



CELEBRATING  
**100** YEARS

All Souls St Gabriels School

CHARTERS TOWERS • #ASSG100

APPOINTMENT OF THE  
**CHAPLAIN**



### **Welcome to Charters Towers**

Charters Towers, with a population of around 10,000, provides a centre for education, health services, agriculture and mining for the wider region.

With education as one of its major industries, Charters Towers is home to seven primary and five secondary schools. Of these, three schools provide co-educational boarding and have for 100 years or more.

Townsville, on the coast, is a 90 minute drive away. Direct flights from Townsville are available to Brisbane, Darwin, Cairns, Sydney, Melbourne, Toowoomba and Coolangatta with connections nationally and internationally, serviced by the major airlines, (Qantas, Jetstar and Virgin).

### **All Souls St Gabriels School**

All Souls St Gabriels School is an Independent, Co-educational, Pre-Prep to Year 12, Day and Boarding School in the Anglican tradition. The school is located in Charters Towers, the educational hub of Northern Australia.

All Souls St Gabriels School is one of the great schools of regional Queensland. You can find a brief history of the school on its website. Applicants should be aware that the school has a religious foundation in the ministry of the Brothers of Saint Barnabas and the Sisters of the Society of the Sacred Advent. The mission of these two religious orders was to serve in outback and regional Queensland, bringing opportunities to the children of rural and remote families. The ethos of service to the rural community and commitment to the highest standards of education continue in the present school. Both the Brotherhood of Saint Barnabas and the Sisters also brought to the school a strong sense of social justice and commitment to equity.

In 2020, the School celebrated 100 years of operation. Despite tough times in regional Australia, the school has experienced steady growth, with a current enrolment of approximately 450 boys and girls from Pre-prep - Year 12, including 205 boarders (Years 6-12). The school is the fourth largest Anglican faith based Co-Educational Boarding School in Australia.

The School is committed to a culture of academic, arts and sporting achievement within the context of a 'one school ethos'. The school is small enough where everyone knows each other.

### **The Board of Governors of All Souls St Gabriels School Inc**

The school is governed by a Board of Governors operating under the ASIC regulations covering Not For Profit organisations. Governors include past students, parents and community leaders. Title to the property of the school is in the hands of a separate body, All Souls St Gabriels Limited.

Candidates should note that the school is debt free.

### **Senior Leadership Team Structure**

- Headmaster
- Deputy Head/Academic Dean
- Business Manager/Board Secretary
- Dean of School
- Dean of Students
- Head of Junior School (PP-6)
- Head of Boarding
- Head of Enrolments & Marketing

### **Role of Chaplain**

The Chaplain is committed to the School's mission and values and, with the Headmaster, is responsible for the spiritual life of staff, students and the wider All Souls St Gabriels School community. The Chaplain will also support the local Anglican community by conducting a weekly service for parishioners of the St Paul's Anglican Church and local aged care facilities.

### **Chaplaincy Team**

The Chaplain is supported by a Chaplaincy Team which comprises:

The Headmaster (LA), Dean of School (LA), Dean of Students (organist), Junior School teacher (LA), a retired Brother and Junior School and Senior School Chapel Captains.

Students assist with the preparation and the maintenance of the Chapel including brass polishing, floral arrangements, replacing frontals and other general tasks.

The Chaplain is also supported by serving teams from each of the 6 Houses (Senior School) and Year 6 students (Junior School).

### **Qualifications and Experience**

- The appointee must be an ordained Priest in good standing in the Anglican Church.
- The appointee must hold a theological degree from an accredited institution.
- The appointee must be eligible to be granted a ministry licence by the Bishop of North Queensland.
- A degree in Religious Education and/or Pastoral Care would be advantageous.
- Demonstrated experience in establishing pastoral relationships with young people and their caregivers.
- Demonstrated knowledge and understanding of issues effecting young people in their personal and academic lives.
- Demonstrated knowledge and understanding of the developmental characteristics and needs of children and adolescents.
- An understanding of the role of liturgy in a school context and its practical implementation.
- Maturity and integrity of faith and ability to engage in discussion with people of varying levels of faith and beliefs is highly desirable.

### **Anglican Ethos, Mission and Spirituality**

- Assist the school to maintain strong links to, and understanding of, the historical foundation of the School in its Anglican and Christian context in general and its key founders; e.g. Bishop John Oliver Feetham, the Brotherhood of St Barnabas and the Sisters of the Society of the Sacred Advent.
- Provide opportunities for current and new staff to understand the educational philosophy which underpinned the founding of the School in its historical and religious context.
- Provide opportunities for students to understand, discuss and appreciate the Judeo-Christian foundations and influences on Australia and the global community.
- Provide opportunities for students to understand, discuss and appreciate the place of religion and spirituality in the lives of themselves and others and encourage a developing tolerance for different experiences of faith and belief.
- Develop links between the School, past students and the wider community which promotes the School's ideals of service encapsulated in its motto "Servire Regnare".
- Develop alternative means of engaging students and staff in developing their understanding and experience of faith and spirituality.
- Develop links between the School and the local parish community.

