



# Parish Profile

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## ALL SAINTS NETWORK



ALL SAINTS GEORGE TOWN  
Holy Communion 23rd March 2025  
Scripture: Isaiah 55: 1 - 9 & Ephesians 4: 1 - 16  
Leader, Celebrant & Preacher - Ian Wheeler  
Reader - Brian Baxter  
Prayer - Jenny Baxter



## 1. About the Parish

### What are we like now?

The All Saints Network (ASN) is a dynamic multi-church Anglican Network. Our journey began in November 2018 and today, the ASN encompasses four small-to-medium sized evangelical churches with six congregations. Together, we form a community spread across Launceston and its surrounds, including the coastal town of George Town.

Our Network is committed to a structure whereby the resources (ministry and financial) of churches are shared across the Network with a view to establishing, building up and sending out people across the north of Tasmania.

Our Network is passionate about mission and evangelism both locally and cross-culturally.

### Our Vision and Values

All Saints is God's church and our family. We believe that the best way to do this is to '**live life well together in Jesus**'.

- We do this **intentionally**; choosing to spend time in relationship with God and God's people
- We do this **together**; recognising we don't live as disciples in isolation
- We show **grace**
- We do this with **authenticity**
- We do this with **courageous obedience**

### Current staff

- Network Lead Minister | 1 FTE (ordained) | vacant June 2025
- Network Equipper, Team Leader – City | 1 FTE (ordained) | vacant
- Operations Manager | 1 FTE
- Network Equipper, Team Leader – North, George Town | 1 FTE (ordained)
- Network Equipper, Team Leader – South East | 0.4FTE (Volunteer)
- Assistant Community Equipper | 0.6 FTE
- Network Digital Coordinator | 0.2 FTE
- Network Youth Equipper | 1 FTE
- Virtual Personal Assistant to Lead Minister (Volunteer, retiring June 2025)





## Current ministries

There are a significant number of current ministries within the All Saints Network.

### For Everyone

- Connect groups | a primary method for growth and community
- Prayer groups
- Pub Church
- Mission support
- Our Maker's Workshop craft group

### For Women

- All Saints Women's Ministry | quarterly gatherings
- Women's Collective | coaching & development

### For Men

- Band of Brothers | events quarterly

### For those in need

- Pastoral care ministry
- Community garden

### For Kids

- Kids Church City | K-6, Term time (10:30am service)
- Kids Church North | Creche & K-6, Term time (10:00am service)

- Mainly Music | Years 0-5, 10:00am Thursdays & Fridays, term time @ St Aidan's
- Lego Club & Holiday Club | in partnership with Good News Club & Scripture Union
- St Leonards School outreach | through the Good News Club ministry, breakfast club, 5/6 sports program, school gardening, and reading activities

### For Youth

- Ignition Youth | Grades 7-12 Fridays Term time
- Ignition Junior | Grades 3-6 Fridays Term time (temporarily suspended)
- Youth Connect | Grade 7-12 Monday evenings Term time
- Monthly youth service | Sunday 5pm
- Junior tech team | in development

