

Archbishop of Adelaide

Nomination Information Pack



Anglican Diocese
of Adelaide

We acknowledge God, creator of all, who entrusted the care and protection of the land to the Traditional Custodians of this nation. We recognise the continuing connection that Aboriginal and Torres Strait Islander people have to the land, sea, sky and waterways.

We acknowledge and pay our respects to the Kaurna Peramangk & Ngadjuri people who are the traditional custodians of the land on which the Diocese of Adelaide sits. We pay our respects to Elders, past and present.

We pray that through truth-telling and deep listening, we will allow God's Spirit to wash over us and give us strength to walk together as one.

Eternal God, shepherd and guide,
in your mercy give your church in the Diocese of Adelaide
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





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Brief Introduction to the Diocese of Adelaide

Adelaide on Kurna country is a beautiful metropolis in a State approaching 2 million people with a pretty city surrounded by parkland, 80kms of safe sandy beaches, four wine regions within 30-90 minutes of the CBD and proximity to hills, the outback, the River Murray, hiking, fishing and camping. A leader in renewable energy, and boasting two world-class universities as well as a wide choice of excellent schools, Adelaide enjoys year-round festivals in arts, sports, and gastronomy. Adelaide is host of the AFL's Gather Round, LIV Golf and The Supercars grand final and the UCI Tour Down Under as well as the internationally renowned Adelaide Festival of Arts, Fringe Festival, Adelaide Film Festival, Cabaret Festival, Oz Asia Festival, Illuminate Adelaide, Guitar Festival and Tasting Australia, to name a few.

The Archbishop will enjoy a pleasant working environment in professional offices adjacent to the Cathedral in North Adelaide, as well as occupancy of a recently completed new bishop's

residence in the inner suburbs, comprising 5 bedrooms, a guest suite and three living areas situated most comfortably on a large verdant garden block.

Established by Letters Patent issued by Queen Victoria on 25th June 1847, the Diocese of Adelaide today comprises 71 worship centres across 56 parishes, together with vibrant chaplaincies in ten Anglican Schools, Anglicare SA and the public and private health system.

The Diocese of Adelaide is financially sound with strong net assets and cash flow underpinned by an operating property portfolio of approximately \$500m and substantial endowments. Income from its endowment funds and associated trusts, profits and management fees from its financial institution, Anglican Funds Management, together with modest assessments on parishes, provides for balanced budgets and the capacity to comfortably support continuing operations as well as invest in new initiative. >>





Brief Introduction to the Diocese of Adelaide

The Synod has an appropriate modern governance structure with clear lines of authority and schedules of delegations to committees and officers supported by a regularly reviewed portfolio of Ordinances and a modernised policy suite.

There are **178 active clergy** (99 licensed, 79 Permission to Officiate) and **92 licensed lay persons** in various ministries. A broad expression of Anglican worship is honoured and encouraged.

The Synod has a well-entrenched Safe Ministry system and culture, achieving a clean audit from the General Synod's independent external safe ministry audit. There is a well-established culture of professional standards and persons of concern regime. Our professional standards machinery has been managed by Kooyoora Limited since 2022.

The Synod enjoys a clear, energising shared Vision, and faith communities comfortable and confident in its structures and routines. This information pack describes the priorities and emphasis over recent years, as well as highlighting the openness and willingness of the people of the Diocese to embrace new opportunities, and the new leadership described later in the selection criteria, which was expressed through the Diocesan Consultation process.

With an experienced and settled episcopal team, a professional and strong Synod Office team, a highly regarded theological college and well-developed clergy and lay leadership, Adelaide has all the elements to satisfy a calling for new episcopal leadership unencumbered by controversy, existential threats or hidden surprises.



About the Synod of the Diocese of Adelaide

There are thousands of faithful Anglicans worshipping regularly in **71 worship centres** in **56 parishes**. There are four archdeaconries and deaneries. In addition, there are active clergy and lay ministers in chaplaincy roles in Anglicare, schools and hospitals.

AnglicareSA, has been a separately incorporated entity since 2000 and is now a company limited by guarantee, its members being the members of Synod. Its AGM is held annually when we gather for Synod.

The schools in the diocese are not systemic, nor 'owned' by the Synod; however, each school's constitution contains various provisions for the appointment of board members by the Bishop or the Synod, the Bishop as Visitor, and for approving changes to their respective constitutions. Much is achieved relationally in developing and promoting Anglican identity in the schools.


In Chaplaincy roles there are:

- **3 licensed clergy** in Anglicare chaplaincy
- **2 licensed clergy** and **7 lay licenses** in health chaplaincy
- **9 licensed clergy** and **2 lay licenses** in school chaplaincy

There are **32 lay people licensed** for home communion, **43 licensed lay readers**, and **8 licensed lay ministers**.

