

Questions and Answers under business rule 6.3

1. Archbishop of Sydney's Overseas Relief and Aid Fund

Associate Professor Alan Watson asked –

In 2003 Synod called on the Diocese to vigorously expand our support for brothers and sisters in material need through the work of ORAF (The Archbishop of Sydney's Overseas Relief and Aid Fund). In 2004 Synod endorsed the *Micah Challenge* – to deepen our engagement with the poor (by gospel proclamation and material support) and to influence leaders to implement the Millennium Development Goals to halve poverty by 2015.

Despite evidence of some good work, perusal of the ORAF financial performance over recent years does not show “vigorous expansion”.

- (a) Do you agree and how do you explain this?
- (b) What steps are being taken to bring about vigorous expansion of ORAF?
- (c) What is being done regarding the *Micah Challenge* to deepen our engagement with the poor and to influence leaders to fulfil the Millennium Goals?

This question is based on my current first hand experience in Tanzania among brothers and sisters in churches we Australians begat (and/or nurtured) who are struggling to live despite deep poverty.

To which the President replied –

Strictly, this question is out of order under business rule 6.3(4) in that, among other things, it contains an assertion and expresses an opinion.

Nevertheless I make the following comments.

I am advised as follows -

- (a) Since 2001 ORAF has doubled its income from parishes and parishioners and reduced overall costs.

ORAF's only source of income is from the Sydney Anglican community and it encourages parishes to continue to support its work.

- (b) It is likely that “vigorous expansion” would only be achieved through one of the following -
 - (i) Dramatic increase in parish support,
 - (ii) Increased promotion of the work of ORAF and an increase in the budget and staff numbers. This would however affect its operational costs which are maintained under 22%.
 - (iii) Increase government income through AusAID. This is being planned in 2007 and will involve a move to full accreditation and greater income.
 - (iv) The management committee which is now under the chairmanship of Bishop Peter Tasker has planned to meet more regularly and to be more proactive in these matters.
- (c) The work of ORAF is intrinsically linked to the *Micah Challenge* and Millennium Goals. ORAF will encourage parishes to share its educational material with their parishioners.

2. Special Diocesan Ministry Projects

Mr Andrew Frank asked –

Are any Special Diocesan Ministry Projects planned for the next 3 years? If so, please identify these projects and indicate how these projects will be funded?

To which the President replied –

It should be noted that the Synod Appropriations and Allocations Ordinance, which is set for debate tonight, will address this issue. Some of the projects discussed include -

- (a) New city workers associated with St Andrew's Cathedral, funded partly from the Cathedral, and partly from an increase in funds allocated by the Synod.
- (b) A continuation of Synod funding for the North West sector (Rouse Hill and Kellyville)
- (c) New funds allocated, most likely in the South West sector after examining options from all regions.
- (d) Support for John Dickson in writing books, the first of which, is "A Spectator's Guide to World Religions" and which won the 2005 Christian Book of the Year Award. Funding was shared by Youthworks and the Synod.
- (e) A year 13 (gap year) programme for school leavers considering full time ministry, and organised through Youthworks would be funded by the Synod
- (f) Apprenticeships in parishes, particularly for those training in Youthworks College, are being funded partly by Synod funds and partly by funds from the Georges River Regional Council.
- (g) Recruitment of teachers has begun with the appointment of Mr Ian Keast, supported by funding through Sydney Anglican Schools Corporation.
- (h) A project to investigate the feasibility of in-service training for Christian teachers and the possibility of teacher training is being undertaken by Mr John Scott. This was funded in the first half of 2005 by Shore School, and now by Anglican Education Commission with help from an Archbishop's Discretionary Fund.
- (i) Most projects are parish-based, and the regional councils are funding such projects strategically.

3. Pastoral and practical support for clergy and parishes

Mr Andrew Frank asked –

The clergy and parishes are being encouraged to meet the challenge of the Diocesan Mission.

What formalised pastoral and practical support is available within the Diocese for the clergy who need emotional or practical support to meet the challenge? And what formalised support is available within the Diocese for parishes who are struggling financially or who are struggling to implement ministry strategies?

To which the President replied –

In the first instance, it is expected that Regional Bishops and Archdeacons will meet regularly with the clergy in their region, and be available for such support as needed. They are also able to organise, where necessary, specific professional help and advice. In addition, many clergy are members of Retreat Groups, initially set up by John Mark Ministries, which provide a forum for mutual encouragement.

With regard to the second part of the question relating to parishes, once again the regional bishops and archdeacons have been working with parishes, particularly helping them to make a self-assessment of their situation. They, together with other members of regional councils and

Area Deans, are able to advise and encourage. The resources of Evangelism Ministries are particularly available to provide personalised help to such parishes.

Let me add a more personal note. I am aware that support of clergy is a vital area of the Mission and I am grateful to Mr Frank for raising it. It is a Diocesan concern. But it is also a parish concern. The parish is not necessarily an easy workplace. I would like to encourage all Christian people to cherish and support their ministers in these challenging and difficult days.

4. Funding for Indigenous people's ministry

Mr Richard Lambert asked –

Having regard to resolution 25/02, by which the Synod urges each parish of the diocese to generously support indigenous ministry in the diocese any way it can, for example by giving a percentage of any land sales to the Indigenous Peoples' Ministry Trust Fund or by giving 1% of their income to the fund, can the President please inform the Synod for the period 1 October 2004 to 30 September 2005 -

- (a) How many parishes are in the Diocese?
- (b) How many ordinances for the sale of property held in trust for a parish were made by Standing Committee?
- (c) How many such ordinances contained a provision for a percentage of the land sale to be paid to the trust fund?
- (d) How many such ordinances did not contain such a provision as urged by Synod?
- (e) How many parishes have made donations to the trust fund?

