush.

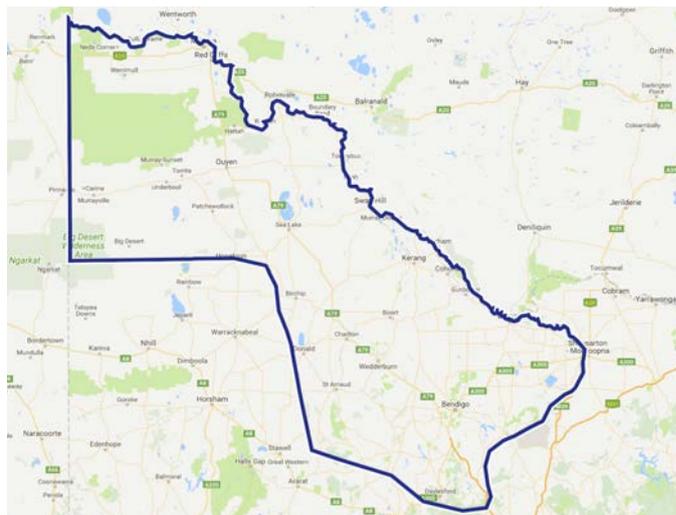
Most recently, a cosmopolitan revival has put Bendigo back on the map. International art and fashion exhibitions, award winning restaurants and a discerning coffee culture have provided Bendigo with a thriving arts and foodie scene. Repurposed heritage buildings are now home to beautiful boutiques, cafes and bars. Hidden laneways, along with botanic gardens, cycle paths and open spaces contribute to Bendigo being a popular tourist destination.

Bendigo benefits from a high frequency V-Line rail service to and from Melbourne with a journey time of approximately two hours. The Calder Freeway also links Bendigo with Melbourne – a distance of 151km.

Bendigo has become a centre of excellence for banking, education and medicine and this will continue to expand.

Another expanding urban area in the diocese is Mooroopna on the eastern edge, a part of the Greater City of Shepparton.

Manufacturing is largely built around supporting agriculture and rural industries. Both Bendigo and Mildura have campuses of La Trobe University.



Information

- Full details of **schools** in Bendigo can be found at: <https://www.goodschools.com.au/compare-schools/in-bendigo-3550>
- Information about **hospitals** can be found at: <http://www.bendigohealth.org.au/>
<https://www.sjog.org.au/bendigo>
- General information about **living in Bendigo** can be found at the City of Greater Bendigo website: <https://www.bendigo.vic.gov.au/About/About-Greater-Bendigo/Bendigo-for-new-residents>.

Other cities in the diocese include Castlemaine, Maryborough, Echuca, Swan Hill and Mildura. The Rural City of Mildura is the second largest population area with 55,000 people and is 5 hours north west of Bendigo. 80% of the diocese, in terms of churches and parishes, is within 90 minutes of Bendigo and the rest is scattered over a large area to the north west.

Geographically, the diocese is a mixture of mountains to the south, wide open plains to the north and an extensive system of waterways running from the Great Dividing Range towards the river Murray.

Agriculturally, the diocese is very diverse with dairying and crops the biggest agricultural activities. In addition sheep and cattle and stone fruits, along with wine and almonds, make for a diverse and growing agricultural region.

However, over the past 25 years the growth in agricultural production has largely been due to technology and innovation, with a resulting decrease in reliance on human resources. This has led to a declining population in many of the agricultural areas of the diocese. In recent years the production of hay for export has become a major industry.

Vision & Mission



Vision

We will transform society through the gospel of Jesus Christ by building healthy mission-shaped faith communities.

Mission

As a diocese we believe we are part of God's people called in the words of the Anglican Communion to:

- To proclaim the Good News of the Kingdom of God
- To teach, baptize and nurture new believers
- To respond to human need by loving service
- To seek to transform the unjust structures of our society, to challenge violence of every kind and to pursue peace and reconciliation
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth

As a diocese we are committed as a Church at mission:

- To praise God
- To grow the Church
- To strengthen our ministry of the laity and clergy
- To engage with and serve our local communities
- To build our resources to extend our mission and ministry

Strategic Plan

The Strategic Plan for the Diocese of Bendigo is designed to strengthen the diocese and set a clear direction for the future.

The current Strategic Plan covers the period 2017-2019. The plan is built around three core sectors: Ministry, Resources, and Safe Church. Under each core sector there are focused segments together with strategies aligned to these segments. The segments cover the diversity of mission and ministry across the diocese.