Like many dioceses, there is a mix of strong, flourishing parishes and struggling ones. >>





About the Synod of the Diocese of Adelaide

There are:

- **8 parishes** with more than one fully stipended minister
- **31 parishes** with one fully stipended minister
- **12 parishes** with a part-stipended minister (0.5 or less)
- **5 parishes** unable to support any stipend and rely on occasional supply

It is entirely uncontroversial to say that lay leaders are generally ageing and over time becoming less capable of the sort of robust independent management of parishes in our polity reflected in our Ordinances. There are currently four parishes under management.

In recent times, the Synod has established a free Xero accounting platform for parishes together with bookkeeping support and employed an operations officer to support parishes in their WHS and property obligations.

Further, the core driver of the Learning Community initiative is to better equip lay leaders for both parish leadership in the traditional administrative sense, but also in the conduct of worship in an environment where they are unable to support, or we are unable to supply, licensed clergy to conduct eucharist services.

Much of the Diocesan Vision is aimed at engaging with that emerging reality, thinking about the nature of parishes and giving permission to explore new models – a willingness and desire reinforced through responses to the Diocesan Consultation about our new Bishop, explored below.





The Diocesan Vision developed collaboratively and consultatively in 2022 is owned and supported across the diocese.

Our vision is Adelaide Anglicans flourishing and united in God's love as we:

- grow in discipleship and share the Good News of Jesus Christ,
- connect and engage with communities,
- advocate and work together for social justice, and
- care for creation and each another.

Adelaide Anglicans are:

- Followers of Christ, growing in discipleship, sharing the good news of Jesus Christ and making disciples of others
- Diverse, connected and engaged with community
- Courageous advocates, working together for social justice
- Committed to caring for creation & each other

There are four strategic Focus Areas:



Growing in discipleship and sharing the good news of Jesus Christ

- Adelaide Anglicans are committed to spiritual growth, deeper knowledge of the Christian faith and sharing the gospel. We will live out our faith every day, and we will reach out to new Christians by encouraging a culture of innovation and support for new ideas and not be constrained in finding new ways to gather and connect.
- Focussing on discipleship and sharing the gospel means we need to equip leaders to teach and to lead and manage diverse teams.
- An increase in the equipping and training of lay people, and better utilisation of gifts and skill, will reduce dependence on clergy.



Connecting in and with communities

- It is God who does the uniting – one spirit, one baptism, one Lord, one faith.
- We will lovingly and respectfully hear each other, be free to do things differently, be united, but not uniform.
- We will facilitate networks across parishes, schools, chaplains, Anglicare and improve and encourage communication, networking, consultation, collaboration, combined celebrations, gatherings and encouragement of one another.
- We will be welcoming, accessible, listening, sharing, nurturing and caring, hopeful and joyous, positive, serving, and generous inclusive communities of spirituality, social connection and love.
- Facilities will reflect community needs and expectations, with visible signs of life, good signage and open doors.
- We will connect with the community intentionally through advocacy and service.





Advocating and working together for social justice

- Adelaide Anglicans will advocate to defend and promote Christianity, and the qualities of Anglicanism.
- We will be a strong voice for social justice and will speak confidently into public debates on relevant issues (for example climate change, women's and children's rights, status and safety, integrity and transparency, multiculturalism, indigenous affairs, and reconciliation).
- We will also work for social justice, advocacy is one thing, doing work on the ground to help the disadvantaged and the marginalised is a core mission of the Church.
- We will proactively work to eliminate domestic & family violence in Anglican communities.
- We will continue to support survivors of abuse and work toward reconciliation between them, the church and their families.



Caring for creation and each other

- Adelaide Anglicans care deeply for creation and responding to climate change we will reduce our carbon footprint and water use and encourage others in the community too.
- To facilitate the focus on discipleship and to care for our community we will find better and more strategic use of our resources, identify key missional goals, and where common affinities exist, co-ordinate the infrastructure, ministries and resources required.
- We will review governance structures, hierarchy models, legislation, administration and compliance so it is lighter and simpler enabling more enthusiasm and flexibility.

The full vision document including strategies can be found in full:

adelaideanglicans.com/our-vision





Innovation & Key Initiatives

Adelaide has a history of innovation and has continued to embrace new initiatives. For example:

- The first diocese to become independent from the state (1851)
- The first modern Anglican synod to include fully franchised laity (1855)
- The first diocese to appoint a female churchwarden (1895)
- The first bishop (Thomas) to invite a woman to preach from a cathedral pulpit (Maude Royden 1928)
- The first diocese to appoint a female representative to General Synod (Irene Jeffreys 1962)
- One of the first Australian dioceses to ordain women to the priesthood - Joan Claring-Bould, Susan Straub, Flo Monaghan, Sue Pain & Sister Juliana SI (1992)

Led by the Archbishop and Diocesan Council, Adelaide has invested in a number of recent initiatives:

- Appointment of an independent Survivor Advocate,
- Appointment of a Ministry Wellbeing Coordinator
- Commissioned Be Well Co of the SA Health and Medical Research Institute academic study into clergy wellbeing
- Commissioned a synod culture survey
- Established a Domestic and Family Violence task group which now operates provincially
- Commissioned a study into the experiences of clergy and church workers in the Anglican Diocese of Adelaide when responding to abuse of children, sexual assault of adults, and domestic and family violence.
- A Flourishing Ministries Facilitator to work with Anglican communities to support change and assist with mission action planning.