To which the President replied –

I am advised that the answers are as follows –

- (a) there are 267 parochial units
- (b) 5
- (c) 0
- (d) 5
- (e) 2

In 2003 the Standing Committee reported to the Synod that it had considered the recommendation in resolution 25/02, but had judged that apportioning a percentage of the proceeds from the sale of church trust property would not provide a regular source of funding to the Indigenous People's Ministry Fund. Furthermore the Standing Committee considered that to take funds from such a source was neither equitable nor wise. The Standing Committee recommended instead that 1% of the total income proposed to be appropriated by the Synod in each year from 2006 onwards be applied as a capital addition to the Fund.

The Standing Committee's recommendation was reported to and endorsed by Synod in 2004 by resolution 34/04 thereby effectively superseding resolution 25/02. A special appropriation has been incorporated into the Schedule to Synod Appropriations and Allocations Ordinance 2005 to give effect to that request.

5. Glebe Income Accounts

The Rev Ian Millican asked –

By resolution 14/03, by which the Synod requested that every parish, provisional parish, Anglican school and Diocesan organisation within the Sydney Diocese to transfer their main cheque

Questions & Answers for the 2005 session of the 47th Synod

account facility and deposits to the Glebe Income Accounts by 31 March 2004 and requested that all Sydney Anglicans to consider investing their own term deposits and other funds into Glebe Income accounts -

- (a) What action has been taken, or is to be taken, by the Glebe Administration Board in respect of those parishes, schools and organisations, which do not have facilities and deposits with the Glebe Income Accounts?
- (b) What has been the increase over the last 12 months in the value of funds held in Glebe Income Accounts in cheque accounts and deposits?
- (c) What has been the increase over the last 12 months in the number of cheque accounts and deposits with Glebe Income Accounts?
- (d) What percentage of Diocesan parishes, provisional parishes, Anglican schools and Diocesan organisations now have a cheque facility with Glebe Income Accounts?

To which the President replied –

I am advised that the answers are as follows –

- (a) The Glebe Administration Board has, and will continue to work with the Diocesan parishes, schools and organisations to promote Glebe Income Accounts highlighting their features and functions and to encourage their use.
- (b) Over the last 12 months, the value of funds held in Glebe Income Accounts has increased from \$139.5 million to \$177.3 million, an increase of \$37.8 million.
- (c) There are currently a total of 3,257 Glebe Income Accounts. This is a decrease of 129 accounts over the number reported at last year's Synod.
- (d) 54% of Diocesan parishes, provisional parishes, Anglican schools and Diocesan organisations now have a cheque facility with Glebe Income Accounts.

6. Children's ministry

The Rev Ian Millican asked –

U.S research suggested that a significant percentage of born-again Christians accepted Jesus Christ as their Lord and Saviour before their 13th birthday, and that half of those Christians who embraced Christ before their teen years were led to Christ by their parents. If these figures are in anyway reflected in Australia, they highlight the critical importance of children's ministry. I would therefore like to ask please 3 questions in relation to children's ministry.

- (a) How many students at either Moore College or Youthworks College are currently specialising in Children's ministry?
- (b) What steps is the Diocese tasking to encourage the identification and training of people for full-time, part-time, and lay ministry to children?
- (c) What steps is the Diocese taking to equip parents to be able to lead their children to Christ, and to help them grow in their faith?

To which the President replied –

Strictly, these questions are out of order under business rule 6.3(4) because the preamble to the questions contains an assertion and offers an argument.

Nevertheless I offer the following comments.

I am advised as follows -

Questions & Answers for the 2005 session of the 47th Synod

- (a) There is one (1) student at Moore College specialising in children's ministry and four (4) specialising in youth ministry.

Youthworks College currently has fifty-five (55) full-time students. Sixteen (16) of these students are specialising in children's ministry.

- (b) There is a diocesan lay ministry taskforce working among other things on raising up people for ministry to children. Other initiatives have come through Moore Theological College and Youthworks.

Moore College hopes to establish courses for people to be trained for children's ministry in a part-time capacity. The College is actively looking for people who would be suitable as children's workers.

Moore College is also instigating a course for Assistant Ministers in the Ministry Development Program concerning children's ministry and ministry to parents for the sake of their children.

The Diocese partially funded the Youthworks College building program in 2004-05 and is continuing to provide infrastructure funds through the Policy 3 Committee of the Mission Task Force. Also, under the new guidelines for "Full-time paid Ministry in the Diocese of Sydney", it is now possible for Children's Ministry trainees studying at Youthworks College to apply to be Candidates in the Diocese and ordained as Deacons to this specialist ministry.

Youthworks College has structures in place to recruit new students into Children's Ministry Training through promotion in parishes, recruitment at MTS Challenge Conferences and through Youthworks Training Advisers training in the parishes. The College also runs a Children's Ministry intensive course in February of each year for all those involved in Children's ministry and a Conference in September for those who are employed in Children's Ministry.

Youthworks has also developed a new "Year 13 program" which is designed to give young people a year of ministry experience that will hopefully result in many of these people ministering more actively to children and youth in their local churches.

The Training Division of Youthworks employs advisers to train our lay SRE teachers, children's ministers and youth ministers. In the first 6 months of 2005, 2,067 lay children's workers attended these training courses with Youthworks.

