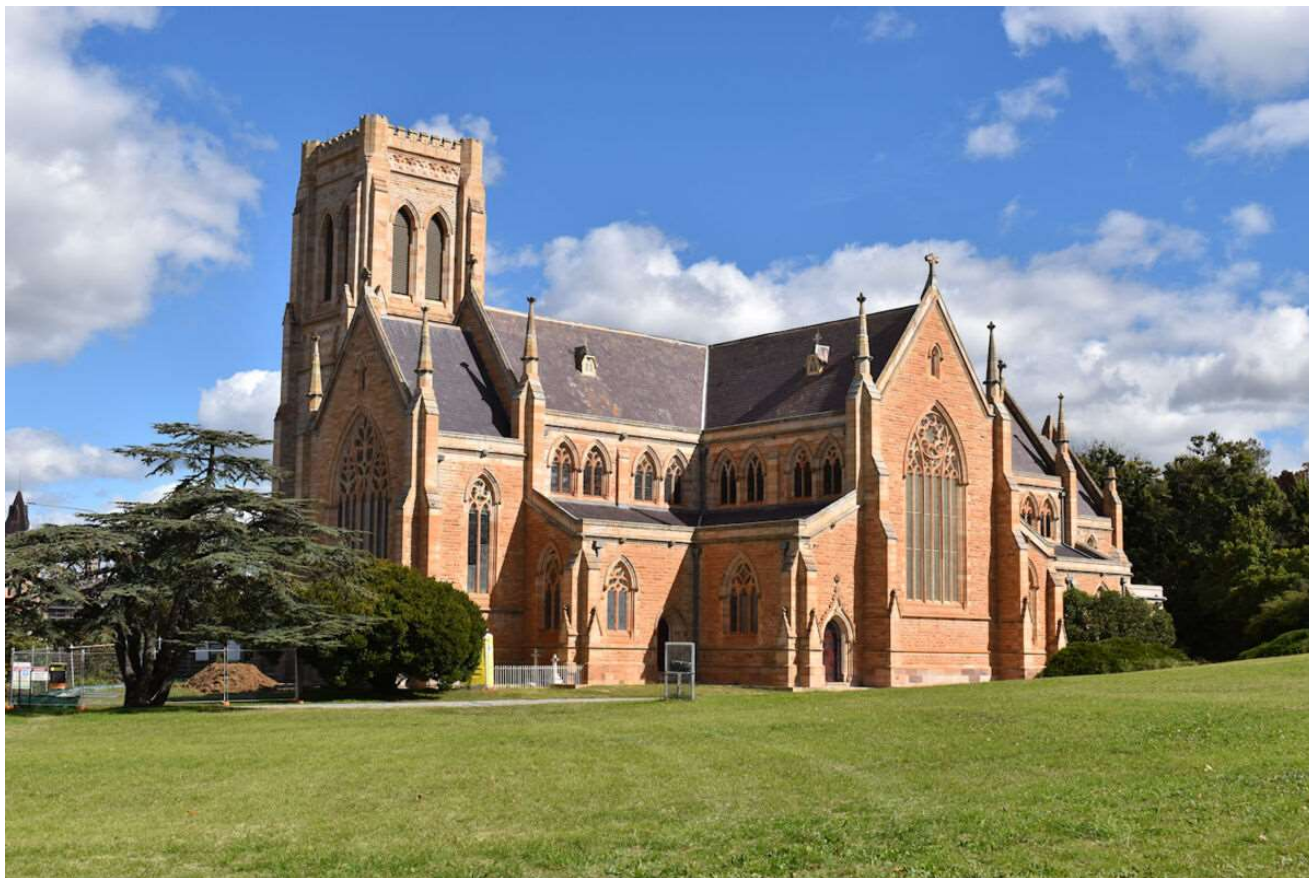


The Cathedral Parish Church of St Saviour Goulburn

Parish Profile



As the Mother Church of the Anglican Diocese of Canberra and Goulburn, the Cathedral of St Saviour is a haven for nurturing Christians and fostering new faith in Christ in the love of God and the grace of the Holy Spirit. The Cathedral community is committed to reinforcing the wisdom of the Anglican tradition and engaging with the ever-changing world.

