

## **PARISH OF TOOWOOMBA - ST JAMES' ASSOCIATE/ASSISTANT PRIEST (St Anne's Church - Highfields)**

### **THE OPPORTUNITY**

The Parish of St James' - Toowoomba, seeks an Associate, or Assistant Priest, who will have special responsibility for the ministry and mission of St Anne's Anglican Church in Highfields. The successful appointee will enjoy a degree of autonomy in guiding the Anglican community in the rapidly growing Highfields area – while being part of an experienced ministry team that has the resources, and support of a financially stable Parish.

### **POSITION DESCRIPTION**

The Associate/Assistant Priest will guide the ministry of St Anne's Anglican Church in Highfields and share in the ministry of the Parish as a whole. Taking the Associate/Assistant Priest's individual gifts and the emphasis on ministry in Highfields into account, the more specific responsibilities of the role include –

- Working collaboratively with the Parish clergy, lay leaders and staff.
- Encouraging the spiritual and numerical growth of the Anglican community Church in Highfields.
- Leading worship and special services, preaching and celebrating the sacraments.
- Providing pastoral care.
- Developing lay ministry, discipleship, pastoral care and small groups.
- Participating in Parish Council and other meetings and committees and helping with Parish administration.

The Associate, or Assistant Priest is expected to participate in the broader life of the Anglican Church Southern Queensland. They will nurture their own and their family's spiritual life and undertake professional development in consultation with those who have oversight of them.

### **SELECTION CRITERIA**

We are looking for a Priest of the Anglican Church of Australia, or a Deacon eligible for ordination as a Priest within six months of appointment. The successful applicant will have –

- A serious commitment to respond to a call to serve God and the people of God, and to maintain their own spiritual life and development,
- A sound Anglican grounding in the Bible, liturgy, theology, preaching and pastoral care; and a willingness to undertake professional development in these areas,
- The ability to lead contemporary and traditional worship and adapt ministry in complex times,

- A willingness to guide the spiritual and numerical growth of the Church in Highfields, and the wider Parish, and to encourage and use spiritual gifts and ministries of the laity,
- The ability to work with, and minister to, a broad range of people inside and outside the Church,
- A positive outlook, and a good sense of humour, and
- Sound administrative skills, or the capacity and willingness to develop them.

It would be preferable that the successful applicant will have had at least two years' experience in parish ministry and is willing to hold this position for at least four years.

## **WHO WE ARE?**

The Parish of Toowoomba St James' is part of the Anglican Diocese of Brisbane and the Western Region of that Diocese. It runs the length of the New England Highway from the Toowoomba CBD to Cabarlah. The Parish encompasses suburbs and localities that span the highway and are edged by the escarpment of the Great Dividing Range. It therefore has a long north-south and narrow east-west shape. The Parish comprises parts of the Toowoomba CBD and the suburb of East Toowoomba, and the suburbs of Prince Henry Heights, North Toowoomba, Harlaxton and Mount Lofty. It then extends north beyond Toowoomba through Blue Mountain Heights and semi-rural areas for 7 km until Highfields. It includes all of Highfields and the surrounding localities of Cabarlah, Kleinton, Meringandan and Meringandan West, which are all rapidly growing suburbs.

The Parish has four main congregations meeting in two centres: the St Anne's congregation in Highfields (meeting at 8.30am each Sunday), and three congregations that meet at St James' Church in the Toowoomba CBD (Sunday 7.30am, Sunday 10.00am, and the Toowoomba South Sudanese Anglican Community). There are also regular weekday and Saturday evening services at St James'. Although most regular worshippers at St Anne's live in Highfields, the central CBD location of St James' at the southern end of the Parish means many regular worshippers live outside the Parish boundaries in the southern and western suburbs of Toowoomba. The Sudanese congregation draws predominantly South Sudanese Dinka-speaking Anglicans from across the city.



St James' Church



St Anne's Church

The Parish is large and diverse with approximately 300 people attending worship on an average Sunday – around 130 in the Sudanese congregation, 60 at St James' 7.30, 40 at St James' 10.00, and 70 at St Anne's. Each congregation has a different

style of worship. The South Sudanese congregation worships in Dinka according to South Sudanese styles. All of the other congregations rely on the worship forms of *A Prayer Book for Australia*, but again vary widely in the settings they use. The St James' 7.30 service is a traditional sung Eucharist accompanied by choir and pipe organ. The 10.00 service is family-oriented Holy Communion, with hymns and songs of praise accompanied by piano. This service also attracts members of the South Sudanese community and has an active Children's Ministry.