- (c) Youthworks has been developing a Parenting Course to make available to parishes, including skills in parenting and skills in reading the Bible and praying with our children. Over the past 18 months this course has been carried out in trial format in a number of parishes with future seminars booked in several more parishes.

From 2006 Moore Theological College will offer students a course in "Building Great Families".

7. Funding for National Church Life Survey

Mr Michael Newton-Brown asked –

I understand that Anglicare is unable to continue funding the National Church Life Survey (NCLS) from 2007.

What will the Diocese be doing by way of funding to ensure that the important and helpful work of the NCLS will continue beyond 2006?

To which the President replied –

ANGLICARE has been funding the Anglican component of NCLS for the last decade with a small contribution from the Diocese. It is true that ANGLICARE will not fund NCLS beyond the end of 2006 as part of its husbanding of limited resources and refocusing on its core business. Standing

Committee will need to address the issue of how and in what form the Diocese may provide future support to the work of NCLS.

8. Parish audited accounts and annual financial returns

Mr Graeme Marks asked –

For the financial year 2004, how many parishes have not submitted audited accounts or annual financial returns?

To which the President replied –

I am advised that the answer is as follows –

There are 5 parochial units that have not submitted audited accounts for 2004. Those plus a further 3 parochial units have not submitted their annual financial returns for the same year.

9. Creation of new ministry positions

The Rev Richard Blight asked –

Given the emphasis in the mission on raising up suitable people for gospel ministry, how many new Assistant Minister, Lay Stipendiary and Youth or Children's ministry positions have been created in each region in the last ten years (and in the last three years i.e. 2003-2005)?

How many of these received significant financial assistance from the regional councils or Archbishop's special curacies?

How many of these positions no longer exist (as full-time positions)?

What steps are being taken to increase the creation of new ministry positions?

To which the President replied –

I am advised that the answers are as follows –

With the time available, it is not possible to obtain accurate figures for the last ten years. However, from the incomplete figures provided by the parishes in the Annual Statistical Returns, it would appear between the year 2002 and 2004, the number of full time paid church workers in parishes increased from 441 to 488, an increase of 10%, and the number of part time workers increased from 189 to 201, an increase of 6.3%.

While the primary responsibility for funding these positions rests with the parish church, the majority of funds distributed by regional councils was for the purpose of employing these staff.

In addition, money allocated through the Archbishop's special curacies is mainly for such strategic new ministry positions, amounting to \$135,000 in 2004.

It is not possible to state with any accuracy whether any of the newly-created positions no longer exist. Parishes are being encouraged to consider the creation of new ministry positions, and regional councils are regarding these positions as a strategic use of the funds available for distribution.

10. Use of Common Cup at the Synod Service

Ms Caroline Bowyer asked –

While I understand that the use of individual Communion cups is the customary practice at the Cathedral, at the Synod Service next year would the Archbishop consider the provision of the common cup for those of us, who wish to express our unity in Christ in that traditional manner?

To which the President replied –

Strictly, this question is out of order under business rule 6.3(4) in that it contains an assertion, namely about what is customary practice in the Cathedral.

Nevertheless I make the following comments.

In recent years we have adopted the policy of celebrating the Lord's Supper once in a triennium, with a different form of service on the other two years. Therefore, in the normal course of events, we would not be due to celebrate the Lord's Supper next year. I will however, give consideration to the request, the next time we do so, and my decision will depend among other things on the venue for the service.

11. "Faithfulness in Service" seminars

Mr Glenn Murray asked –

At the recent "Faithfulness in Service" seminars conducted for all who hold the Archbishop's license or authority, how many active clergy or paid lay workers did not attend a seminar?

To which the President replied –

I am advised that the answers are as follows –

Thirty-four (34) clergy and thirty-nine (39) paid lay workers.

It is noted that five hundred and seventy six (576) clergy and three hundred and twenty three (323) paid lay workers (a total of eight hundred and ninety-nine (899) persons) did attend the seminars.

12. Bridgewater Lake Estate Limited

Mr Stephen Poucher asked -

- (a) Is it a fact that the objective of the Glebe Administration Board as stated in its Ordinance is to act as trustee of church trust property vested in it or in respect of which it may be appointed trustee and to do so in a way which both –
 - (i) preserves the real value of that property; and
 - (ii) provides a reasonable income therefrom?
- (b) How does the Glebe Administration Board reconcile with its objective the fact that the Glebe Administration Board through the Glebe Diversified Property Trust is continuing to maintain and/or increase its shareholding in Bridgewater Lake Estate Limited via shares and/or convertible notes or other securities, when this is an investment that has produced significant losses for a period of years and has produced no income at all since its inception.
- (c) What is the current value of the shares and convertible notes or other securities held by the Glebe Diversified Property Trust, and does this holding make the Glebe Diversified Property Trust the majority share holder?
- (d) How many directors have been appointed to Bridgewater Lake Estate Limited by the Glebe Administration Board through the Glebe Diversified Property Trust?
- (e) In the context of the open Christian ethical nature of the Glebe Administration Board how does it explain its (implied) support of the current practice of the Bridgewater Lake Estate Limited Board of refusing to provide full and open disclosure of information regarding their investment in Bridgewater Lake Estate Limited to minority shareholders part of whom are a group of Anglican Diocese of Sydney congregational members?
- (f) Is the Glebe appointed director of Bridgewater Lake Estate Limited aware of the inability of the Bridgewater Lake Estate Limited board to adequately respond to 27 of the 33 written questions regarding their annual accounts submitted by minority shareholders at the Annual General Meeting held 27 January 2005?