Innovation & Key Initiatives

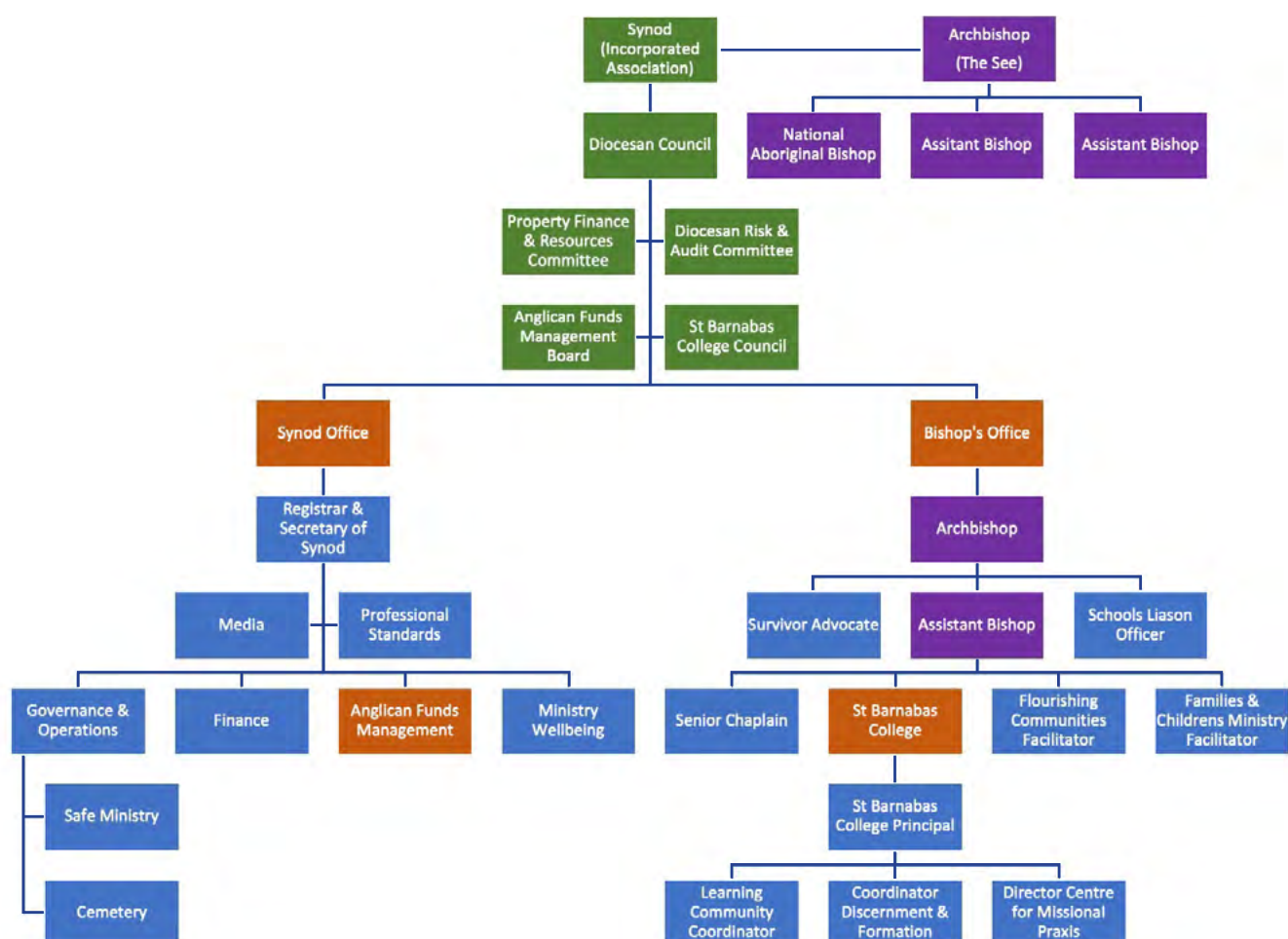
- A Families and Children's Ministry Facilitator to support the discipling of new generations.
- Synod Operations Officer to offer hands on support as parishes manage their WHS obligations.
- Providing free bookkeeping services, free Xero accounting, along with EFTPOS terminals and credit cards and transactional banking services to parishes.
- Established a ministry development fund for theological students in formation and curacy placements.
- Established a Learning Community within St Barnabas College, led by a Learning Community Co-ordinator to facilitate professional development for the whole people of God to lift competence and confidence, particularly for lay people in the diocese.