At St Anne's, the service relies heavily on data projection. Sunday worship is drawn from *APBA*, includes Holy Communion, and is family oriented and more contemporary in style. A mix of modern choruses and hymns is used, and is supported by two electronic keyboards and, occasionally, guitar and other instruments.



St Anne's Church

The Rector is the Venerable Mark Carlyon, who is also Archdeacon of the Downs. Several retired clergy are licensed to take services: the Reverend Frances Andrews, the Reverend John Pryce-Davies, the Reverend Beverley Thorogood, the Reverend Garth Shaw, the Reverend David Snape and the Reverend Matthew Weatherley. The vacancy for a paid Associate/Assistant Priest (Highfields) arises because of the departure, in April 2021 of the Reverend Deborah Bird who was appointed Priest in Charge of the Parish of Maleny on the Sunshine Coast.

Toowoomba St James' has a long history and has made significant contributions to the growth of Anglicanism in southern Queensland. St James' Church itself was established in 1869 as part of the Parish of Toowoomba until its northern (Toowoomba St James') and southern (Toowoomba St Luke's) parts were made separate parishes in 1905. St James' was mother church of many others to its north.



As is the case with Mark Carlyon, Rectors have often also served as Archdeacon of the Downs. The Right Reverend Ralph Wicks (Rector, 1963-1972) left the Parish when appointed Bishop. The Reverend John Barge – Curate in the Parish with responsibility for St Thomas' North Toowoomba (1933-1936) – was martyred in New Britain in 1943. As a consequence, the New Guinea Martyrs are recognised in fabric, symbols and windows at both St James' and St Anne's Churches.



St James' memorabilia

The Parish has a broad range of regular educational and service ministries. There are two Home Groups at St James' and three at St Anne's, and the Parish is currently engaged in a program of increasing Home Group involvement. There is a Christian Meditation Group at St James'. Cursillo is actively supported and has had broad participation across the Parish. For children, Sunday schools are run at the St James' 10.00 and the St Anne's congregations. Teenage youth groups have been run in the past at St Anne's itself, and jointly with the Uniting Church. Religious instruction is given at Toowoomba North, and Highfields State Schools. State school chaplaincy is supported in Highfields. The Parish has ministries to Mount Lofty Hospital, Baillie-Henderson Hospital, Brownsholme Retirement Village (Highfields) and, outside the Parish boundaries, The Brodribb Home (Toowoomba CBD) and BUPA Aged Care Glenvale.



Recently installed stained glass windows at St Anne's.

Highfields was separated from Toowoomba St James' in 1907 but was returned in 1971. A decade later, the Parish developed a vision that the Anglican Church should give priority to growing the Christian presence and profile in Highfields and committed itself to seeing that vision realised. In 1980 the Parish bought land in the centre of Highfields, and in 1991 built the multi-purpose hall and worship centre that then became St Anne's Church. As Highfields and its surrounds emerged in the 2000s as the fastest growing urban area in Queensland, Parish plans for mission intensified. Assistant Priests were given responsibility for leading worship in Highfields. After significant numerical growth at St Anne's in Stephanie Patching's ministry (2009-2018), the minister's role in Highfields was in 2011 raised to an Associate Priest's position. Since then, the Parish has committed itself to placing a Priest permanently in Highfields. A priest's residence in Highfields was purchased, and a large modern church [built around the existing facility] was dedicated in 2016. To give effect to this vision, the Parish has relied entirely on its own capital and income, partly funded by the sale of a number of Parish properties (including the deconsecrated St Thomas' Church). The Parish remains committed to appointing a Priest with special responsibility for ministry in Highfields.