We are committed to:

- prayer and joyful worship
- the ministry of hospitality
- serving the broader community
- supporting those from diverse backgrounds and those with special needs
- supporting Goulburn and the Diocese in good times and times of adversity.

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Introduction and History

The City of Goulburn, declared Australia’s first inland city in 1863, is located in the Southern Tablelands of New South Wales, 195km from Sydney and 90km from Canberra. It is the provincial city of the Local Government Area (LGA) of Goulburn Mulwarree. Due to the proximity to Sydney (two hours on the Hume Highway), as well as regular Southern XPT and Southern Xplorer train services, Goulburn has become a major visitor destination, with St Saviour’s Cathedral (henceforth known as the Cathedral) the most visited site in Goulburn. The Cathedral serves as the anchor site of the Goulburn Heritage Precinct and is the Mother Church of the Anglican Diocese of Canberra and Goulburn, which covers much of south-eastern NSW as well as Canberra and the Australian Capital Territory.

The Cathedral is also a fully functioning local Parish that has been integral to the fabric of Goulburn since 1839. Prior to European arrival, Goulburn was a meeting place for a large number of First Nations peoples, with the local First Nations community being the Gundungurra.

For much of its history post-European settlement, farming and agriculture have formed the mainstay of the local economy, in particular wool production. The city is rapidly changing, however, and recent years have seen an influx of people from the Southern Highlands and Canberra, with the population of Goulburn Mulwaree now over 32,000 people. The

demand for housing has seen the development of new housing estates to the city's north-west and a rapid increase in home values across the city.

A new Dean of St Saviour's Cathedral is now sought to succeed the Very Reverend Phillip Saunders who retired in January 2023, after 18 years of service. This new Dean will be the eighth in a distinguished line dating from 1863, when the original Diocese of Goulburn was decreed by Letters Patent by Queen Victoria.



Led by the first Bishop, Mesac Thomas, work began ten years later on a magnificent building to replace the little brick church of St Saviour, founded in 1839, that served as the new diocese's cathedral. Edmund Blacket, the leading Colonial architect, was engaged and set about designing and overseeing construction in Marulan and Pymont sandstone of a church that he saw as the crowning jewel of his career. While the Cathedral was being built, Blacket designed and saw finished a smaller pro-cathedral and Sunday School that stands today as the St Saviour's Hall and meeting/function facility.

The architect died shortly before his grand vision of an ornate English Gothic Revival cathedral was realised with its consecration in 1884. However, fading fortunes from the once lucrative wool trade centred on Goulburn did not allow the completion of his planned bell tower and soaring spire. Eventually, a government grant enabled the tower to be built to mark Australia's bi-centenary in 1988.

As part of the project, the first eight of Blacket's planned twelve bells were obtained from St Mark's Church in Leicester, England. Named after the First Fleet ships, they were blessed at St Saviour's by the then Archbishop of Canterbury, Robert Runcie. To make up the "Blacket Dozen" peal, two more were installed in 1993, followed by the final two in 2005.

The Mesac service bell from the original St Saviour's church also sits in the tower. The soaring spire remains an ambitious Blasket dream while on-going costly repairs and restoration of original stonework, stained glass windows and other features that make St Saviour's one of Australia's most precious historic buildings takes priority.



Cathedral Parish Perceptions

Strengths - as a Cathedral

- Ministry to the wider Goulburn Mulwaree community with public and civic events. This is especially evident in large funerals.
- The heritage and history of the Cathedral. It is reported that the Cathedral is the most visited site in Goulburn.
- Welcoming large numbers of visitors both as a sacred space and a tourist attraction.
- Provides a model of traditional Anglican eucharistic worship for the wider Canberra-Goulburn Diocese.
- Invites outstanding organists and has a full bell-ringing team.
- Open every day with a volunteer guide on duty.
- Preaching the Good News of our Lord, Jesus Christ.