Some examples of offerings through the Community of Learning are:

- > For the Love of God, conference and day of encouragement
- > Forming communities
- > Leadership
- > Parish Governance
- > Mission Shaped Introduction
- > An Archbishop's Certificate for the development of lay people with a range of modules including: The lay leader's toolbox, Handling the Bible, Understanding Pastoral Care, Enriching Spirituality – finding God in our everyday lives, Introduction to Music and Hymns, Praying with the Psalms, and Listening for God

Organisation

The Bishop is President of Synod and Chair of Diocesan Council. The high-level organisation structure establishes clear and unambiguous lines of authority where the Bishop's Office and the Synod Office operate collaboratively as set out in the high-level organisation chart below:



With a professionally staffed Synod Office managing operating, finance, policy and safe ministry functions, the Bishop's role is episcopal leadership, pastoral care, and mission activities including theological education, professional development, the flourishing of communities, relationships with schools and agencies and the discipling of new generations.

Properly equipped governing bodies are in place for Anglican Funds Management and for St Barnabas College. Both are legally structured as committees of Diocesan Council, with clear terms of reference and schedules of delegated authority.



Episcopal Structure & Roles

The Archbishop of Adelaide is the Metropolitan of the Province of South Australia which consists of the Dioceses of Adelaide, Willochra and The Murray.

There are three Assistant Bishops in Adelaide; however, only Bishop Sophie's episcopal ministry is wholly devoted to the activities of the Bishop's Office:

- Bishop Sophie Relf-Christopher has responsibilities assisting the Bishop in pastoral leadership and parish duty, is Chair of St Barnabas College Council, oversees the work of St Barnabas College and lay education, chaplaincy at AnglicareSA and in the health system, Flourishing Communities work, Families and Children's Ministry, Discernment and Formation, as well as some Anglican Schools episcopal ministry.
- Bishop Chris McLeod is the National Aboriginal Bishop (0.2 FTE), with the remaining time devoted to his ministry as Dean of St Peter's Cathedral.
- Bishop Tim Harris's ministry is devoted to his roles as Rector of the parish of St Matthew's Kensington and Research Coordinator, and Director of the Centre for Missional Praxis, at St Barnabas College.



Diocesan Council

Diocesan Council is re-formed every triennium, with a new triennium effective from the close of the October 2025 session of Synod. At the time of writing, Diocesan Council despite its size operates extremely effectively as both the governing body of the Incorporated Association and as the council of advice for the Bishop.

Diocesan Council consists of 22 members:

- Archbishop - Chair
- The three Assistant Bishops
- Two Archdeacons *appointed by the Bishop*
- Eight members of the laity elected by Synod
- Four members of the clergy elected by Synod
- Two members appointed by Diocesan Council
- The Chancellor *ex officio, non voting*
- The Secretary of Synod *ex officio, non voting*

Diocesan Council has several committees which report to Diocesan Council via minutes, and decisions taken by the Property Finance and Resources Committee (under delegation) are reported to both Diocesan Council and the Synod

The Committees are:

- Property Finance and Resources Committee – responsible primarily for property decisions under delegation, review of budget and financial performance
- Diocesan Risk and Audit Committee – oversight of the diocesan risk management system, WHS system, external audit, review of the accounts and annual report, and is the risk and audit committee for our Anglican Funds Management business
- St. Barnabas College Council – established by Ordinance, the Council oversees the operations of the college and its relationship with the University of Divinity
- Anglican Funds Management Board – with internal and external members with applicable skills. There are two subcommittees of the Anglican Funds Management Board: An Asset and Liability Committee and an Investment Committee.



Task and Working Groups

When required, Diocesan Council appoints working groups to assist with developing strategies, consulting with the diocese, and other initiatives. Each relevant group is established with clear Terms of Reference, timelines and deliverables.

Current working groups are:

1. Family and Domestic Violence Working Group – working on implementation of the Ten Commitments to the Prevention of Family and Domestic Violence in the diocese.
2. Aboriginal Ministry and Reconciliation Action Plan working group – tasked with governance oversight and a Reconciliation Action Plan and developing a discussion paper for Synod around questions of reparation, Aboriginal ministry and land sales.
3. Lay Connect working group – facilitating stronger connections for lay people and conducting lay forums.
4. Disability Inclusion task group – developing strategies for the inclusion of people living with disability into the life of the church and the synod.

Recent groups, which have completed:

1. Discipling New Generations task group – developing a model for supporting family and children's ministry.
2. Climate Action task group – a response to the General Synod call for action on climate change.



Pastoral Leadership

The Pastoral Leadership team has two key roles:

1. to maintain lines of communication across the diocese
2. to provide advice to the Bishop in pastoral matters

The Pastoral Leadership Team:

- The Archbishop
- The three Assistant Bishops
- The Dean of the Cathedral
- The four area Archdeacons
- The Bishop's Chaplain(s)
- The Flourishing Communities Facilitator
- The Registrar & Secretary of Synod

In addition to the four Archdeacons, there are 4 area deaneries, each with an area dean elected by their peers. The area deaneries meet regularly for peer support.

Clergy gatherings are held twice each year as well as an annual clergy conference. Generally, every third year the clergy conference is Provincial.

Lay Leader Gatherings are also annual, providing the Bishop and Secretary of Synod and lay leaders with the opportunity to share and exchange ideas and information.