To which the President replied –

I am advised that the answers are as follows -

- (a) Yes
- (b) Strictly this question is out of order under business rule 6.3(4) since it contains an assertion and offers an argument. Nonetheless it can be said that the Glebe Administration Board has the investment in question under constant review as it does all investments.
- (c) Glebe Diversified Property Fund holds 594,780 shares with a current value of \$2.46 million dollars (purchase cost \$2.13 million) and 893,690 convertible notes with a current value of \$3.7 million (purchase cost \$3.6 million). At 22.3% of shares issued GDPF is the largest shareholder in Bridgewater Lake Estate Limited.
- (d) None. A member of the senior staff of the Secretariat is a member of the Board of Bridgewater Lake Estate Limited. Neither the Glebe Administration Board nor Glebe Asset Management Limited has any right of appointment. The person in question was asked to join the Board based on his specific skills and experience.
- (e) Strictly, this question is out of order under business note 6.3(4) since it contains several assertions and also offers an argument. Nevertheless, it can be said that the Glebe Administration Board does not intervene in the deliberations of the boards of companies in which it invests. The investment staff of the Secretariat report no difficulties in obtaining information from the Bridgewater company.
- (f) This question is out of order under business rule 6.3(4) since it contains an assertion. In any event under that business rule, questions must relate to the business of a committee, board, or commission. While that requirement is extremely broad, it is doubtful that it extends to what a person of the description in the question knew or did not know. There is no Glebe-appointed director on the board of Bridgewater Lake Estate Limited. The Glebe Administration Board is however aware of some activity by a group of minority shareholders. The Board has taken no part in that process.

13. Inquiry into Children in Institutional Care

Miss Kath White asked –

When is the report by Anglicare of action taken in response to the 19/04 inquiry into children in institutional care time tabled to be presented to this Synod?

To which the President replied –

I am advised that the answer is as follows -

By resolution 19/04, the Synod requested that Anglicare prepare a response to the report of the Inquiry into Children in Institutional Care by the Senate Standing Committee on Community Affairs, which addresses its key recommendations, and asked that this response be presented to the Archbishop, Standing Committee and the Board of Anglicare for action and that a report of action taken be prepared for the 2005 session of Synod.

This important matter has been given careful consideration.

Anglicare has presented its response to the Archbishop, the Standing Committee and its own Board.

The report outlining Anglicare's response and the action taken to give effect to this response appears in the green Synod book, beginning at page 97. This report was received by the Synod on Monday, 10 October as per item 14.1 of the business paper for that day.

14. “Faithfulness in Service” seminars

Mr Glenn Murray asked –

- (a) What action, if any, is proposed to be taken in regard to the 34 clergy and 39 paid lay workers who did not attend one of the “Faithfulness in Service” seminars?
- (b) What action, if any, is proposed to be taken in regards to the unpaid workers and volunteers to acquaint them with the knowledge and principles imparted through the “Faithfulness in Service” seminars?

To which the President replied –

I am advised that the answers are as follows –

- (a) A follow-up seminar will be arranged in late 2005 or early 2006 to enable those who have not yet attended to do so. After that I intend to discuss the matter at a personal level with the parties concerned.
- (b) The Safe Ministry Ordinance 2005 currently before Synod proposes that all people in child related ministry be required to complete approved safe ministry training every three years. This will most probably be delivered through the Youthworks Child Protection Essentials programme. The intention is that the knowledge and principles imparted through Faithfulness in Service would be an integral part of that training. Clergy and lay leaders are also being encouraged to incorporate consideration of relevant parts of Faithfulness in Service in their regular training and support of all involved in ministry.

15. Payment of under award wages

The Rev Canon Sandy Grant asked –

Is the Diocesan leadership aware of any cases that have been before the courts involving Anglican agencies such as Anglicare, ARV, or our schools being accused of paying under award wages to workers?

To which the President replied –

I am advised the answer is as follows -

It is not clear from the question, who the questioner regards as being the “Diocesan Leadership”. The Regional Bishops, Archdeacons and the executive management of the largest diocesan agencies have been contacted in response to the question. In the time available it has not been possible to contact the Principals of all Anglican schools in the Diocese.

In 2002 an ex-employee of Anglicare lodged a claim before the Chief Industrial Magistrate that she had not been paid the correct penalty rates for overtime worked over the period 1997 to 2000. After hearing the case the Chief Industrial Magistrate determined that under the terms of the applicable award that Anglicare had paid her correctly and the application was dismissed.

Those people who have been contacted in relation to this question are not aware of any other cases involving Anglican agencies in the Diocese.

16. Finance and Loans Board

The Rev Tim Foster asked -

- (a) How many parishes currently have loans with the Finance and Loans Board?
- (b) What is the total value of these loans?
- (c) How many parishes have defaulted on a Finance and Loans Board loan in the past 10 years?

Questions & Answers for the 2005 session of the 47th Synod

- (d) Is there a business plan for the proposed Diocesan Development Fund? If so, has it been reviewed by any of the following bodies:
- (i) The Ministry Task Force
 - (ii) The Standing Committee
 - (iii) The Finance and Loans Board

And will it be available for the Synod?

To which the President replied –

I am advised that the answers are as follows –

- (a) As at 30 September 2005, there were 64 loans.
- (b) As at 30 September 2005, the values of these loans were \$7,066,252 (principal balance outstanding).
- (c) The term “default” is an ambiguous term.

If the term default means “the number of parishes over the last 10 years that failed to make any payment by the due date” then we do not have ready access to this information.