Strengths - as a Parish

- While small in number, parish members are involved in both the above Cathedral ministries as well as regular services, welcoming, sanctuary and sacristy duties and roles, flower arranging, intercessors and readers.
- On a day-to-day basis they provide food for those in need, tend garden beds, visit the housebound and hospitalised, and assist in grounds and site maintenance.
- The Wardens and Parish Council members attend separate meetings on a monthly basis to support the Dean in all aspects of ministry and decision making.

The Cathedral Church of St Saviour, Goulburn Dedicated 1884

"How lovely is your dwelling-place, O Lord God of hosts" (Ps. 84: 1)

Hopes and plans for the future

- Goulburn has three Anglican parishes within a kilometre radius, each running its own race. To see us working more collaboratively together while accepting our differing theologies would be a recognisable plus for the wider Goulburn community as well as our faithful people, through cooperatively joining on special occasions as a witness that we are all one in Christ.
- While holding to our Anglican worship using both the prayer book (APBA) and the lectionary we need to explore and experiment with more contemporary but theologically sound resources to offer life-giving worship to meet the needs of Generation X and Millennials and faith-seeking young adults.
- As a city and heritage site with ever-rising costs we need to seriously consider once again a program of development of our 'Common' as a source of future income for the ongoing ministry of the cathedral sitting in a secular environment. This could be a business of its own on two-thirds of the present Common retaining an aesthetically pleasing space alongside a valued business for the wider community.
- To be a re-lit 'Light' to Goulburn offering a greater range of concerts, drama, and music on a more regular basis and taking part in the festivals and park events in Goulburn.
- The Cathedral as a 'training ground' for all who are called to ordained ministry through liturgical workshops or short-term Sunday worship placements or weekly day-to-day workings of an engaged ministry. This could be part of St Mark's Formation program.

- Essentially, however, this is a place of worship. A respite from worldly care for some, an inspiring spiritual experience for many. And a much-loved and welcoming friend of all, be they regular churchgoer or occasional worshipper. As both a cathedral and a parish church and one of the most inspiring and spacious historical Anglican buildings in Australia, St Saviour's is used to holding large religious and civic events such as consecrations, ordinations, installations and commemorative and other ceremonies of a special nature.
- Careful and close management of financial contributions is crucial. Our continuous fund-raising efforts and donations and bequests - small and large - just keep our heads above water. To maintain and run such an important place and to meet the needs of its people and the continual restoration and repair requires a lot of money. The St Saviour's Parish and the wider Diocese struggle hard to raise these funds.
- The Parish Consultations revealed that the parish acknowledges and supports that there is a need to minister to younger generations and to 'grow' the community.
- The people expressed a desire to explore a renewed vision for the cathedral.



Desired qualities of a new Dean

The Dean of St Saviour's Cathedral is a holder (and upholder), and promulgator, of mainstream Anglican theology in keeping with the ethos of the Diocese of Canberra and Goulburn.

- They will have a deep sense of prayer, spiritual discernment, personal empathy, and be theologically well-versed.
- A deep and demonstrated relationship with Christ. Prepares and delivers sermons that are strong in Biblical content, spiritually nourishing and applicable to everyday life.
- The Dean will engage enthusiastically with traditional Anglican services (including wearing appropriate vestments), whilst exploring and experimenting with other forms of worship.
- Be a person with energy and willingness to participate and enable and foster volunteers, thus being seen to be serving a busy and challenging Cathedral community.
- Willing and able to work with organisations and people in the Goulburn community including the Goulburn Mulwaree Council, State and Federal parliamentary representatives, multi-cultural groups, hospitals, aged-care facilities, schools, and a supportive and approachable local media.
- Oversee the administration of the parish.
- Have understanding, love, and support of traditional church music (choir and organ) while also introducing new works of a contemporary nature.
- The Dean should be a person who leads and builds a pastoral ministry team.
- The Dean will have a desire to bring about growth in both faith development and attendees through outreach and evangelism.
- Encouraging people to share in the responsibility of ministry leadership roles.
- Consultative and collaborative with the Cathedral's diverse ministry through teams that need to be built.
- Fully cognisant of the financial challenges facing the cathedral due to the continuing restoration of the cathedral, whilst also maintaining a healthy parish budget.
- Have some life experience beyond ministry and possesses up to date knowledge of the secular world.