St Barnabas Theological College

St Barnabas Theological College is a college of the University of Divinity. St Barnabas' offers undergraduate and postgraduate theological education for clergy, laity, and ordination candidates. The Synod's Community of Learning is also located within St Barnabas College.

For information about St Barnabas College may be found here:

sbc.edu.au





Finances

The Diocese of Adelaide is financially strong.

Assets

- Our property assets owned by the Synod are \$530m
- There is an additional \$62m in property in the diocese owned by separate Trusts for parishes ultimately for the benefit of the Anglican church, but which aren't owned by the Synod in Trust for its parishes.
- The See holds an endowment valued at close to \$10m
- The Synod holds funds in its name of \$34m
- There is a legally separate Leigh Trust of which we are a two-thirds beneficiary, currently valued at \$30m

The high-level structure of our **annual budgets** is:

	\$,000
Income from	
Assessment	1,150
Investments	1,100
Trust grants	940
Anglican Funds Mgmt operating distribution	810
The See Grant	500
Total	4,500
Expenditure	
Bishops Office	1,150
St Barnabas College	815
Chaplaincy	375
Corporate & Operations	1,574
Safe Ministry, Professional Standards & Wellbeing	570
Total	4,484

Assessment on parishes is set annually by the Synod and is presently 14% of parish income, down from 16% in 2023. It has been as high as 21% inclusive of levies, during the early years of responses to historical claims.

No budgets are set for historical claims. Settlements have an average run rate of \$600k pa over the past seven years and are variously funded by operating surpluses, calls on our investments, or an overdraft on our facility with Anglican Funds Management to support operating cash flow.

Our wholly owned financial services business, Anglican Funds Management, exists to provide low-cost transactional banking services and low-doc loans to parishes guaranteed by the Synod, as well as provide investment products to any Christian organisation. Currently offering term deposits, an Enhanced Income Fund and an Endowment Fund, Anglican Funds Management is administered by a professional team in the Synod Office overseen by a suitably equipped Board and Investment Committee. With a mandate for growth, Anglican Funds is a key element in the sustainable future of the Diocese.

More information about Anglican Funds Management may be found here:

anglicanfundsmanagement.com.au

Anglican Schools & Colleges

There are ten Anglican schools in the Diocese. Whilst the schools are not systemic nor Synod-owned, the Synod and the Schools enjoy a strong collaborative relationship with a highly valued Heads forum and Chairs breakfast series, as well as chaplaincy and other networks facilitated by our Schools Liaison Officer and Coordinating Schools Chaplain.

For many of the schools, the Archbishop of Adelaide has the official position of Visitor and attends meetings of the school's governance bodies from time to time. The Archbishop licenses Chaplains to minister in the schools. The constitutions of the schools provide for the Archbishop and/or the Diocesan Council to make or recommend appointments to the school's governing councils.

Information about each school may be found on their respective websites:

spw.sa.edu.au

standrews.sa.edu.au

walford.sa.edu.au

www.pedarecc.sa.edu.au

www.pulteney.sa.edu.au

www.stcolumba.sa.edu.au

www.stjohns.sa.edu.au

www.stpeters.sa.edu.au

www.stpetersgirls.sa.edu.au

www.trinity.sa.edu.au

In addition, St Mark's College, celebrating its 100th anniversary of founding this year, is a University residential college. The Archbishop is the Visitor and licenses a Chaplain to the College stmarkscollege.com.au



**St Peter's
Woodlands**



**St Andrew's
School 1850**



Walford



PEDARE



PULTENEY



**St Columba
College**



**ST JOHN'S
GRAMMAR**



St Peter's College
ADELAIDE, AUSTRALIA



**ST PETERS
GIRLS**



St Mark's College
ADELAIDE



TRINITY COLLEGE



Diocesan Consultation

Anglicans across the diocese were invited to contribute through workshops and surveys to inform this call for nominations for Bishop. Around 126 attended workshops and 230 responded to the online survey.

Feedback received during the consultation process demonstrates the Diocese's ongoing commitment to transparent, critical, thoughtful and inclusive decision-making in selecting episcopal leadership that can navigate complex challenges while maintaining unity and advancing the church's mission. There is an appreciation that much has been done to address these challenges, and that the change process is in progress and is ongoing.

The process highlighted a diocese grappling with broader challenges for religions: declining attendance, aging membership, theological divisions, and questions about relevance in modern society. However, they also show a community committed to renewal, mission, and maintaining their Anglican heritage while serving contemporary needs.

Throughout the consultation there was a tension between maintaining traditional Anglican identity and adapting to contemporary challenges.

Respondents consistently emphasise the need for:

- Strong biblical foundation while embracing diversity
- Effective leadership that can unite rather than divide
- Authentic engagement with community needs
- Balance between tradition and innovation
- Clear vision for mission and growth
- Pastoral care for both clergy and laity

Participants highlighted the love of Christ and importance of the bible as being central to the future of the church.

The substantial majority of participants strongly favoured a Diocese characterised by inclusivity, unity in diversity, strong community engagement, flexible communication methods, and a welcoming environment for all community members.