If the term default means “the parishes that, under their current repayment schedule will not have fully repaid their loans by the agreed maturity date”, then under this definition as at 30 September 2005, 25 parishes (40% of the number of parish loans), equating to \$3,513,686 (or 52% of the value of FLB Loans) were in “default”.

Most of these “defaults” are in accordance with Finance and Loans Board practice of not increasing the parish loan repayments for increases in interest rates during the term of loan, except by agreement of the parish at loan review.

If the term default means “loss of capital to the Finance and Loans Board”, then there have been no loans that have had to be written off over the last 10 years.

- (d) There is a business plan for the proposed Diocesan Development Fund dealing with issues such as purpose, organizational structure, regulatory control, capital adequacy, legal, credit, marketing and financial.

The Glebe Administration Board reviewed and approved the business plan together with other major initiatives on 29 July 2005.

The Business Plan itself is a Glebe Board responsibility and so it has not been reviewed by the Mission Task Force, the Standing Committee or the Finance and Loans Board. The Mission Task Force has reviewed parts of the strategy that relate to the idea of joining FLB into GAM. The business plan will not be presented to Synod.

17. The Diaconate

Mrs Liz McCoy asked –

If the diaconate is opened to include (one year college) three year supervised trainees -

- (a) What qualifications will deacons (male or female) need to be assistant ministers?
- (b) What steps will be taken to ensure that women will still be encouraged and expected to choose the 4 year Bachelor of Divinity as appropriate?
- (c) With the increased number of women likely to be employed, what steps are being taken by the diocese to present its own provisions for maternity leave?

To which the President replied –

- (a) As set out in the brochure entitled Full-time Paid Ministry in the Diocese of Sydney, a Deacon may be licensed as an assistant minister either by undertaking the four-year Bachelor of Divinity Degree and Diploma of Ministry at Moore Theological College or by satisfactorily completing –
- (i) The first year programme of Moore College or the two year Diploma of Theology at the Anglican Youthworks College
 - (ii) The Diploma of Ministry
 - (iii) Three years of approved supervised public ministry.

It is noted that increasing the number of years full-time study at Moore College or Youthworks College reduces the number of years in approved supervised public ministry.

- (b) The brochure sets out clearly that the normal programme for ordination as deacons is the four-year course at Moore Theological College studying for the Bachelor of Divinity Degree and the Diploma in Ministry.

While alternative pathways are available, I will still be strongly encouraging both men and women to choose the four year degree course, particularly if they anticipate a public teaching role within our congregations. Archdeacon Jarrett and I will be monitoring developments in this area.

- (c) At this stage, no such provisions have been made, but I undertake to raise the matter with the Standing Committee.

18. Lower-fee Anglican High Schools

The Rev Andrew Moore asked –

Are there plans to build a lower-fee paying Anglican High School in the Eastern Suburbs?

If so, how far along that path have we come?

To which the President replied –

I am advised that the answers are as follows –

Since 1996 the Sydney Anglican Schools Corporation has established nine new such ‘accessible fee’ Anglican schools at:

Oakville	Arndell Anglican College
Oakhurst	Richard Johnson Anglican School
Milton	Shoalhaven Anglican School
Orchard Hills	Penrith Anglican College
Bomaderry	Nowra Anglican College
Hoxton Park	Thomas Hassall Anglican College
Rouse Hill	Rouse Hill Anglican College
Dunmore	Shellharbour Anglican College, and
Tahmoor	Wollondilly Anglican College

In the Eastern Suburbs the Corporation already operates the successful Claremont Preparatory School in Randwick. The establishment in the Eastern Suburbs of ‘Claremont High’ remains a priority for the Corporation. However it has not yet been possible to secure a new high school site at a reasonable price.

SASC would be pleased to receive advice from any member of Synod concerning the availability of suitable land in the eastern suburbs.

19. Child abuse

Miss Joanna Warren asked -

On page 196 of the Synod Book the Professional Standards Unit report states that from June 2004 - June 2005 23 new allegations of misconduct or abuse came to its attention. How many actual cases of child abuse were discovered?

To which the President replied –

I am advised that the answer is as follows –

Of the twenty three (23) complaints or allegations of misconduct or abuse received during June 2004 to June 2005 (which relates to the number of respondents), seven (7) related to adult-to-adult misconduct and sixteen (16) related to child abuse. Of the child abuse matters six (6) were sustained by findings or admissions one (1) was not sustained and nine (9) are still under consideration by church processes or the police.

20. Prison chaplains

Mrs Wendy Hunt asked -

With Simon Manchester testifying to the opportunities for Gospel ministry in jails and the Archbishop reminding us of our heritage as descendants of the wretched convicts Richard Johnson was sent to minister to, I ask Synod is prison chaplaincy recognised as part of the diocesan Mission and our evangelistic outreach?

To which the President replied –

I am advised that the answer is as follows -

Prison chaplaincy is fully recognised as part of the diocesan mission.

The Anglicare Council has determined that chaplaincy in prisons, juvenile justice, general hospitals and mental health is an effective ministry of gospel outreach and compassionate caring to some of the most needy people in society who are otherwise largely beyond the reach of churches but who, because of their circumstances, may be especially open to the gospel.

Prison ministry in particular results in lives changed for Christ, the formation of congregations which meet for worship and study of the scriptures within correctional centres and reduced recidivism rates among those participating in Christian programs. Anglicare appoints seven full time chaplains in the following centres: Long Bay (2 chaplains), Silverwater, Metropolitan Remand and Reception, Parramatta, John Morony (2 chaplains) and Dillwynia (women's prison). A part-time chaplain also currently works two days per week with women at the Mulawa and Berrima centres.