Diocesan Perspective

The Anglican Diocese of Canberra and Goulburn is committed to engaging our 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; and inspiring and empowered worship.

Our Diocesan ethos is to promote Christ-centred collegiality. Women's ministry (both clerical and lay) is viewed as a central component of who we are as a Diocese and the ministry of both women and men continues to flourish in partnership across the Diocese in a culture of mutual respect. For the past 30-years the Diocese has had a proud history of ordaining and licensing women to serve across all three orders of ordained ministry.



The role of the Cathedral in the life of the Diocese is in accordance with the *Cathedral Ordinance 1996*.

Synod acknowledges the dual role of the Cathedral Church of St Saviour as a focus of diocesan life and as the parish church of the Cathedral Parish of St Saviour. The Synod also acknowledges that the Cathedral is a part of the civic heritage of the City of Goulburn. The Synod seeks that the cathedral should be: a resource of spirituality and a place of gathering for the whole of the Diocese; and a centre of Christian witness in the City of Goulburn and a place where Church and City may meet together to share the things of God; and a house of worship to strengthen the spiritual life of the Cathedral Parish and where individuals may find the power of the Holy Spirit.

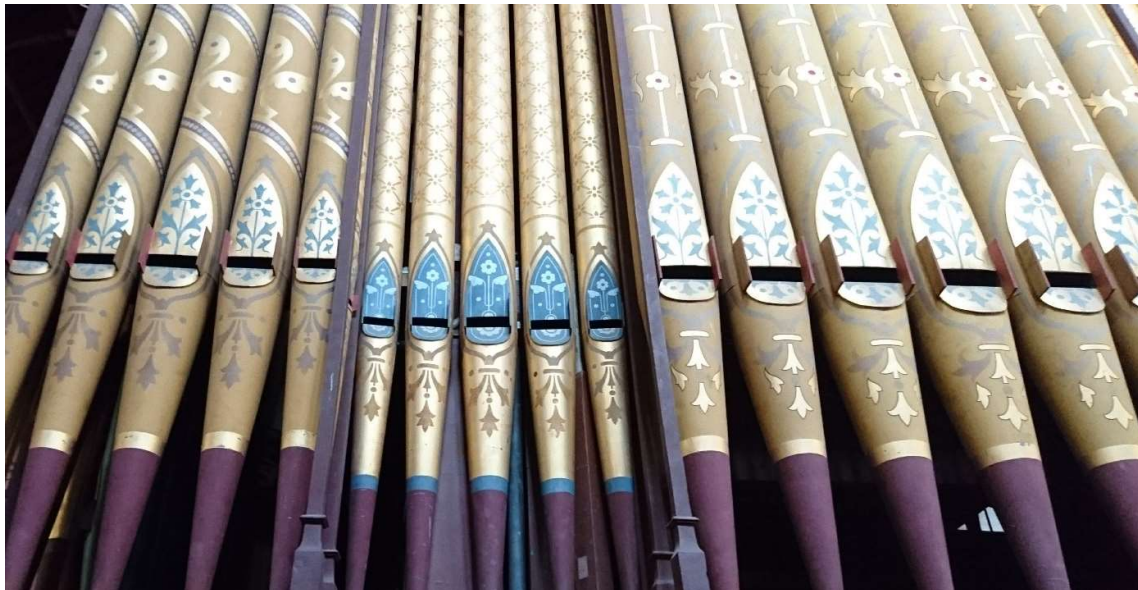
The Chapter, which represents the Diocese, and the Council which is the parish council of the Cathedral Parish, share the governance of the Cathedral in accordance with this Ordinance.