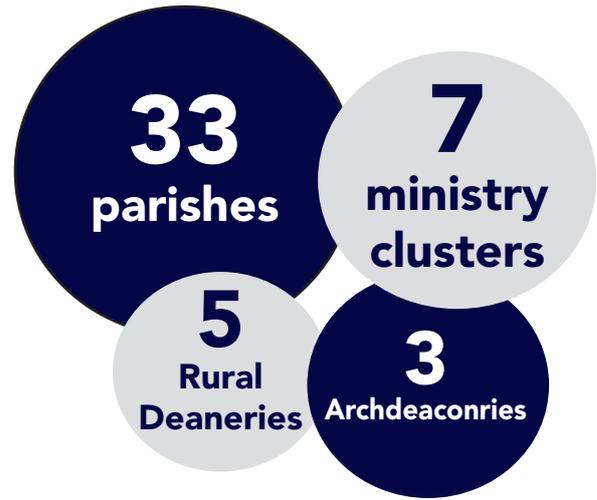
A full copy of the Strategic Plan can be found at: <http://www.bendigoanglican.org.au/wp-content/uploads/2017/03/Strategic-Plan-2017-2019.pdf>



Parishes

The diocese is approximately 65,000 square kilometres, and covers a large part of rural Victoria, stretching from Woodend in the Macedon Ranges, through the Wimmera and up the Mallee to Mildura, as well as extending to Tatura and Mooroopna and parts of the Goulburn Valley.

The Diocese of Bendigo currently has 33 parishes, or ministry districts, spread across the diocese, with eight located in the See city of Bendigo. Over 80% of the Diocese of Bendigo, in terms of parishes and congregations, is within 90 minutes driving of Bendigo with the other 20% spread over a large area of north-west Victoria.



The north-western area, comprising 20% of the diocese, is affected by significant population decline as a result of the way in which farming is now undertaken, which is very machinery and technology intensive on much larger areas of farmland.

This has resulted in attendances in many of our small rural congregations declining and it will be a challenge to sustain these parishes long term. In response to this situation the diocese at Synod this year established a Rural Ministry Trust to raise funds to assist our small rural parishes.

Parishes in urban areas and in towns with more than 5,000 people are doing well with congregations buoyant and a potential for growth.



Parishes

Diocesan Engagement

The geographical area covered by the diocese is large, requiring a number of strategies to encourage a sense of unity within the diocese.

The Bishop has travelled extensively visiting parishes and the diocesan monthly magazine, *The Spirit*, is circulated widely.

A Diocesan Convention, featuring guest speakers and workshops, has been held occasionally.



Parishes

- | | |
|-------------------|------------------------|
| Bendigo Cathedral | Kyabram |
| Bendigo East | Kyneton |
| Bendigo North | Maiden Gully |
| Castlemaine | Maldon |
| Central Mallee | Maryborough with Avoca |
| Charlton-Donald | Mooroopna |
| Cohuna | Northern Mallee |
| Daylesford | Pyramid Hill-Boort |
| Eaglehawk | Rochester-Lockington |
| Echuca | South East Bendigo |
| Elmore | St Arnaud |
| Golden Square | Strathfieldsaye |
| Heathcote | Sunraysia South |
| Inglewood | Swan Hill |
| Kangaroo Flat | Tatura |
| Kerang | Tongala-Stanhope |
| | Woodend-Trentham |



Ministry

In the Diocese of Bendigo there are three expressions of ordained ministry:

Stipendiary Ordained Ministry

This is the most common in the diocese and includes most parish-based clergy.

Ordained Local Ministry (OLM)

Ordained Local Ministry is seen primarily as an assisting ministry to stipendiary clergy. However, those ordained as priest or deacon are fully priest and fully deacon wherever they are licensed to minister. The call for this ministry generally comes from the Bishop identifying candidates, or congregations nominating candidates who have demonstrated ministerial leadership and qualities.

Ordained Pioneer Ministry (OPM)

Ordained Pioneer Ministry recognises the ministry of those people who have started or sustained a "fresh expression" of church, or are already ministering in a context outside church structure.



Average age of clergy

There has been an intentional strategy to lower the average of clergy across the diocese in recent years. The success of this approach has resulted in a strong and talented team. The gender distribution has improved and there is a significant number of clergy aged from 35 to 50.