The call for unity in diversity is centred around the importance of respecting and allowing choice in how parishioners choose to practice their Anglican faith, within the Anglican values framework. This would involve clearly defining the boundaries of the different approaches to the Anglican faith and finding ways to continue to hold mutual purpose and unity.

Diocesan Consultation

SECTION 1:

Perspectives of the Anglican Diocese of Adelaide.

1. The key foundations and strengths of the Diocese are:

- Breadth and diversity in worship and expression
- Biblical and theological foundation
- Sense of community and fellowship
- A commitment to social justice and community service
- Strong theological education formation and professional development
- Sound organisational structure and governance providing unity, accountability and communication
- Mission and outreach beyond parishes - serving for the kingdom of hope outside church walls
- Aspiration for growth, revitalisation, strengthening discipleship and reaching new cohorts
- Safe ministry – wellbeing and safeguarding policies and processes, and creating safe, supportive environments
- Sound stewardship of buildings, finances and people.

2. The key challenges and risks facing the Diocese are:

- Declining attendance and ageing congregations
- Maintaining tradition versus modernising worship, language and governance
- Unity and the potential for division – holding diverse convictions together in mission

- Burdens of parish administration and financial uncertainty
- Youth engagement and vocations
- Clergy shortage and ordained and lay leadership development
- Community outreach and advocacy for social justice
- Confidence and competence for mission and evangelism
- Resource allocation to support faith communities

3. The opportunities for the Diocese are:

- Increased community engagement and outreach
- Inclusivity and diversity – liturgies, leadership pathways and governance structures that reflect the breadth of society
- Encouraging flexible worship and innovation
- Demonstrate authenticity and transparency
- Lead conversation and demonstrate through action, social justice and advocacy
- Lead on demonstrating environmental responsibility and creation care
- Youth and young adult formation
- Increased digital communication, tools for parishes and social media presence
- Collaboration across parishes and traditions, and creating clusters
- Streamlining decision-making and empowerment



Diocesan Consultation

SECTION 2:

The role of the Archbishop of the Anglican Diocese of Adelaide.

4. The key strengths in Episcopal leadership you have observed and most value are:

1. SERVICE

Focusing on the role of episcopal leaders who provide direction, guidance, and shepherding to clergy and congregations. This includes references to authority, responsibility, and being a visible, public face of the church. Emphasising care, listening, and responsiveness to the needs of clergy and parishioners.

- Being a good shepherd, a people person, who understands the diversity of the human condition
- Being the face of the Anglican church within the diocese and across the community
- Being approachable, accessible, and responsive, demonstrating humility and friendliness
- Involving the clergy, parishes and parishioners in vision setting and decision making

2. MINISTRY

Covering pastoral care, theological knowledge, and the practical aspects of serving in parish ministry. This encompasses the day-to-day work of clergy and bishops in their spiritual roles.

- Demonstrating wisdom, sound theological knowledge, courage of convictions and beliefs

- Visibly participate in parish life, embodying faithfulness, and integrity in everyday settings.
- Facilitating educational and learning opportunities
- Actions reflecting words that represent the beliefs of the church
- Being prayerful and missional
- Pastoral care for clergy likened to a Barnabas figure, offering practical help and spiritual mentoring in times of stress or conflict.

3. COMMUNITY

The importance of bringing people together, creating unity, accessibility, and building relationships within congregations and the broader church community.

- Being able to unite where difference and diversity exists
- Engaging with the broader community beyond the walls of the church
- Demonstrating the relevance of the church through acts of service
- A Solomon like presence in loving kindness and forgiveness



Diocesan Consultation

SECTION 2: CONT'

The role of the Archbishop of the Anglican Diocese of Adelaide.

4. COMMUNICATION

Highlights the need for effective communication skills, preaching abilities, and being able to articulate faith and church teachings to various audiences.

- Influential communicator using all means available, including social and digital media, to be the face and voice of the church
- Keen understanding of world affairs, with the knowledge of how to interpret social trends at the local level
- Genuine openness in sharing their faith, and in being a critical part of the conversation on a range of matters within society
- Initiating consultation processes (e.g. small-group synod discussions) to engage the whole church in discernment.

5. The aspects of the role you would like the new Archbishop to focus on are: establishing spiritual ministries, flexibility, inclusiveness, courage, unity amid diversity, collaboration between parishes, community engagement, political influence, interfaith communication, and hands-on pastoral support for clergy:

1. CHURCH UNITY AND COMMUNITY SUPPORT

- Strengthening unity across congregations and supporting local communities, especially where divisions or amalgamations have occurred.

2. PASTORAL CARE, CLERGY WELLBEING AND SUPPORT

- Concern for the spiritual, emotional, and practical support of clergy, along with empowering lay leaders, highlighting workload, health, and ongoing development.

3. LEADERSHIP

- Should be courageous, inclusive, visionary, and accountable while promoting unity in diversity.
- Strong, scripturally grounded teaching, including on contested topics (e.g., marriage), backed by scholarship.