The Bishop is the president of the Chapter. The Chapter comprises: the Bishop and the Dean, Assistant Bishop, Archdeacons, Canons, and the churchwardens of the Parish Council.

Hopes for the future: that Chapter members be required to attend meetings and that each lay or clerical canon will carry a portfolio of a particular interest in the Cathedral ministry and report on it annually.

The Dean is responsible, in consultation with the Diocesan Bishop, for organising worship for significant Diocesan occasions such as ordinations and Synods. In doing so they will need to be mindful of the different theological and liturgical traditions within the Diocese. They will also be a respected and collegial member of the Diocesan clergy and serve on Bishop-in-Council and the Bishop's Senior Leadership Group, which usually meet in Canberra. They may on occasion be required to act as Commissary when all Bishops are absent from the Diocese.

In the past the Cathedral has also hosted training and other conventions for the Diocese and Province, and this could be re-visited with a new Dean.



Services and People

There are two Sunday services: 8 a.m. and 10 a.m. The character of these services is traditional Anglican, with a choir supporting the 10 a.m. service and providing a sung communion setting. Both services feature the use of the Foster & Andrews organ, installed in 1884 and regarded as one of the finest pipe organs in Australia. The Diocese of Canberra and Goulburn supports the ordination of women, with female priests often presiding at the Holy Communion at the Cathedral (note: the Acting Dean is a female priest). Clergy robe for all services, including wearing a chasuble for presiding at Holy Communion.

Most liturgies are adapted from *A Prayer Book for Australia (APBA)*, with the exception of Choral Evensong which is drawn from the *1662 Book of Common Prayer*. A said service of Holy Communion also takes place on Monday and Thursday mornings in the Lady Chapel at 9.30 a.m.



The Cathedral has a strong choral tradition and is currently supported by a Director of Music. A small but enthusiastic choir provide wonderful support for the 10.00 a.m. Sunday service.

The Cathedral has a long-standing friendship with the Goulburn Conservatorium. Leading choirs, singers, musicians, and organ scholars often perform recitals at the Cathedral and these are generally well attended.

The Cathedral does not conduct a large number of funerals throughout any given year, however, it generally conducts the largest funerals that take place in Goulburn. Often the Cathedral is called upon to conduct funerals for prominent locals whose funerals are expected to draw a large number (the Cathedral comfortably seats 750 people).

The most recent Parish Return indicated an average Sunday attendance of 75 people (this is for all services combined), with 10% of this attendance aged between 0-18 years of age. At 60%, those over 50 years of age make up the largest demographic in the Parish.

Baptisms

The Cathedral conducts many baptisms in any given calendar year, with 18 baptisms taking place in 2022 and 30 baptisms to July 2023. These usually take place at the 10 a.m. service on the third Sunday of the month. Attendance at these services exceed the usual 10 am Sundays.

Funerals

As mentioned above, the Cathedral no longer conducts many funerals. Anecdotally, this is due to the development of Chapel-like spaces in the local funeral homes, with an increasingly non-religious community opting to undertake funerals at such venues. In 2022 the Cathedral conducted 15 funerals, comprising 6 burials and 9 cremations.

Weddings

Only 3 weddings took place in 2022. Pre-COVID the Cathedral averaged 8 weddings per year. Data from the 2023 Parish Return will determine whether this number is the result of COVID impacting planning in 2021, or whether the Cathedral is being impacted by the steady trend of people electing to be married outside of a church setting. Weddings are large events averaging 200 people or more.



Leadership and Ministries

Clerical Ministry

The Dean is the only full-time paid staff member.