21. Glebe Administration Board's restructure of investment operations

Mr Mark Robinson asked -

Is it correct that the Glebe Administration Board plans to restructure its investment operations?

If so,

- (a) What changes are planned?
- (b) What impact will the changes have on the GAB's ethical investment stance?
- (c) What consideration led to the decision?
- (d) What impact are the changes intended to have on the investment performance of the GAB?

To which the President replied –

Questions & Answers for the 2005 session of the 47th Synod

Yes, the Glebe Administration Board (GAB) has recently commenced a program to restructure its investment operations to more closely reflect that needed by the Diocese over the next five to ten years.

- (a) The GAB's funds management structure will be reduced in scope and reshaped so as to offer investment services to only the Diocesan family. In addition the opportunity will be taken to utilise the services of specialist external managers to provide a balance of skills in direct investment and administration.
- (b) There will be no impact on GAB's ethical investment stance.
- (c) External influences are -
 - (i) Consolidation of the funds management industry.
 - (ii) Movement in the value chain away from investment management.
 - (iii) Growth in specialist investment managers at the expense of institutional managers.
 - (iv) The capacity of external providers to offer improved analytical and reporting services.

Internal considerations included -

- (i) Reputation and litigation risks.
 - (ii) Unnecessary compliance.
 - (iii) The potential for distraction from the Board's response to mission.
- (d) GAB performs reasonably well as an investor and accordingly, investment performance was not a significant influence in the planned changes. Having said that, the new structure creates the opportunity to improve performance through careful mixing of investment styles and through higher levels of market and performance analysis.

22. Diocesan Development Fund policies

Mr John Pascoe asked -

- (a) Has the Glebe Administration Board developed policies for the operation of the Diocesan Development Fund for lending to parishes, including loan approval criteria, and policies for interest rates, lengths of loan periods, loans reviews and repayment schedules?
- (b) If so, what are these policies, and how do they differ from the current Finance and Loans Board policies?
- (c) To whom will the Glebe Administration Board be accountable in respect of its loan administration policies for the Diocesan Development Fund?

To which the President replied –

I am advised that the answers are as follows -

- (a) The Glebe Administration Board (GAB) has for a number of years employed policies for the evaluation and management of its very successful commercial loan portfolios. Typically these policies relate to maximum loan to valuation ratios, interest coverage ratios, review periods and fees.

To date, the GAB has not translated its procedures for commercial loans to parishes.

If the Synod approves the Diocesan Development Fund Ordinance, GAB plans to consult with members of the Finance and Loans Board members to develop specific procedures for parishes.

- (b) Not applicable
- (c) Should the Diocesan Development Ordinance be passed, parish loans will form a part of the Diocesan Endowment under the management of the GAB.

23. Glebe Administration Board and the Diocesan Mission

Mr Garry Allen asked -

- (a) Who is the Glebe Administration Board accountable to?
- (b) How is it accountable?
- (c) What does the Glebe Administration Board see as its purpose/vision/mission statement and how does its purpose/vision/ mission statement align with that of the diocesan mission?

To which the President replied –

I am advised the answers are as follows –

- (a) The Glebe Administration Board is accountable to the Standing Committee.
- (b) Clause 9 of the Glebe Administration Board ordinance requires the Board to “report to the Standing Committee from time to time” and to “table at each meeting of the Standing Committee a copy of the minutes of all meetings of the Board held since the last meeting of Standing Committee”. In practice the Chief Executive Officer of Sydney Diocesan Secretariat reports monthly in writing to Standing Committee.

The Glebe Administration Board’s accounts are published in the Standing Committee’s report to Synod each year. The 2004 report and accounts appear at page 207 of the Annual Report of the Standing Committee 2005.

- (c) The purpose of the Board is to act as trustee of property vested in it in such a way as to -
 - (i) preserve the real value of that property; and
 - (ii) provide a reasonable income therefrom.

Every second year (2005 is one such year) the Board fully reassesses its operations and updates its Business Plan for the next five years. The Board assesses what, if any, new or varied needs have arisen in the Diocese and then determines how it can meet those needs. In this way the Board expresses its response to the mission of the Diocese, in the context of its charter. When launched, the Diocesan Mission strongly confirmed the appropriateness of the Board’s primary focus on protection of the assets, growth in net assets and growth in income.

24. Synod Membership under Part 8

Mrs Beverley Earnshaw asked -

- (a) Could you please tell us what are the criteria for choosing members to join Synod under Part 8?
- (b) Could we be given an abstract of who these members are (not their names)?

To which the President replied –

I am advised that the answers are as follows -

- (a) Under the provisions of the Synod Membership Ordinance 1995, the Standing Committee elects a number of nominated lay persons under Part 8 of the Ordinance. That number is equal to the number of ministers whom I nominate under Part 7 and is determined as being no more than 10% of the total number of parochial ministers as at 1 January.

It is also noted that CEOs of nominated organisations are called to Synod under Part 6, and the Chancellor, the Registrar and the Warden of St Paul’s College and two lay persons are called to Synod under Part 9.

The Ordinance specifies that people qualified to be elected must be 18 years or older and communicant members of the Anglican Church of Australia. The Standing Committee, in electing the nominated laypersons, seeks to nominate people who they believe will be able to make a significant contribution to the life of the Synod and to bring a range of experience and ability to the role.

- (b) Currently there are 24 persons elected, with a fairly even spread though the regions of the diocese, and comprising 17 male and 7 female. The names will be published in the 2006 Year Book.

