



# Parish Profile 2024

# Contents

<b>Wellspring Anglican, Hobart</b>	<b>3</b>
What things do we most value about our church?	4
Where have we come from?	4
What opportunities in ministry and mission do we see in the next five years?	4
What challenges may we face in the next five years?	4
Values	5
Our congregations	5
Staff, leadership and team ministry model	5
Our ministries	6
<b>Mission</b>	<b>7</b>
<b>Buildings and Facilities</b>	<b>8</b>
<b>Wellspring's new Senior Minister</b>	<b>9</b>
<b>Information about the Diocese</b>	<b>10</b>
<b>Appendix: Rectory</b>	<b>11</b>
<b>Appendix: Where are we, who are we?</b>	<b>12</b>



# Wellspring Anglican, Hobart

## Life with Jesus

Embossed on the Wellspring courtyard fountain:  
"Guard your heart, for it is the Wellspring of life."

On a street-corner blue-and-white billboard:  
"Life with Jesus."

At the entrance to the Wellspring foyer a banner  
headlining: "Belong, Believe, Grow, Share."

Welcome to the profile of Wellspring Anglican, a  
thriving Anglican community in inner city Hobart,  
Tasmania.



**Earlier in 2024 a church wide consultation was facilitated, and the key themes arising from this process are reflected throughout this profile.**

## What things do we most value about our church?

We value our bible-based evangelical tradition - expressed in contemporary worship, the exercise of spiritual gifts and in gospel centred teaching and preaching.

We value our broad range of ministries, including inter-generational Sunday gatherings, growth groups, children's Sunday ministries, Youth groups, Women's events.

We value multicultural aspects of our church life, with people from South Asia and East Asia being part of our church community.

We value women in ministry and their active empowerment.

We value our ongoing role in raising up, training, and sending out leaders, both men and women.

Children and young people at Wellspring value spending time together each Friday and Sunday playing games, eating food, doing crafts and learning about God and the Bible. They value time with friends as well as meeting new people.

## Where have we come from?

Wellspring developed from the merger of three inner-city evangelical churches over the decade from 1998-2007, resulting in a strong church in new facilities, with a high degree of unity and financial stability.

This position has come at some cost, never-the-less, with past issues having related to losing members during amalgamation and some failings of leadership. More recently we have experienced a significant decline in membership in the past 6 years including the closure of our Chinese congregation, decline in youth ministry and closure of uni student focussed congregation. However, there is still a strong group of almost 200 adults and children who call Wellspring home.

The parish has longstanding links to ministry amongst University of Tasmania students, and actively supports AFES activities and Islamic outreach. A recent history of practical support to students occurred during the COVID epidemic, with a large food program "Show Hope." This program provided assistance to international students who had become unemployed and lacked any government assistance.

The parish has a consistent history of raising up, training, and sending out church leaders and missionaries within and outside Australia.

## What opportunities in ministry and mission do we see in the next five years?

- Developing and resourcing intentional pathways for personal growth in faith from childhood to seniors, including small groups, mentoring, pastoral care, Alpha courses and similar.
- Equipping the church to be more intentional in making disciples: students/schools, young professional families, overseas students in particular. "Being a place of connection and hope" for the community through our ministries.
- Being open to the next season God is leading us into, developing and implementing a clear vision for Wellspring.

## What challenges may we face in the next five years?

- Learning how to relate the Gospel to the rapid changes occurring in secular culture.
- Adapting to changes in the way we do student ministry, if the University of Tasmania moves to central Hobart; and consequently looking for the opportunities that a large new residential development on our "doorstep" might bring.
- Managing the attrition/burnout of volunteers and finding new volunteers, particularly for children's ministries-the mainstays of so many parish ministries.
- Growing our youth ministry.