Chaplains

Several clergy and lay people are involved in specific chaplaincy ministry areas in hospitals, community liaison, with the police, and in the education and criminal justice systems within the diocese.

Training

Generally, **stipendiary clergy** will have completed a recognised tertiary qualification in theology and/or ministry. Current clergy have studied at various institutions, including Trinity Theological College and Ridley Theological College in Melbourne.

Those seeking ordination as **Ordained Local Ministers** undertake the diocesan-based Ministry Training and Formation Programme. The Trinity Certificate in Theology and Ministry usually satisfies the academic component.

Training for **Ordained Pioneer Ministry** candidates is determined according to each candidate's training and formation requirements.

Lay Ministry

The diocese deeply values and significantly relies on the ministry of lay people using their talents, skills and gifts for furthering the work God calls us to in parishes and associated ministries throughout the diocese.



The Archdeacons

There are **three Archdeaconries** in the diocese, representing:

- the north (St Arnaud)
- the centre (Bendigo), and
- the south (Goldfields)

The Rural Deans

The Rural Deans lead **five rural deaneries**.

Rural Deans are elected by the clergy of each deanery and appointed by the Bishop every three years, holding office for the duration of one Synod.

While being ultimately accountable to the Bishop, the life of each deanery is in its own hands. Each rural deanery has its own ethos, which changes as situations and members change.

The Senior Staff Team

The **Senior Staff** comprises each of the Rural Deans plus the three Archdeacons.

The Board of Ministry

The **Board of Ministry** is responsible for the coordination and support of equipping clergy and laity in the diocese for ministry and mission.

The Ministry Development Officer (MDO) is both a member of the Board of Ministry and in effect the executive officer of the Board. The MDO currently trains, supports and resources new clergy.

The Senior Leadership Team (SLT)

In 2013, a **Senior Leadership Team** was established to assist the Bishop in the running of the diocese.

SLT meets fortnightly, and consists of:

- The Dean/Vicar General
- The Archdeacon of Bendigo
- The General Manager/Registrar
- The Bishop

Registry

The Registry is based in the former Deanery, next to the Cathedral in central Bendigo. The office is a small, close-knit group comprising the Registrar/General Manager, the Bishop's personal assistant and three part-time staff covering finance, general administration and reception.



Governance

Governance of the Diocese of Bendigo is marked by professionalism, flexibility and the ability to respond to and deal with the needs of parishes, clergy and the broader community.

In the Province of Victoria, dioceses operate in accordance with powers granted by the Victorian parliament in state legislation in the 19th century, namely the Church of England Act 1854, Church of England Act 1875 and the Anglican Trusts Corporation 1884. These Acts establish the first Synods, and give legal effect to the Trust Corporation.

Bendigo Anglican Diocesan Corporation

The **Bendigo Anglican Diocesan Corporation**, a company limited by guarantee, was established in September 2014. The Corporation is responsible for the employment and day-to-day operational matters of the Diocese. Members of the Council are also directors of the Corporation, meeting quarterly on the same day as the Council meets. The Executive Committee of the Council also acts as an executive of the Corporation.

Bendigo Diocesan Trusts Corporation

The **Bendigo Diocesan Trusts Corporation** was incorporated in 1905 under the Anglican Trusts Corporation Act 1884 of the Parliament of Victoria. It acts as trustee for some 131 property titles across the diocese, primarily churches, church halls and rectories. The Trusts Corporation also holds funds from bequests for individual churches or parishes in the diocese.

The trustees of the Trusts Corporation have the care of the real property, but subject to decisions of Synod and Bishop-in-Council.

Background

Until 2015, the Trust Corporation was the only legal entity in the diocese, as neither the diocese, Synod nor the Council are separate legal entities. In May 2015 Synod passed landmark legislation establishing the Bendigo Anglican Diocesan Corporation, a company limited by guarantee. The members and directors of the Corporation are the Bishop and the members of the council. The Executive Committee of the Council acts in the same capacity, as an executive of the corporation.

The Diocesan Corporation was established in part to meet an issue raised by a Victorian court case as to whether clergy were covered by WorkCover insurance. The Corporation acts as a deemed employer for WorkCover purposes, although the legislation establishing the Corporation preserves the traditional view of clergy as officeholders.

The Corporation therefore manages all staffing issues, is responsible for the Registry and operating budget. Diocesan investments and the Common Fund remain the province of the Council.