Full information about St Anne's Church, Highfields, can be found on its website: [www.anglicanhighfields.org.au](http://www.anglicanhighfields.org.au)

The Parish has a unified vision of ministry and mission under the one Strategic Plan, and in doing so consciously recognises its responsibility for two distinct geographical

communities and four diverse congregations. All parts of the Parish are considered a whole Parish responsibility. The St James' and St Anne's centres have on the whole, been equally represented among Parish Councillors and officeholders, and Parish meetings alternate between the two centres. During the Covid pandemic most Parish Council meetings were held using 'Zoom'. As a result, while the Associate/Assistant Priest will enjoy a reasonable level of autonomy in guiding the Anglican community in Highfields, they can expect the support of the whole Parish for their ministry.

## **OUR COMMUNITY**

Toowoomba St James' is one of five Anglican parishes in the City of Toowoomba and the satellite towns of the inner Darling Downs (population approximately 150,000). The communities of the Parish therefore enjoy all of the advantages of living in the commercial, educational, health and professional services centre of the Downs and south-west Queensland. The regional economy rests on a mix of agricultural production, food processing, mining and energy resources – an industry diversity which has supported stable and strong economic and employment growth over the last decade. It has experienced major ongoing infrastructure development, including the Wellcamp Airport (serviced by Qantas) and the Second Range Crossing. The major areas of employment are education (7.9%) and health and aged care (7.4%), in proportions well above State and national averages. An educational hub, Toowoomba is home to the University of Southern Queensland's main campus. The city has high-performing state schools and is well-known for its strong Independent and Catholic schooling tradition (providing boarding for students from remote families). There are two Anglican Schools – The Glennie School (girls, P-12) and Toowoomba Anglican School (TAS) (co-ed, P-12). The city has five major hospitals – Toowoomba Hospital, Mount Lofty Hospital, St Vincent's, St Andrew's and Baillie Henderson – and associated medical specialist services. All parts of the Parish are in the federal electorate of Groom, the state electorate of Toowoomba North and the Toowoomba Regional Council area.

The Parish encompasses two distinct communities. The southern and more populous part of the Parish comprises the north-east of the City of Toowoomba. It includes the major retail and commercial areas of the Toowoomba CBD and the Northpoint Shopping Centre. There is light industry in parts of North Toowoomba and Harlaxton. However, the area is mainly suburban, high density, stand-alone housing. Toowoomba SHS (Mount Lofty) (7-12), Toowoomba North SS (P-6), Harlaxton SS (P-6) and Downlands College (Catholic) (7-12) are located in this area, although at least eight other schools (including Glennie and TAS) sit just outside the Parish boundaries. Parts of North Toowoomba and Harlaxton would be considered disadvantaged and have higher unemployment than the national and city averages, whereas property in the leafy eastern suburbs is the most expensive in the city and the area is relatively privileged.

The northern region of the Parish is centred on the town of Highfields. It is predominantly residential. The central section of Highfields is broad acre and medium density, stand-alone housing, but the newer developments to the north and west of the town and in Kleinton have seen higher density housing development. St Anne's regards these new housing developments as a priority for mission. The rest

of this part of the Parish is low density and semi-rural. This part of the Parish also contains Borneo Barracks at Cabarlah. The Barracks has its own chaplain, but many service personnel from Borneo Barracks and the Oakey Army Aviation Base live in the Parish. Shopping centres incorporating the major supermarket chains and medical and professional services are located at the town centre at Highfields Village and at Highfields Plaza. There is a collection of cafés and boutique shops on the escarpment. The Regional Council runs a large cultural centre, a fitness and recreation centre and a library near Highfields Village. The district is served by Highfields SS (P-6), Meringandan SS (P-6), Highfields State Secondary College (7-12), Mary McKillop Catholic College (P-12) and Toowoomba Christian College (Independent) (P-12). It is an affluent area with a high proportion of young families. Highfields is the fastest growing district in Queensland. It is the major satellite for Toowoomba, after which it is now the most populous urban area in the Darling Downs.