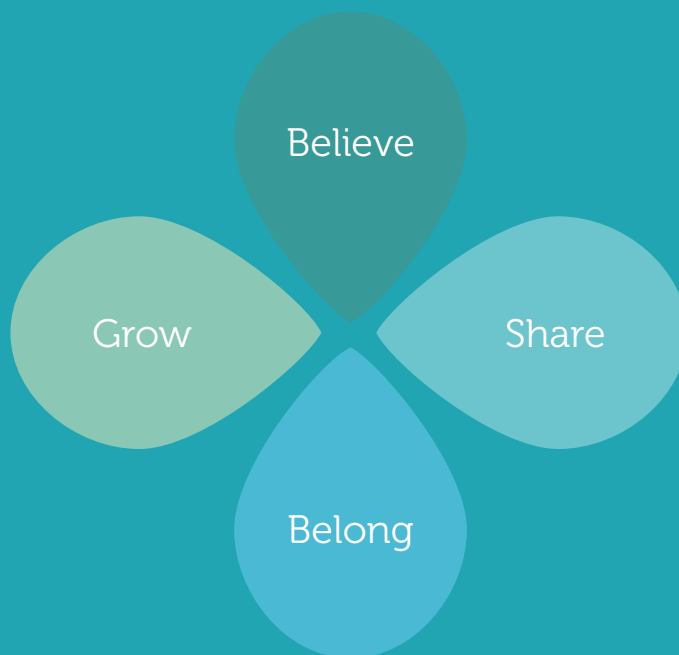




## Values

At Wellspring we aim to live life with Jesus. We do this through our values,

- **Belong** - we belong to God and to each other. We want you to feel welcome and a part of our community
- **Believe** - our faith underpins all we do, we want these beliefs to transform our lives, as we listen, pray to and obey Jesus in love
- **Grow** - we want to grow in Christlike ways and works, so we meet together during the week also in smaller growth groups to help
- **Share** - we want to serve each other and share Jesus' good news for all people



## Our congregations

There are three congregations that gather at Wellspring on a Sunday. Each service has its own culture and community, and are united as one church.

### 8am service

A service based on APBA of worship and Holy Communion. It is a mature service community where most are over the age of 65. '8 o'clockers' are thoughtful, friendly, caring. Attendance is around 20 each week. Several from this community are now in retirement or aged care facilities such as Queenborough Rise where a midweek service is conducted once a month.

### 10am service

Our 10am service is a diverse congregation of families, young children, youth, and adults at all stages of life. 10am offers a worship service with contemporary music, strong biblical preaching, prayer and a children's and youth program (for ages 2 to end of year 12). People enjoy catching up with one another over coffee and morning tea after the service, or an all-in bring and share lunch once a term. Families and working professionals make up a significant portion of this community where about 70 adults and up to 40 under 18s attend most weeks.

### 4pm service

Our 4pm intergenerational congregation is still in its early days, having launched in April 2024 after the conclusion of our longstanding evening service. Gatherings are open to everyone, all ages and all stages. Whether you're full of questions, brand new to Christianity, finding your way back to church, or been a believer for as long as you remember. We're not a perfect church. But we are a community of ordinary and imperfect people who gather around the Bible's message so that we can know and enjoy God, as well as love one another more and more. Each Sunday, we pray, sing, spend time in community, hear how the Bible's message applies to our everyday lives, as well as hear stories from people who've been transformed by Jesus. Children go out for a period during the sermon for age-appropriate teaching. Around 45 adults and 15 under 18s have started to make this congregation their home.

## Staff, leadership and team ministry model

The Wellspring staff team work in an open-plan office space. The team is made up of: a full time senior associate minister, part time honorary associate minister, part time children's and youth worker, part time administrator, part time finance officer, and two part time cleaners. It is common for Wellspring to also host people doing 1-2 year ministry internships or apprenticeships. One such worker will complete his 2-year internship Dec 2024, and a new worker is expected to start early 2025 as a youth intern.

## Our ministries

Some formal expressions of our ministries come in the form of:

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**Spring Kids, 4pm Kids and Loft Youth:** our in-service programs for Under 18s during the 10am and 4pm services.

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**Energised and Cross Eyed:** Term time youth groups on Friday afternoons and evenings for grades 3-12.