25. Bible-believing churches and other denominations

Mr Rhys Williams asked -

- (a) Of the percentage of the population of the Diocese currently in Bible-believing churches (according to the data presented to Synod on 10 October 2005) what percentage comes from non-Anglican churches?
- (b) To what extent has the Diocese worked with other denominations in pursuit of the Diocesan Mission?
- (c) To what extent does the Diocese plan to work with other denominations in pursuit of the Diocesan Mission?

To which the President replied –

- (a) According to figures provided to us by NCLS relating to the 2001 survey, the estimated percentage from the Anglican Church was 55% and that of non Anglican Churches who are members of the NSW Council of Churches was 45%. It should be noted that an increase in attendance at Anglican Churches was reported to the Synod on 10 October 2005, but it is not possible to ascertain whether there has been any increase in numbers attending non- Anglican Churches.
- (b) I was invited to explain our Mission to a significant meeting of Brethren leaders, and also the Presbyterian General Assembly of Australia, as well as other church leaders.
- (c) I am always glad of opportunities to talk with the other denominations and will continue to seek such meetings. However, this is one of the areas in which more could be done. The NSW Council of Churches is a good venue for such discussions and is presently considering the possibility of a combined effort in mission in 2009.

26. Alternative to funding under the Appropriations and Allocations Ordinance

Mr Chris Main asked –

Will you outline and cause to be published in an appropriate form the means by which funding for heartfelt items such as Anglicare chaplaincy may be promoted in the Synod outside the strictures of the Appropriation and Allocations Ordinance?

To which the President replied –

I am advised that the answer is as follows -

An alternative to funding under the Synod Appropriations and Allocations Ordinance would be the imposition of a levy or assessment on parochial units. A levy is imposed by ordinance with the amount of the levy usually determined by reference to the net or assessable receipts of each parochial unit. The means by which an ordinance may be promoted to the Synod are set out in the business rules.

A further alternative would be to move a motion at the Synod encouraging parochial units to give more generously to items such as Anglicare chaplaincies.

27. Parental and carer leave

Ms Jill Faddy asked –

- (a) Is provision made for maternal and paternal leave for women and men employed in lay and ordained ministry in the diocese?
- (b) Is provision made for carer leave for any such male and female employees?
- (c) If provision is not yet made for such paternal and carer leave, will this be done?

To which the President replied –

Elements of this question seek a legal opinion and as such are strictly out of order under business rule 6.3(4). However I am advised as follows –

There is no diocesan policy or ordinance providing for parental or carer's leave. Those employed in lay ministry would be entitled to parental leave under applicable State legislation on the same basis as any other employee. Those engaged in ordained ministry are usually not employees and as such are not entitled to parental leave under State legislation.

Parental leave for clergy was considered some years ago by the Standing Committee. After debating the matter and considering draft legislation, the Standing Committee decided not to promote an ordinance to the Synod. At that time, the majority considered that entitlements to parental leave should not be prescribed by ordinance and that maternity leave for up to 12 months would not assist in promoting women's ministry in the Diocese.

As indicated in my answer to question 6 last Wednesday, I undertake to raise these parental leave matters with the Standing Committee.

28. Proportion of income under the Appropriations and Allocations Ordinance

The Rev Colin Watts asked –

In the most recent year for which figures are available,

- (a) How did the total income appropriated by the Synod Appropriations and Allocations Ordinance 2005 compare (proportionately) to the combined net income of all diocesan organisations from all other sources?
- (b) For each Diocesan organisation that received funding from the Synod Appropriations and Allocations Ordinance 2005, what percentage was such funding of the total net income available to that organisation?
- (c) In summary, what percentage of the combined net income of all such funded Diocesan Organisations was derived from the Synod Appropriations and Allocations Ordinance 2005?

To which the President replied –

I am advised that the answers are as follows –

- (a) The total income appropriated by the Synod Appropriations and Allocations Ordinance for 2004 was \$9.38 million. The combined net income in 2004 of all organisations required to report to Synod or receiving Synod grants was approximately \$738.8 million. Accordingly, the proportion of Synod grants to total net income across all those organisations is 1.3%.
- (b) The percentage of Synod funding compared to turnover for each of the organisations reporting to Synod varies from nil in some cases to almost 100% in other cases. The details by organisation will be shown in a spreadsheet that will be posted with this answer.
- (c) In aggregate, the Synod funding provided to organisations required to report to Synod or who received Synod grants represented 1.1% of the total income of those organisations.

29. TAFE ministry

Mr Philip Gerber asked –

In the blue full-time paid ministry information booklet at pages 5 and 10 no mention is made of TAFE College ministries when schools and universities are listed. Is there any reason for this omission?

To which the President replied –

The lists of ministers referred to on pages 5 and 10 of the Ministry Information booklet are expressed to be inclusive. The lists are not exhaustive.

There are other ministries that could have been included in the lists but which were not. The omission of TAFE in no way minimises the importance of TAFE ministry and the significant opportunities of sharing the gospel with the many students on TAFE campuses.

30. Special Religious Education

The Rev Laurie Davies asked –

In the instance of a church without property being established within the bounds of an existing parish, and at any time becoming involved in SRE in a school, or schools, located within the bounds of the existing parish -

- (a) Who authorises SRE teachers, as required under the present regimen for SRE?
- (b) Who will be held accountable and legally liable for the requiring, receiving and confidential holding of such legal documentation as the Working with Children signed declarations?
- (c) Who will select and authorise the SRE syllabus to be used with Anglican children?