The Sub-Dean is employed for one day per week

Two **Residentiary Canons** each preach once per month but carry no other duties.

Honorary Assistant Priests who would offer a day a week would allow the Cathedral ministry to be expanded.

Lay Leadership

The Cathedral has a Bishop's Warden, a Dean's Warden, two People's Wardens and three additional Council members.

Office

All office assistance is voluntary.

The office is staffed with a Parish Secretary for three days (6 hours), Parish Treasurer and assistant and a volunteer to work on the weekly pew sheet from home and then help reproduce it on Friday mornings. All four volunteers attend to those in need of food assistance on any particular day.

The Cathedral grounds are maintained by a groundsman who oversees the site. A cleaner is employed for three mornings per week (9 hours).

Online

There is a Cathedral webpage (<https://www.goulburncathedral.org.au/>) and Facebook page.

Guides

Volunteer guides are rostered to help visitors and this allows the Cathedral to be open every day for set hours (10am-4pm). They help those wishing to purchase from the gift shop. Coach visitors and private groups regularly visit the Cathedral including the occasional school and community group wishing to paint, sketch, hear the organ and enjoy the historical building.

Young People

We have on Sundays two large families attending, one with four teenagers and one with five very young children. Both families prefer that they all worship together as a family in the pew. We do have high school students in the choir. We offer resources available in the adjacent Mary Chapel for parents to be able to let their children play while they worship. Over the years we cycle in and out of offering Kids Church as the members grow older. At present there is no youth leader.

Bell Team

For many years we have maintained a team of bellringers who ring every Sunday and for all diocesan occasions, weddings, and Goulburn civic occasions. One of their favourite events is ringing-in each New Year and of course Anzac Day and Remembrance Day. At least half of the team belong to the parish or Catholic church and the team travels across the nation to ring alongside



others, attend ANZAB conferences and host UK bellringers visiting Goulburn. On a Saturday once a month, families and many children visit the bell tower and experience the wonder of ringing the bells.

Market

Every first Saturday of the month the Cathedral market takes place in the hall. It has grown in the last few years from 5 to 23 tables of stall holders and is a regular fund raiser for the parish.

Heritage Restoration Committee

The Dean chairs the committee made up of two Chapter members, Cathedral architect, Bishop's Warden, Sub-Dean and a Residentiary Canon, Minute Secretary, Treasurer, and a member of the parish. Depending upon the restoration project, it meets regularly and depends on grants from State and Federal governments to restore, clean, and maintain the Cathedral. This is an exciting but ongoing and necessary work. It belongs to the National Trust and welcomes the enormous support it receives from donors each year. In March 2023 the Great East Window major project was completed. Funds are raised, directed, and administered separately to the Cathedral Parish finances.

The Friends of the Cathedral



The Friends of St Saviour's Cathedral was formed in 1999. It has a wide and healthy membership from people all over the diocese. Its members decide on a project in consultation with the Dean.

In 2021 the font canopy was restored by the Friends' donations and currently preparations are underway to install wardrobes to house the Cathedral copes.

Fundraisers are held each year in Winter and Spring.

Mothers Union

Meets monthly and has grown from 5 to 18 members over the last five years. Members are from all three parishes: the Cathedral, North Goulburn, and West Goulburn.

Mission Outreach

We support as a parish ABM Australia and Anglicare and are grateful for their reciprocal help to us with resources and staff care.

Study

The parishioners appreciate the Lent and Advent studies that are offered and we enjoy having members from other denominations join us. Before Covid, EfM was run on a regular basis for three years.



Cathedral Facilities

All facilities are in generally good condition and suitable for all Cathedral and Parish on-site activities and ministries.

Cathedral Building

An outstanding example of Edmund Blacket's work, the Cathedral building has carpeted floors in the nave with bare-brick side aisles (these bricks are from the original building that stood prior to the current building). Fixed pews seat 750 people comfortably and all have carved timber ends. A Blacket-designed cathedra is in a commanding position within the chancel among the choir and dignitary stalls. Grand arches, known traditionally as "praying arches" due to their symbolic resemblance to hands together in prayer, tower above the congregation. It is a truly fine building.