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A dozen **growth groups** are an integral part of life with Jesus at Wellspring. Members across all congregations take part. Everyone is encouraged to join and they are a vital space to express our four values.

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**Playgroup:** runs midweek for 0-5 year olds and their parents/carers. This is an important outward facing ministry that cares for those in our community by providing a welcoming and safe space to receive hospitality and connection.

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**Wednesdays at Wellspring,** runs midweek for all people to enjoy a cafe style space in our foyer, free hot drinks and morning tea. This is a space to connect and belong, and engage with members in our community valuing midweek connection.

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**Bushwalking:** Everyone is welcome on a Tasmanian public holiday to join with other Wellspring Walkers. Some walks are suitable for all ages (including children), other walks are for the seasoned walker. A great opportunity to connect and experience God's creation.

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**Multicultural Conversations** run Sunday mornings after the 10am service a few times a term. This is an open group aimed at facilitating good conversation between people of all ages whether they grew up in Australia or overseas.

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**Men's & Women's events** run occasionally and are well attended.

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We have a rhythm of **quarterly prayer gatherings** and weekly Sunday morning prayer opportunities.

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# Mission

Wellspring is an enabling and sending church. In recent years a handful of young adults have left to start theological studies and consider their future in full time ministry. We partner with AFES University ministries and Fostering Hope, through shared use of our building space and communication of their ministries to our people.

God loves both our neighbours and the nations. This is something Wellspring has always believed and practiced over its history. We are committed to partnering intentionally with five main mission partners. We commit to giving financially, prayerfully and raising their profiles amongst our members. These five mission partners are: Bush Church Aid, CMS Tasmania, Engaging with Islam, Development for the People of Cambodia and Subbies, a ministry of AFES to students from the Asian subcontinent.





# Buildings and Facilities

The current Wellspring complex is the result of a multi-million dollar redevelopment made possible by the merger of three Hobart inner city parishes some fifteen years ago.

A contemporary and versatile 280 seat auditorium, an historic 150 seat sandstone chapel, and a 1920's multi-purpose hall form the core of the complex. Seamlessly integrated with these are a suite of offices, a versatile foyer and socialising area, an upstairs loft, meeting rooms, a commercial kitchen, and various bathroom and service facilities.

The foyer opens onto a large courtyard which features a play area and sand pit, a fountain which is also a baptistry, and night floodlighting. The courtyard is an ideal venue for outdoor events, which have included annual community carols, barbecues, high energy youth activities, and a midwinter fire pit and mulled wine evening!

The complex is in use throughout the week for both Wellspring activities, including Playgroup, a coffee morning, and children's and youth groups; and for hosted ministries, including University Fellowship of Christians (AFES), Subbies (international student outreach), Fostering Hope ministry, and CMS.

The complex is commonly used for wider Anglican Church meetings and events. Regular facility hirers include a ballet school, a drama group and exercise classes.

Limitations of the site include minimal on-site parking: street parking is available, but during the week is often taken up by university people; and a tight development envelope with heritage constraints, which affects opportunities for further innovation.





# Recognising the call to become Wellspring's new Senior Minister

## **Our new Incumbent will need:**

- A tertiary degree in Theology
- A minimum of five years ministry experience, including experience leading a church team, with evidence of capacity to engage in consultative leadership
- A demonstrated commitment to fostering church growth and development

## **Wellspring is looking for someone who:**

- Has a lively and growing relationship with Jesus.
- Has a conviction of the centrality of the Bible, with a commitment to and demonstrated capacity for preaching and teaching from the Bible, and the discernment to handle disputable matters with sensitivity.
- Has capacity:
  - to think strategically
  - to communicate well
  - to work collaboratively towards developing a vision for mission and ministry in the parish, and to lead the parish in the implementation of these goals and objectives.
- Has capacity to lead a staff team, and to supervise and delegate to staff and key volunteers in a multi-staff parish.
- Has experience and ability in identifying, encouraging, and training future ministry leaders, both men and women.
- Has capacity to minister in both contemporary and traditional forms of worship
- Is prepared to lead the parish through change in the surrounding community, especially if the planned move of the University of Tasmania from its Sandy Bay campus goes ahead.
- Has the ability to take initiative, to find and seize opportunities, to be self-motivated, and to persevere through difficult times.
- Has self-discipline and the ability to manage time well.