Synod

The **Synod** is the primary decision-making body of the Diocese, making decisions and passing legislation when needed. There are about 120 members of clergy and laity, elected for three years, who meet at least once a year.

Bishop-in-Council

The Council of the Diocese acts as an advisory body to the Bishop in temporal affairs, and with the Bishop is referred to as **Bishop-in-Council**. It meets quarterly, and comprises 16 members. Four lay and four clergy members are elected by Synod. The Bishop has the power to appoint two clergy and two lay members, and there are four ex officio members – the Chancellor, the Advocate, the Vicar-General and one senior priest appointed by the Bishop.

Diocesan Executive Committee

As the Council only meets quarterly, an Executive Committee was established in about 2005. The **Diocesan Executive Committee** meets monthly and exercises all powers conferred on it by the Council under the Bishop in Council Act and any other Act of Synod, managing primarily all major property, legal and financial matters.

Council receives reports in writing from the Executive at each quarterly Council meeting. The Executive is made up of the Bishop, Vicar-General, the Chancellor, two members of Council elected by the Council, and two members appointed by the Executive itself. The members are appointed for their expertise, and currently have expertise in finance property and commercial management.

Finance & Investment Committee

A sub-committee of the Executive, the **Finance and Investment Committee**, monitors investments and provides advice to the Executive and Bishop-in-Council on financial matters.

Common Fund

(Bendigo Diocesan Trusts Corporation)

The **Common Fund** invests parish funds, trusts and diocesan funds in a joint fund. The diocese has some 156 active trusts with a combined balance at 31 December 2016 of \$13.8 million. These are currently held in a joint fund known as the Common Fund. The net income return for 2016 was 4.4%, and the five year average has been 3.8%. The funds are invested across a balanced portfolio under the advice of an independent professional investment manager.

Diocesan Development Fund (DDF)

Effective 31 December 2015 the diocese no longer has a DDF, due to the stringent compliance and risk issues attached to a DDF.

The Bishopric Endowment

The Endowment is currently held in the Diocesan Ministry Fund, and at 31 December 2016 stood at \$3.253m. It is hoped that anticipated growth of the Endowment will soon result in the Endowment income fully funding the work of the Bishop.

Rural Ministry Fund

This fund has recently been established as a means to support ministry to the sparsely populated rural Mallee region.

Diocesan Corporation

(Bendigo Anglican Diocesan Corporation)

Day to day diocesan operations are run through the **corporation**. This includes the payment of all stipends and allowances for clergy, which are paid centrally through the Registry and charged back to the respective parishes on a cost recovery basis. Registry costs are primarily funded through a parish share levy, currently set at 13.8% of parish income (adjusted for mission giving and giving for specific projects). In 2016 this accounted for 17% of the total corporation income.

2016 results:

| | |
|--------------------|-----------|
| <i>Income</i> | \$3.427m |
| <i>Expenditure</i> | \$3.338m |
| Surplus | \$89,000 |
| | |
| <i>Assets</i> | \$1.003m |
| <i>Liabilities</i> | \$537,247 |
| Net assets | \$466,200 |

Synod financial reports will be available to shortlisted candidates.

Professional Standards

The Diocese has led the Province of Victoria's response to professional standards.

Bishop Andrew and the then Advocate, John Henry, were both members of the Provincial working Group that drafted a new independent professional standards regime, intended for adoption by all Victorian dioceses.

The new professional standards regime for the clergy and church workers of the Diocese of Bendigo was set up by uniform legislation passed by the Synods of Melbourne and Bendigo dioceses in 2016.

An independent company, **Kooyoora Ltd**, has been set up to manage the scheme at arms length from the dioceses.

The company will appoint an Executive Director, Director of Professional Standards and appoint members of the

Committee, Board and Review Board. The dioceses retain an involvement as members of the company, but this is restricted to the proceedings at annual general meetings.

While this scheme is in its infancy, it is hoped that other dioceses in the Province of Victoria, and outside it, will join the scheme, as well as other like-minded bodies such as independent schools and welfare agencies. Funding, other than start-up funding, is to be provided on a fee for service basis.

The diocese recently passed Episcopal Standards legislation based on the Model Ordinance presented to General Synod in 2014. This legislation is common to the legislation in place in the Diocese of Melbourne, and the complaints and adjudication structure is shared with Melbourne.

Welfare Agencies

The Diocese has two agencies that are used to fund and engage in welfare work, Bencourt Care and New Horizons.