Near the Great East Window (restored 2022-2023) is a high altar including reredos with bas relief carved rendition of da Vinci's *Last Supper* in Oamaru marble and with brass railings.



There are four chapels within the Cathedral building:

- *St Michael's Soldiers Chapel*. A memorial chapel featuring marble altar, timber altar and seating for 60 people. The walls of this chapel feature the names of those from the diocese who died in war.
- *The Lady Chapel*. Seats 50 in pews and features a wooden altar and grand piano.
- *Mesac Thomas Chapel*. Seats 20 in pews and also features a historical display area.
- *The Ascension Chapel*. Originally the location of the organ, it overlooks the nave to the high altar. It features minimal seating and is accessed via spiral staircase.



The Cathedral is equipped with a sound system and a "tele coil" to provide support to those who wear a hearing aid.

Cathedral Grounds



The Cathedral has a sealed driveway and parking for 30 vehicles. The grassed Common to the north of the Cathedral provides parking for approximately 100 vehicles. Plentiful on-street parking in the vicinity means the Common is rarely used to capacity and at present is a green space for the community.

External to the Cathedral building is The Garth Interment and Memorial area adjacent to the north-western wall.

Hall

The Hall predates the current Cathedral building and is Blacket designed. Of sandstone construction, it has entrances from Bourke Street and is frequently used by the Australian Electoral Commission as a polling centre during elections.



The Hall complex also contains the Mary Thomas Room, a fully carpeted room that is used by a variety of groups as well as the main robing room for ordinations and installations. The Mary Thomas Room and the Hall have internal access to the commercial kitchen.

The Hall complex houses the popular monthly Cathedral Market, providing stall holders with a comfortable weatherproof space.

Cathedral Office

A single-storey brick building at the high south-western corner of the Cathedral grounds. From the office clear views are had of the Cathedral, the Hall, and the gardens over the city to Rocky Hill. Inside, the building features high ceilings and is air conditioned.



The office is a large building and a separate self-contained office suite is currently leased to a commercial insurance broker.

Within the building is a generous Dean's Office, Parish Office, Archives and facilities, as well as the Chalmers Room, named for William Chalmers, the second Bishop (1892-1901), which is used for committee meetings, storage, and choir rehearsals.

Other assets

The Cathedral Parish has property in Bradfordville (a suburb in Goulburn's north) which is leased.

The Dean's Residence



Situated 50 metres directly across Church Street from the Cathedral office, the Deanery enjoys a prime double-block position at the south-western end of this highly desired residential precinct.

A low-set single storey brick and tile house, built about 40 years ago, it is in excellent condition and has always been carefully maintained. Although not itself a building of historical or heritage note, it is in a mixed residential area with several large Victorian or Edwardian houses of such significance. Currently let to caring tenants and managed by Raine & Horne Goulburn, this is a generously proportioned home with attractive gardens and outdoor entertainment spaces. The double block at the side has a shed in which are stored the Cathedral's ride-on and two other motor mowers, tools and some bulky items.

The house is carpeted throughout except for the large, tiled kitchen/family area installed in 2010 and the two bathrooms. It has two living rooms and five bedrooms plus a study, all with built-ins and one bedroom with an ensuite. There are two toilets. There is ducted gas heating throughout as well as cool air-conditioning in family rooms. The attached roomy single car garage with auto door has internal access to the living area.

The Deanery is connected to the NBN, with phone jacks in the study and kitchen/family area.

Local Community

Goulburn is a rapidly growing small city with a busy main street which forms a genuine “country mile.” A wide range of shops populate Auburn St, the main street of Goulburn, and there are two large shopping centres which feature large supermarkets (Coles, Woolworths, and Aldi) as well as other major retailers (including K-Mart). Goulburn’s



growth has seen the entrance of a number of larger retailers, such as Bunnings and Target, and most items that one might need can be found somewhere in Goulburn.