### For Young Adults

- Re-Imagine | Tuesdays fortnightly

### For Seniors

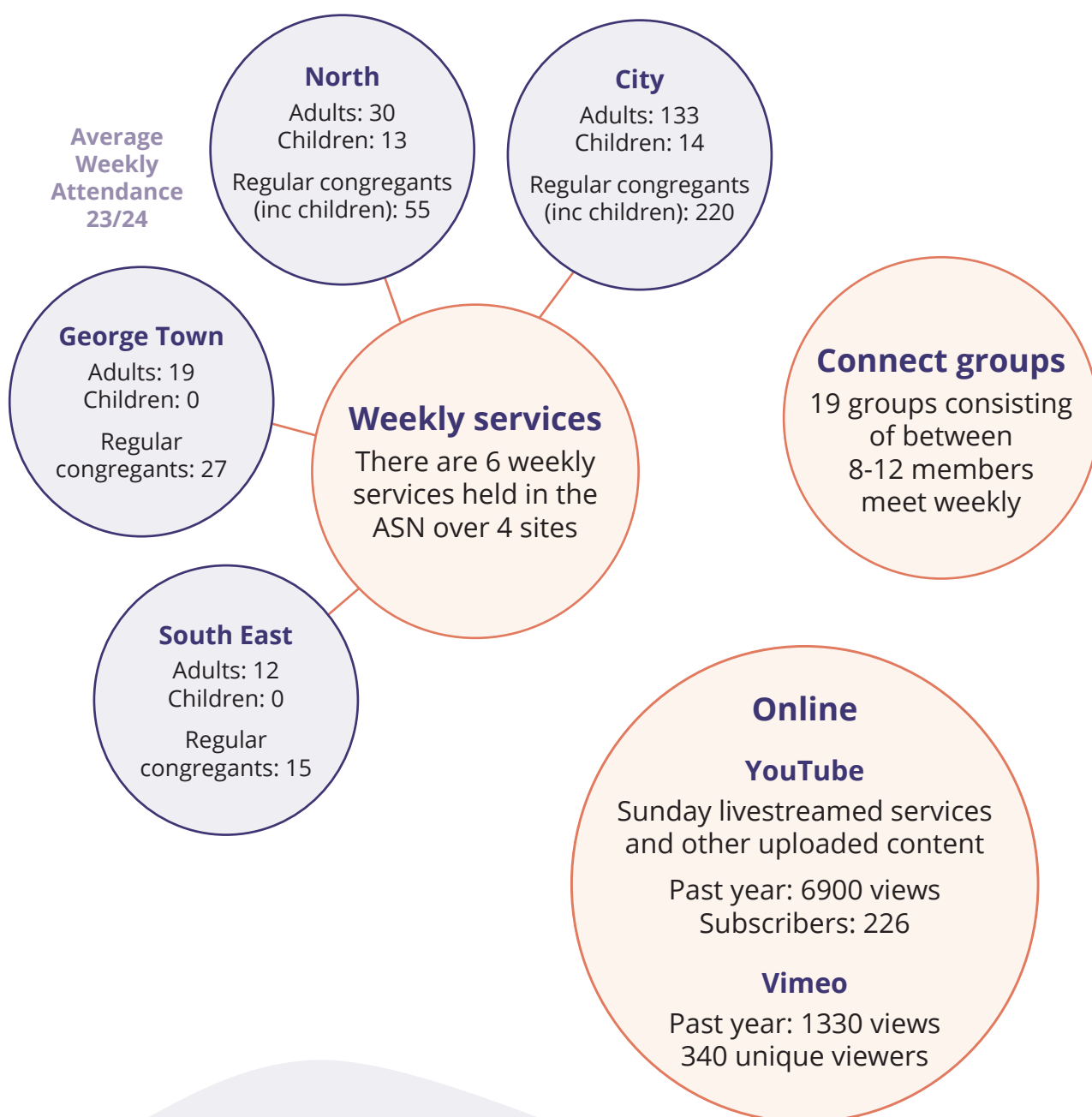
- All Saints Seniors | meet quarterly

### Evangelistic and Community Outreach

- Alpha & other evangelistic events as arising
- Annual events e.g. Solstice (George Town), Pub Games, gingerbread house making
- Donations of both food and money to various local charities



## Statistics







## Resources and facilities

### **St John's Church (All Saints City)**

- Church building with 440 seat capacity
- Broadcast-quality streaming facilities
- Parish Centre
- Rectory



### **St Aidan's Church & hall complex**

- Broadcast-quality audio and video recording studio
- Network archive storage



### **St Barnabas Church (All Saints North)**

### **St Mary Magdalene's (All Saints George Town)**

We have sufficient funds and income to support our existing programs.

Financials are available on application.







## Where have we come from?

### Significant Developments

Trends, changes, or events from the last 5-10 years

Significant structural and cultural change has occurred over the past 5 years with more people participating in ministries in new ways and displaying a willingness to serve.

#### 2018

- The Parish of St Peters joined the Parish of St Johns to form the Parish of All Saints
- The Diocesan Redress Scheme | sale of church buildings and other properties

#### 2020

- St Barnabas Newnham (Barneys) joined the Network
- The introduction of online worship services

#### 2023

- Consultation with City to City, leading to restructuring of the Network Staff team

#### 2019

- Operations Manager appointed
- The Parish of Riverlinks joined the Parish of All Saints to form the All Saints Network (ASN)

#### 2022

- Digital Media intern appointed
- An audio and video production studio opened at St Aidan's

#### 2024

- The \$2.1 million internal renewal of St Johns completed in August
- Heritage Tasmania awarded St Johns a grant of \$200,000 to reduce water ingress





## Important convictions

As part of God's family, members of the ASN indicated in a 2025 survey that they hold the following as very important:

**Biblical teaching & preaching**

**Christ-centred worship & ministry**

**Evangelism & mission**

**Unity**

### Opportunities

Key opportunities in the next 5 years across the Network include:

- **Growth** in under 50s, and increased children's, youth and families' ministry
- **Outreach and growth in local mission**
- **Community and relationship building across the network**
- **Digital media presence**

### Challenges

The Network faces a series of future challenges. These include:

- Aging congregations and lay leadership
- Staffing and ministry leadership
- Financial sustainability
- Building maintenance and facility needs
- Volunteer engagement and workload





## About the region

Launceston and the Tamar Valley (pop 119,000) are located in Northern Tasmania. Launceston is known for its parks and well-preserved Colonial and Victorian architecture. The region is known for its city and country charm, gorgeous old towns, excellent food and wine and beautiful scenery. In 2021 Launceston was named a UNESCO City of Gastronomy.

Launceston has numerous excellent primary and secondary schools. In addition, the University of Tasmania (UTAS) has a major campus in Launceston, including the world renowned Australian Maritime College (AMC).







## 2. The new Lead Network Minister (incumbent)

### Key focus areas

- Spiritual Leadership & Teaching Oversight
- Staff Team Leadership, Development and Recruitment
- Vision & Direction
- Unity and Networking

### Key attributes

- A conviction of the centrality of the Bible, with a commitment to preaching and teaching it and discernment to handle disputable matters with sensitivity
- A lively and growing relationship with Jesus
- Demonstrates servant understanding of leadership
- A willingness to be teachable and to engage in reflective practices around ministry with a view to growth
- Ability to grow disciples who make other disciples
- Capacity to think strategically, to communicate and inspire a vision for mission and ministry in the parish
- Ability to lead this parish in growth as it seeks to reach the community in local mission
- Ability to lead and manage a Ministry Staff Team, and recruit as needed
- Ensuring the development and implementation of systems for welcoming and assimilating newcomers and pastoral care
- Ability to provide pastoral leadership at significant times



### 3. 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.

### Ordination of Men and Women

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.

### Training and support

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 and 5 days per year for PD.

Every minister in the Diocese is also 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.





## 4. 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**.

A loading on the base stipend (1.1) is offered. Other supplementary expense payments may be negotiated.

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.

## 5. 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.

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 check

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

- Current resume
- A response to the profile including why you are applying and how you can meet the requirements of Section 2 (The New Incumbent), 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.



A church for Tasmania, making disciples of Jesus.

03 6220 2019

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