4. EMBRACING DIVERSITY IN THE DIOCESE

- Creating flexible, alternative routes into ministry (lay and ordained), with adaptive training and broader eligibility.
- Recognition of theological and cultural (and other aspects of) diversity, urging openness to evangelical, traditional, and newer expressions while maintaining cohesion

5. PUBLIC VOICE AND SOCIAL-MEDIA PRESENCE

- A clearer, more vocal stance on social issues and an improved digital footprint to make the gospel visible in wider society



Diocesan Consultation

SECTION 2: CONT'

The role of the Archbishop of the Anglican Diocese of Adelaide.

6. PARISH RENEWAL AND OUTREACH INNOVATION

- Focus on revitalising parishes, finding new outreach methods, and sharing resources—often linked to archbishop leadership

7. MISSION AND EVANGELISM

- Emphasis on mission, evangelism, outreach, and resource allocation – specifically within communities

8. YOUTH AND SCHOOLS' ENGAGEMENT

- Importance of connecting with young people, both within churches and through Anglican schools, to nurture faith and involvement

6. How will we know whether the Archbishop has been successful in performing the role in five years?

1. People in the Anglican Church understand that the whole diocese (and region-wide) is working towards its mission
2. The relevance and role of the Anglican Church within the Adelaide community is better understood
3. The Archbishop is seen as a critical thought leader and called on to contribute to key issues
4. Growth (spiritual and numerical) of local churches is a central hope and concern. New congregations established and existing ones better supported
5. There is an appreciation of the diversity within the Church, and greater unity in how the Church embraces that diversity
6. There is ongoing sharing of the "good news" (the gospel message) across the community
7. The Archbishop is seen as teaching and living by God's word



Diocesan Consultation

SECTION 3:

The personal characteristics and gifts of the Archbishop of the Anglican Diocese of Adelaide.

The top five personal characteristics and gifts you believe are important qualities for the next Archbishop are in order of frequency of responses:

1. Prayerful and faithful
2. Courageous
3. Approachable and compassionate
4. Missional
5. Visionary

CONSIDERATIONS FOR SELECTION CRITERIA

Arising from the Diocesan consultation, the considerations for selection criteria are built around a demonstrated capacity that generates a sense of hope and optimism for the future, building on the Diocesan Vision and the work undertaken in recent years to embrace emerging opportunities. The considerations are:

SPIRITUAL LEADERSHIP: evidence of a mature, prayerful, spiritual vitality demonstrating strengths in godly character (reflecting the fruit of the Spirit), emotional intelligence and resilience. An inclusive, thoughtful, reflective, theologically astute and unifying leader shaped by biblical wisdom, confident in a strong identity and call in Christ, and confident in discerning a call to serve as the Chief Pastoral Shepherd of the people of Adelaide. A respected leader, with a track record

in strategically investing in the spiritual health and growth of a church/ diocese.

Relational leadership: highly engaged and engaging, godly, gracious and relational person who genuinely loves and listens to all of God's people.

VISIONARY LEADERSHIP: demonstrated ability to drive the development and implementation of a clear and compelling vision that is contextually relevant. An effective change agent. "To be the architect of hope and change and direction" "Where there is no vision the people perish." (Proverbs 29:18) >>

Diocesan Consultation

CONSIDERATIONS FOR SELECTION CRITERIA

INSPIRATIONAL LEADERSHIP IN MISSION:

demonstrated effectiveness in mission with a capacity to inspire and influence churches and people to engage with confidence in faithful and fruitful mission in living out the great commandment and great commission amidst diversity, leading to revitalisation, relevance and growth. A passionate, innovative, entrepreneurial risk taker in mission. An understanding of mission as embracing both evangelism and social justice. A capacity to lead and inspire transformation across the breadth of the Diocese, by leveraging the strength that lies in diversity and difference.

ADAPTIVE LEADERSHIP: courageous, proactive and agile leadership with a capacity to thoughtfully and strategically lead the Diocese through significant challenges, complexity and change in addressing issues of viability, resourcing, sustainability and theological diversity. A willingness to make tough decisions, implemented with pastoral wisdom.

UNIFYING LEADERSHIP: consultative, collaborative, inclusive, transparent and empowering style of engagement with an ability to foster relationships, unity and partnerships across the breadth and encompassing the diversity of the Diocese.

EMPOWERING LEADERSHIP: a leader of leaders able to recruit and retain a high-capacity team with diverse and complementary strengths, and to delegate authority and responsibilities effectively.

AMBASSADOR AND ADVOCATE: bold, courageous, influential leadership representing the Anglican community in the broader community, demonstrating an intellectually and spiritually credible witness to the Christian faith. Equipped and confident to be an effective communicator marked by biblical wisdom and values, an understanding of the complex, contextual issues and changes impacting the Australian culture, and a capacity to connect with a winsome, relevant and respected voice.



Selection Criteria

Adelaide is seeking a courageous, visionary communicator, able to provide direction and unity within the church to leverage its diversity, that the whole is made greater than the sum of its parts. Someone who can influence the broader community in South Australia and position the church as a relevant, critical thought leader, and as a place where people can find meaning and purpose. This will likely require the ability to understand and navigate the complexities and trends within society towards religion, emphasising the ongoing relevance of the church to the needs of the community. And the wisdom to acknowledge and hold the different perspectives and approaches that fit within the breadth of the Anglican church in Adelaide.