### **Liturgy**

- Co-ordinate and officiate at weekly worship services in the Junior and Senior School based on the Anglo-Catholic traditions of the Anglican Church.
- Conduct morning prayers and a Sunday evening Compline service
- Attend and offer prayers at weekly Headmaster's Assembly, and other meetings and gatherings as invited.
- Organise and conduct occasional services that commemorate significant events in the life of the Church, School and community; e.g. significant Feast days, Christian seasons, commencement services, Making of Prefects and Installation of Captains, ANZAC and Remembrance Day, Mass of Godspeed etc.
- Provide the Sacraments of the Church to members of the School, past and present, and the community; Baptism, Reconciliation, Holy Communion, Marriage and Anointing of the Sick.
- Conduct funerals for past and present members of the School community when requested and approved by the Headmaster.
- Prepare students, parents and staff for Admission to Holy Communion and Confirmation.
- Provide oversight for the selection, training and duties of Chapel Prefects, servers and sacristans.
- Co-ordinate with members of the faculty, from time to time to provide support to the school's Chaplaincy team.
- Ensure the sacredness of the Chapel is maintained and linen, vestments and other equipment and materials are maintained.

### **Christian Pastoral Care**

As a member of the Pastoral Care Team, and in consultation with the Dean of Students:

- Participate in Pastoral Care Team meetings.
- Participate, as requested, in Education for Life classes and associated student welfare programs.
- On invitation or negotiation, visit classrooms to support staff with teaching matters of life, faith and spirituality.
- Provide a 'ministry of presence' to develop pastoral relationships and discussions with students, staff and parents at various times and locations; e.g. break times, after school, extra-curricular activities, sporting and cultural events, camps, excursions etc.
- Provide pastoral care to students, staff and parents during times of illness or in response to critical events.
- Provide one on one or group support to students experiencing personal difficulties.
- Provide support and mentoring through individual or group work to build a sense of self-worth and positive peer and family relationships.

### **Professional Development and Networks**

- Maintain links with other Chaplains and participate in peer networks; e.g. attend Byam Roberts Community meetings, visit other School Chaplains to share and develop ideas.
- Commit to ongoing professional development through attending short courses, workshops and conferences such as the Anglican Schools Conference.
- Identify professional learning needs and negotiate further training as required to gain skills to improve service delivery to students, staff and parents.
- Be a part of the clergy of the Diocese of North Queensland.

**Other**

- Actively support the Headmaster and promote the School's vision, mission, values, strategic and operational plans, policies, programs and procedures.
- Be an active member within the school community and promote All Souls St Gabriels School in the wider community.
- Maintain good relationships with students, staff, parents and members of the wider community.

**The Appointment**

- The School Chaplain is appointed by the Headmaster after consultation with the Board of Governors and the Bishop of North Queensland.
- At the request of the Board of Governors the Chaplain is licensed and installed by the Bishop of North Queensland.
- The Chaplain is directly responsible to the Headmaster and works in consultation with members of the Senior Leadership Team, the Pastoral Care Team and other members of staff.
- The Chaplain will support the St Paul's Anglican Church Ministry Unit by conducting weekly services at St Paul's Church and Eventide Aged Care facility.
- The Chaplain will provide outreach services to St Aidan's, Pentland and other western congregations where possible.
- The roles and responsibilities will be negotiated between the Chaplain and the Headmaster and will reflect the mission statement and strategic plan of the School. However, core duties are to reflect the specific theological education, formation training and licence for ministry of the appointee.

The Chaplain will be remunerated at a level commensurate with similar senior positions in comparable Australian independent schools of a similar size.

A willingness to commit to the role for 3—5 years would be ideal, but not essential.

The School will meet reasonable removal expenses.

Regular remuneration review will be tied to an annual performance appraisal.

Children of the successful applicant receive substantial fee concessions at the school.

**Applications**

Applications for the position of Chaplain should include the following information:

- Full name
- Postal address, telephone (work & home), email and skype details
- Academic qualifications
- Current position and areas of responsibility
- Cultural, sporting, community and other interests
- A brief statement outlining how their skills, experience and personal attributes might be assessed against the selection criteria
- Names, addresses and telephone numbers of three confidential referees.

In addition to the above, the following information would be welcome. It is understood that this information is provided at the candidate's discretion:

- Place and date of birth
- Nationality
- Marital status and family details
- A recent photograph

Any questions regarding the appointment can be addressed to the Headmaster:

Email: [school@allsouls.qld.edu.au](mailto:school@allsouls.qld.edu.au)

Phone: 0428 113 921

Applications should be addressed to the School, with copies to the Bishop:

**Mr Darren Fleming**

Headmaster

[school@allsouls.qld.edu.au](mailto:school@allsouls.qld.edu.au)

0428 113 921

**The Right Revd Dr Keith Joseph**

Bishop of North Queensland

[bishopnq@anglicannq.org](mailto:bishopnq@anglicannq.org)

0429 489 935



# ASSG100

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