## **Wellspring can offer:**

- All the conditions and benefits set out in the Diocese's Ministry Conditions Ordinance.
- A stipend 10% above the Diocesan minimum stipend, in recognition of the seniority of this position.
- Highly capable office administration and finance staff to support the incumbent in their ministry.
- An enthusiastic Parish Council team to work with and support the new senior minister in their role.

# Information about the Diocese

The Diocese of Tasmania is a part of the Anglican Church of Australia. The Diocesan Vision is to be a church for Tasmania, making disciples of Jesus. This vision has two aspects:

- We want to be *for* Tasmania – we are across the whole State, and we want to work for the good of the State and everyone in it
- Our unique contribution to this is *making disciples of Jesus* – the good of the State is advanced by people meeting Jesus, trusting him, and living their lives in response to and worship of him. Making disciples is core to everything we do.

You will find more detail on the [Diocesan Vision](#) at [this link on our website](#).

The Diocese of Tasmania encourages the ministry of both women and men in all spheres of our church life. We support the ordination of women in the Church as deacons and priests, and women have significant leadership roles in the Diocese. We recognise a diversity of views on this topic. We do not require a specific view to be held by our ministry leaders, however we expect all our ministry leaders to act with charity in accordance with this policy, and to be raising up and training more women to serve as God has gifted them.

The Diocese places a very high value on lifelong learning and on training and support for ministers. Parishes provide a generous annual professional development budget. Every minister in the Diocese is involved in training and development opportunities including:

- **Ministry Cohorts** – different cohorts which meet a few times a year and have content tailored to their experience, setting and stage of ministry
- **Professional Supervision** – as required by General Synod Canon, minimum of 6 sessions a year
- Annual **Ministry Leaders Day** and **Ministry Leaders Conference** (total 4 days per year) – a gathering of all the stipended clergy and licensed lay ministers for encouragement, learning and prayer.

The Diocese also offers an Employee Assistance Program to clergy and their immediate families to assist through difficult times of life and ministry.

## Conditions

Details as to stipend and allowances are set out in Schedule 3 to the [Ministry Conditions Ordinance](#). Stipend and allowance rates are reviewed annually by an independent remuneration commission. The most recent rates are [available here](#).

Housing is provided as part of a stipend package, and will be supplied either through:

- A house being provided (either owned by the parish or rented for you)
- At the election of the minister, a housing allowance. This usually applies if the minister elects to buy their own house.

## Safe Ministry with Children

The Diocese of Tasmania takes child safeguarding very seriously. All ministry positions in the Diocese of Tasmania are required to undergo screening and safeguarding training to be endorsed for ministry. Ministry is undertaken in accordance with policies designed to keep children and young people safe from harm.

### Screening requirements include

- Registration to work with vulnerable people (State government requirement)
- A Safe Ministry Check as required by General Synod, which includes a written questionnaire and an interview
- Referee checks
- A check of the Anglican National Register and Professional Standards Network

## Applications

If you would like to speak to someone prior to applying, you can contact the Registrar on (03) 6220 2019 or by email at [registrar@anglicantas.org.au](mailto:registrar@anglicantas.org.au). The Registrar will be able to arrange for you to speak to the best person to handle your query or provide further information.

To apply, please send an email, including the following materials, to [registrar@anglicantas.org.au](mailto:registrar@anglicantas.org.au):

- Current resume
- A response to the profile including why you are applying and how you can meet the requirements of our new senior minister, based on your past behaviour, characteristics and competencies
- Video/audio link to a recent sermon preached
- 2-3 Referees who can speak to the applicant's character, experience and skills. The Bishop will also speak to the current Bishop of any applicants from outside the Diocese of Tasmania.