CRITERION 1:

COMMUNICATES WITH INFLUENCE

Relevant capabilities:

- Communicates clearly
- Preaching and teaching with spiritual vitality
- Listens, understands and adapts to different audiences
- Advocate for Christ in society with a relevant and respected voice
- Negotiates persuasively with integrity

CRITERION 2:

A PERSON OF MATURE FAITH

Relevant capabilities:

- Diligent study of scripture
- Dependence upon prayer
- Cultivates values-based communities
- Pastoral wisdom and conveys a sense of joy in ministry
- Invests in the formation of others

CRITERION 3:

SHAPES STRATEGIC THINKING

Relevant capabilities:

- Inspires vision, purpose and direction
- Strategic focus
- An advocate for mission (evangelism and social justice)
- Empowers innovation in mission
- Shows analytical ability and judgment >>



Selecion Criteria

CRITERION 4: ACHIEVES RESULTS

Relevant capabilities:

- Organisational capability
- High level leadership
- Effectively implements change through others
- Capacity to both clarify and live with ambiguities
- Delegates effectively and empowers others to achieve

CRITERION 5: EXEMPLIFIES PERSONAL DRIVE AND INTEGRITY

Relevant capabilities:

- Professionalism and probity
- Risk-taking and personal courage
- Influences to achieve change
- Resilience and self-awareness
- Commitment to personal development

CRITERION 6: CULTIVATES PRODUCTIVE WORKING RELATIONSHIPS

Relevant capabilities:

- Nurtures internal and external relationships
- Facilitates co-operation and partnerships
- Values differences and diversity of people and practices
- Guides, mentors and develops people
- Consults widely and collaborates

TIMELINE

- August - Call for nominations
- September – shortlisting and call for formal applications by shortlisted nominees
- October review of shortlist and invitations for interview issued
- November 1 Archbishop Geoff lays up his pastoral staff
- November 3 & 4 Shortlist interviews face to face in Adelaide
- December 6 Election Synod

TERMS AND CONDITIONS OF OFFICE:

The following terms and conditions for the appointment of the Archbishop of Adelaide are contained within the Constitution of the Diocese and the Retirement Ordinance.

The Constitution of the Diocese of Adelaide

Chapter II – The Bishop

5.(1) Subject to the provisions of section 8 of the Constitution of The Anglican Church of Australia the Bishop shall be elected or appointed in such manner as the Synod shall by Ordinance determine.

5.(2) A person elected or appointed Bishop shall not take office without first having signed a declaration in the form contained in the First Schedule hereto and a declaration of assent to the doctrine and formularies of The Anglican Church of Australia.

The Retirement Ordinance 1988

Age of Retirement

3. Subject to the provisions of this Ordinance the Bishop and every member of the clergy holding any office mentioned in his or her licence shall retire from such office upon attaining the age of 70 years.

Stipend Package:

Details of the Archbishop's Stipend will be made available for applicants and includes:

- A fully maintained home, including utilities, household cleaning and garden maintenance
- A fully maintained vehicle
- Personal communication and information technology
- A hospitality and travel budget
- Stipend continuance insurance

Full details of the Archbishop's stipend package will be shared with shortlisted nominees.



BISHOP NOMINATION COMMITTEE

Administrator *sede vacante*

Bishop Sophie Relf-Christopher (Chair)

Dr Sarah Black

Associate Professor Angela Evans AM

Dr Carol Fort

Ms Ann Nadge

Ms Kat Pugh

The Reverend David Covington-Groth

The Reverend Dr Theo McCall

The Venerable Andrea McDougall

The Venerable Andrew Minter

Mr Joe Thorp

(Registrar & Secretary of Synod-*ex officio*)

ENQUIRIES AND CORRESPONDENCE

If you have any questions about the process, or if you would like to seek clarity on the information provided in this document, please contact the Registrar and Secretary of Synod:

Joe Thorp

secretaryofsynod@adelaideanglicans.com

0417 895 885



The Synod of the Diocese of Adelaide of the Anglican Church of Australia Incorporated

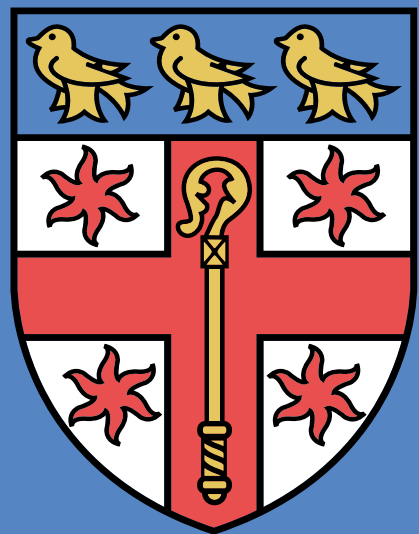
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Anglican Diocese
of Adelaide