Christmas Markets at Highfields



Snapshot – Our Community based on 2016 national census.			
	Toowoomba North*	Highfields**	Australia
Population	50,427	13,180	23,401,886
Male %	48.2	50.3	49.3
Female %	51.8	49.7	50.7
Median age	39	40	38
Age 0-14 %	19.4	23.6	18.7
Age 65+ %	17.6	15.6	15.8
Married %	46.5	66.2	48.1
Separated/divorced %	13.4	7.7	11.7
Couples with children %	38.1	48.7	44.7
One parent family %	18.2	9.0	15.8
Australian-born %	82.2	85.0	66.7
Aboriginal/Torres Strait Islander%	4.6	2.3	2.8
Anglican %	18.6	20.1	13.3
Catholic %	23.7	24.3	22.6
Uniting Church %	5.4	6.3	3.7
No religion/not stated %	31.9	26.2	39.2
Full-time work %	58.0	59.6	57.7
Part-time work %	30.3	31.0	30.4
Unemployed %	7.3***	4.4	6.9
Median weekly household income	\$1,220	\$1,852	\$1,438

\* The whole Parish of Toowoomba St James' (including Highfields) is included in the State Electoral Division of Toowoomba North – although the electorate also takes in areas that are parts of the Parishes of Toowoomba West and Toowoomba St Luke's. Census data for the Toowoomba North electorate is taken to be representative of the Parish's overall demographic profile.

\*\* Statistical area includes Highfields, Blue Mountain Heights and Meringandan West

\*\*\* Unemployment for the Toowoomba Labour Region in 2018 is 5.4%.

## OUR FACILITIES

Each of the two centres of the Parish has full facilities for worship, housing for clergy, administration and social and community activities. The Parish has the oldest and youngest church buildings in the Toowoomba region.



St James Anglican Church

*St James' Church* is on the corner of Russell and Mort Streets in the CBD. It was built in 1869 according to nineteenth century Cambridge Camden design, modelled on English perpendicular architecture. It is Toowoomba's oldest church building and oldest public building, and is heritage listed. The church is known for its stained glass, laid-up military battalion colours, New Guinea Martyrs' memorials and pipe organ. It holds around 300 people. *The St James Parish Centre* is adjacent to the church and was built in 1996. It has offices for the Rector, other clergy and Parish officers; a meeting room; a commercial kitchen; and a large hall. The reception at the Parish Centre is attended by an Administrative Officer and volunteer staff on weekdays, 9am-3pm. *The Rectory* is adjacent to the Parish Centre and accessed from Mort Street.

The Parish also owns the *James Taylor Memorial Institute* on Russell Street, directly opposite St James' Church. Opened in 1912, it is also heritage listed. Although originally used for Sunday schools and as the Parish Hall, since 1996 the Institute has been leased to the Toowoomba Clubhouse – an organisation that provides training for adults who experience mental illness and that gives them a venue to meet socially.



St Anne's church, Highfields.

*St Anne's Church* is on the corner of Highfields and Kuhls Roads, Highfields, and was opened in 2016. The church was designed according to modern liturgical movement styles, with an emphasis on the congregation as a people of God closely gathering around the sanctuary. It is open plan, although the Highfields Roadside is designated as the New Guinea Martyrs Chapel and is used for mid-week and more intimate services. There is a parent's room (with one-way glass, changing facilities and WC) at the rear of the church. The church relies heavily on modern visual projection and sound equipment, operated from a recessed sound-room. It holds up to 170. The church was intentionally attached to the pre-existing *Community Hall*, which is an open hall and has a kitchen, kids' room, storeroom and small meeting room. The attached design of the church and hall means that, for larger services, the folding doors between them can be opened to allow overflow seating. As many as 250 can sit in the combined space with sight of the sanctuary. A vestry and clergy office are located behind the sanctuary. There are still around 3,000 m<sup>2</sup> of *vacant grounds* on the church property. The building was recently fully air-conditioned from parishioner bequests.

There is approval for the redevelopment of the Community Hall to fit out a commercial kitchen, and to extend the hall for additional storage, toilet and shower facilities.



The *Priests' Residence* is on a separate site in Highfields. It is a modern residence (aged about 17 years) on a 1,000 m<sup>2</sup> fully fenced block, with four bedrooms, two bathrooms and a double garage. It is in easy walking distance of Highfields Village and local schools.



Priest's residence in Highfields.

The Parish Centre in the CBD and the Community Hall in Highfields are rented out to community groups on weekdays and nights. The church grounds in Highfields are used for Quiet Days, by fitness groups and for the quarterly Car Boot Sales which are a major community event in Highfields and a source of fundraising for the Parish.