# Appendix: Rectory

Wellspring's Rectory at 30 Earl Street, Sandy Bay is a 1930's Art Deco style two storey home situated next to the University of Tasmania campus and five minutes' walk from the Wellspring complex.

It is a few minutes' walk to local doctors and shops, the Marieville Esplanade yacht marina, and the Hutchins Anglican Boys School.

On the ground floor are a formal lounge/ meeting room; a separate kitchen/family living area; a study, one bedroom, and bathroom facilities. On the first floor are three bedrooms and a second bathroom.

Parking consists of a locked garage and two further off-street parking spots. The grounds are low maintenance: a large back lawn and a vegetable patch, and a smaller front lawn with garden beds.

The building is in good repair and has recently been painted out internally.



# Appendix: Where are we, who are we?

## Setting

The City of Hobart nestles below spectacular kunanyi/ Mt Wellington and beside the scenic River Derwent estuary. The original custodians of this land were the Muwinina people.

Wellspring is situated in Sandy Bay, an inner suburb of Hobart, and is adjacent to the main University of Tasmania campus. Wellspring draws people from all the inner suburbs of Hobart, as well as from the greater Hobart region.

## What is Hobart like?

"There are two Hobarts, and they don't always sit comfortably with one another. There is the small but powerfully imagined one conceived and disseminated for visitors, and the real one that people actually live in," says freelance writer Peter Timms in his book *Hobart* (2020)<sup>1</sup>, referencing headline-grabbing MONA and Dark MOFO in winter, high end eateries and distilleries, exclusive art accommodation and Salamanca -style shopping and festivals. Away from the outward facing publicity, every-day people live and work in "a big country town with capital city infrastructure"<sup>2</sup>, a slow city, but then after watching SBS news, "perhaps not so bad to be living in a little city at the world's southern extremity, in touch but out of the line of fire"<sup>3</sup>.

## Demographics<sup>4</sup>

Hobart's inner-city suburbs have a stable resident population of some 55,000 people, with a median age of 37, younger than the Tasmanian median age of 42.

1.6% of residents identify as Aboriginal or Torres Strait Islander, whereas 5.4% of Tasmanians overall identify as ATSI. 29% of people were born overseas, significantly more than the Tasmanian figure of 15%, and 21% have a language at home other than English, in comparison with the Tasmanian figure of 9%.

Household structures- couples with children, older couples without children, and lone person households- all approximate the Tasmanian and Australian averages.

49% of Hobart City residents have a Bachelor or higher degree, compared with the Tasmanian figure of 22% and 10% of residents were attending university in 2021, compared with an overall Tasmanian attendance of 4%. (This attendance figure is likely to be lower now, following the COVID epidemic, which reduced overseas student numbers).

Median weekly household incomes of \$1850 are significantly higher in inner city Hobart than the Tasmanian median of \$1368, and the Australian median of \$1740, notwithstanding the high student population in the area.

## Religion<sup>5</sup>

In the 2021 census, 30% of people in Hobart identified as having a Christian belief, 9% nominated a non-Christian belief or religion, and 55% declared they had no religion or belief.

Of those professing Christian belief, 12% put Western (Roman) Catholic, 10% put Anglican, 3% were Hindu, 2% Buddhist, 1% Islam, and a range of other Christian denominations approximated 1% each.

## Wellspring's challenge

The challenge for Wellspring then is to be a church for Hobart, making disciples for Jesus, indeed a church for Tasmania, making disciples for Jesus, amid all these difficult but exciting constraints and possibilities.

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1. Peter Timms, *Hobart*, New South Publishing, Sydney NSW, 2020 p xiii.
  2. Timms, *Hobart*, p 2.
  3. Timms, *Hobart*, p 2.
  4. 2021 Australian Bureau of Statistics Data, *City of Hobart Community Profile*, Hobart City Council, <https://profile.id.com.au/hobart> accessed 13/8/2024.
  5. 2021 Australian Bureau of Statistics Data, *City of Hobart Community Profile*, Hobart City Council, <https://profile.id.com.au/hobart/religion> accessed 13/8/2024.