There are a large number of eateries and, in addition to the perennially popular *Paragon Cafe*, are a wide choice of new cafes and restaurants. The Goulburn Workers Club, the Goulburn Soldiers Club, the Goulburn Golf Club and Goulburn Railway Bowling Club remain popular places for locals and visitors.

There are two co-ed State schools: Goulburn High School and Mulwaree High School. These are both large high schools, with the Dean’s residence in the catchment

for Goulburn High School. Trinity College (formerly St Patrick’s College) is a co-ed Catholic secondary school. Goulburn has seven State primary schools, two Catholic primary schools and two independent primary schools.

Informal consultations with community leaders indicate the Cathedral is well regarded, even by people without an active Anglican or other church connection. Leaders suggested there were opportunities for strengthening partnerships with the Cathedral in areas such as joint initiatives with the arts and music communities, hosting events that draw people to Goulburn, leadership training and development and engagement with the First Nations and multicultural communities.

Sport and recreation

There are many outdoor and indoor sports facilities in Goulburn, including a new Council-run outdoor Olympic standard swimming pool and an indoor aquatic and fitness centre as well as the ever-popular PCYC. Field and indoor hockey facilities are of high competition standard.

Sport participation rates are high, and the city strongly supports the local Rugby League team, the Goulburn City Bulldogs. The Bulldogs play in the Canberra Region Rugby League competition. Goulburn Rugby Club is one of Australia's oldest and plays in the ACT regions competition, as does the Goulburn Swans Australian Rules team.

Entertainment

The annual Agricultural Show provides all the best of a country show, whilst the changing face of Goulburn has seen the establishment of an annual Comicon.

Goulburn has two live performance theatres: the Lieder Theatre and the Goulburn Performing Arts Centre (GPAC). A four-screen cinema, the Lilac City Cinema, shows most popular cinematic releases and is very affordable.

Civic, health, and other public facilities

Goulburn features The NSW Police Academy (a campus of Charles Sturt University) and a TAFE College, however, the nearest general universities are located in Canberra (ANU; UC; UNSW(ADFA); CSU).

Goulburn Base Hospital is a recently renovated and modern facility with available services including radiology and MRI. There are a good number of General Practitioners available in Goulburn, though specialist services are more limited. These are regularly available in Canberra or Sydney or via visiting doctors.

The Goulburn Mulwaree Council Administration precinct is a neighbour of the Cathedral and includes the Regional Art Gallery as well as a large and well-stocked Public Library.

The Regional Conservatorium of Music attracts musicians from a wide State area. It is situated near the Cathedral.

Cathedral Finances

Parish annual income last financial year - \$248,071.

- Envelope /Direct Deposit - \$54,697. Loose Collections - \$21,257.
- Other regular income includes rent on local properties and interest from trusts.

Total expenses - \$232,352.

Full Financial report is available on request.

Provisions and Conditions of Service

Please visit the Diocesan website for full conditions of service:

<https://diolog.anglicands.org.au/intranet/documents/293/23350/2023%20Administrative%20Circular%20-%20Web%20Version.pdf>

In summary:

Stipend: \$76,700.84.

Superannuation: 17.5%.

Hospitality Allowance – negotiable.

Discretionary Fund – negotiable.

Housing: Deanery including all utilities and energy costs.

Telephone/mobile as in accordance with Diocesan Clergy conditions.

In recognition of the Dean's role in the Diocese, a motor vehicle and fuel card are provided as part of the Diocesan support arrangements. The Diocese also provides the Dean a credit card for out-of-pocket Diocesan expenses.

Leave: 4 weeks Annual leave and one week Study leave.

Diocesan expectation: Attendance at Annual Clergy Conference, Synod, Annual Retreat, Deanery Meetings, with the Parish paying costs.

Diocesan Committee membership to be negotiated.