Bencourt Care

Bencourt Care is an incorporated body directed by the Executive Committee. It holds and invests funds realised from the sale of St Laurence Court, an aged care facility in Bendigo that was previously administered by the Diocese. The funds received from the sale of St Laurence Court to Benetas, the Anglican aged care provider, formed the corpus of Bencourt Care's investment portfolio. Parishes and other agencies within the Diocese are able to apply for funding for charitable projects that fall within Bencourt Care's purposes.



New Horizons

New Horizons Welfare Services is an incorporated association with public benefit, allowing donations to be made on a tax-deductible basis. The Executive Committee directs this body, in the same way as it directs Bencourt Care. New Horizons does not have an independent income source, relying on grants from trusts. In the past it has run bushfire relief programmes, and the Eaglehawk outreach programme known as Our Place and Our Shed. At present it is the body that administers hospital chaplaincy.



Related organisations

Anglicare Victoria

Anglicare Victoria is a state-wide welfare organisation established in 1997 by the Anglican Diocese of Melbourne to provide welfare services to children, families and young people. It has a regional office located in Bendigo with services also provided across the Diocese of Bendigo in Eaglehawk, Echuca, Kyneton, Maryborough and Swan Hill.



In 2014 Anglicare Victoria merged with St Luke's Anglicare – a welfare organisation originally established by the Anglican Diocese of Bendigo as St Luke's Toddler's Home in 1939. This ensured the continuation of services offered by St Luke's Anglicare throughout the Loddon Mallee Region.

The diocese and its parishes continue to have a good relationship with Anglicare Victoria in providing support to disadvantaged people within our communities, through the parish partnerships programme. Anglican prison ministry within the diocese is administered by Anglicare Victoria.

Benetas

Benetas is an Anglican agency established to provide aged care services across the Province of Victoria. Through its partnership with Benetas, the diocese provides access to a considerable number of care options for older people.



Benetas now operates the two facilities for aged persons originally developed by the diocese: St Laurence Court (in Upper Road, California Gully) and the Wesley Street, Kangaroos Flat complex. The Rectors of Eaglehawk and Kangaroo Flat parishes provide chaplaincy ministry to the facilities in their respective parishes.

Other community aged persons services are operated by Benetas in the Shires of Buloke, Campaspe, and the City of Greater Shepparton.

The Bush Church Aid Society

The Bush Church Aid Society assists in providing ministry to remote and rural Australia.

The Bush Church Aid Society currently supports ministry in the Anglican Diocese of Bendigo in the Parish of Sunraysia South and the Strathfieldsaye Community Church.



Bishop's conditions and electoral process

The Bishop of Bendigo is appointed by the Bishopric Election Board, a board of six clergy and six lay people elected by Synod by virtue of the Bishopric Act 2013 (the Act).

Appointment

The Bishop is appointed for a period of 10 years, or until the age of 70. The initial 10 year period may be extended for two terms, each not to exceed three years, after a review process conducted by the Tenure Review Committee.

The Tenure Review Committee is also required to meet with the Bishop after the first five years of the Bishop's tenure to reflect on their role over this period.

The terms of appointment are to be contained in a letter of appointment.

The Bishop is deemed to be a worker for the purposes of the Victorian WorkCover scheme, and is therefore able to benefit from WorkCover insurance in the event of a work injury.

Housing

The diocese sold the Bishop's house some years ago, and has invested the proceeds of sale.

It is anticipated that the new bishop's views on an appropriate home will be sought before a purchase is made.

Remuneration

The Bishop's remuneration includes provision of a car, phone and other expenses.

Full details of the remuneration will be provided to shortlisted candidates.

Timeline

The Board anticipates that the election process will follow this course, although the timeline may be subject to change due to unforeseen circumstances:

Early August

Nominations received, for a period of 4 weeks

September

Board finalises shortlist. This may involve some candidates being asked to provide further information to assist the Board in forming the shortlist.

October

Shortlisted candidates (no more than 6) invited to submit CVs, written consent to be considered as a candidate and a professional standards check form.

Late October/early November

Shortlisted candidates invited for interview. The successful candidate will also be asked to undergo psychometric testing and a medical report.

Late November/early December

The Bishop will lay up his staff at a final service on Saturday 2 December.



Prepared by the Bishopric Electoral Board 2017

For further information, or enquiries please contact:
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