To which the President replied –

This question is out of order under business rule 6.3(4) as it seeks a legal opinion.

Nonetheless I am advised that as a general proposition the incumbent of the parish in which a school is located is responsible for coordinating Anglican SRE in that school. Having said that, it is my experience that incumbents generally seek to work in fellowship with other Bible-based churches in the parish who wish to contribute to the teaching of SRE.

31. New Capital Project

The Rev Laurie Davies asked –

In the adoption and promotion of the modelling used in the New Capital Project to assess parishes –

- (a) what Biblical and/or theological foundations – e.g. Bible teaching, propositions, texts, doctrines, referral to Moore Theological College staff or Doctrine Commission members, acknowledged authors and references - were presented at appropriate stages (and to the Standing Committee) before the adoption of the models?
- (b) what reference was made to external business model consultancy for the integrity, currency and usefulness of the models adopted to determine their appropriateness and cost justification?
- (c) what of the results and assessments adopted from the modelling have been evaluated by external referees?
- (d) what has been the dollar cost of staff and other expenses in this component in the New Capital Project?

To which the President replied –

I am advised that the answers are as follows –

- (a) None – the whole project was embraced by the theological foundations of mission and stewardship.
- (b) The primary indicators were drawn up in principle in conjunction with the project's advisers, PricewaterhouseCoopers. They were amended and modified at a series of workshops conducted by the late Terry Ogg. The workshops were attended by approximately 25 members of the 2004 Synod.
- (c) None – evaluation occurred in the process of reviewing analytical results at these levels:
 - (i) by the NCP team for technical accuracy
 - (ii) By the Episcopal team as a whole in the context of the scope of results.
 - (iii) By each region's Bishop and/or Archdeacon during which the Common Sense Test was applied.
- (d) Year to date 2005 - \$279,059. A breakdown of these costs is set out in an attachment which will be handed to the questioner and posted on the notice board.

Attachment - Dollar cost of Staff and other expenses in the New Capital Project

Staff and related costs	\$152,034
Consultant fees	\$78,879
Travel and related costs	\$8,331
Occupancy costs	\$14,833
<u>Other overheads</u>	<u>\$24,982</u>
Total to date 2005	\$279,059

32. SDS News

The Rev Laurie Davies asked –

With reference to the publication SDS News –

- (a) what is the cost of printing each edition?
- (b) what is the cost of mailing each edition?
- (c) what is the source of funding for the publication?
- (d) what would be the cost of publishing each edition on the diocesan website?
- (e) what reasons are there that would preclude future editions being published on the diocesan website to be downloaded by interested persons and parishes?

To which the President replied –

I am advised that the answers are as follows –

- (a) On average \$1,990 for 600 copies.
- (b) \$130.
- (c) Communications expenses within the Corporate Services function of the Sydney Diocesan Secretariat.
- (d) Approximately \$800 per edition.

(e) None.

The publication is targeted at SDS employees. However as the publication is of possible interest to parish ministers, and the marginal cost of additional printing and mail are minimal, SDS distributes it to most parishes.

33. Sydney Diocesan Secretariat Audit

Mr Ian Cousins asked –

With regards to the Sydney Diocesan Secretariat Audit Accounts for 2004

- (a) Is the audit tendered for each year or each three-year period? If not, why not?
- (b) What was the principal reason for a rise of 82% in audit fees in 2004 from 2003 to \$496,000.
- (c) Why was this increase not forecasted by the Diocesan Audit committee?
- (d) What processes have the Sydney Diocesan Secretariat by its Audit Review Committee taken to reduce this cost in 2006 and 2007?
- (e) What were the other services provided to the Sydney Diocesan Secretariat regarding the increase in fees of 715% to \$183,000? Is this forecast rise the same amount or percentage in 2005 and 2006?
- (f) What are the total fees paid to PricewaterhouseCoopers for Accounting Actuarial, and Audit Services in 2003, 2004 and 2005 for all entities, agencies, schools, corporations, that the Diocesan Secretariat has responsibility for?
- (g) Is the Sydney Diocesan Secretariat considering fixed priced audits for 2006?
- (h) What provisions for incentive payments are there in the draft accounts for 2005 and forecast for 2006? Are they budgeted to rise again in 2005 by a similar percentage of 62% (in 2004 \$809,000 and in 2003 \$499,000)?

To which the President replied –

I am advised that the answers are as follows –

- (a) The SDS audit is not put to tender at particular intervals. The Board of the Secretariat is satisfied that the audit fees paid by SDS are significantly less than would be paid by a similarly complex commercial firm.
- (b) The primary reason for the rise in audit fees was a significant delay in production of audit ready accounts for the smaller entities for which SDS is responsible.
- (c) This is not a function of the Diocesan Audit Committee.
- (d) The Board of the SDS as a whole has instituted the following improved processes:
 - A new general ledger has been successfully installed and is now operating smoothly.
 - For the 2004 audit, a specialised contractor was appointed to speed up the accounts review process.
 - Business accounting processes have been streamlined to reflect modern practice for an accounting office servicing multiple clients.

In addition, the Board's approach to culture change has resulted in a significantly improved level of staff continuity which in turn will lead to a more settled audit process.

(e) Other expenses per SDS accounts 2004 –

New Capital Project	\$86,714
BAS/GST review (one off project)	58,410

Questions & Answers for the 2005 session of the 47th Synod

Presbyterian Super (included in fees charged)	37,290
FBT	<u>1,100</u>
	\$183,514

Fees are not forecast to rise substantially but this is very dependent on the New Capital Project and costs associated with the restructure of GAB'S investment operations.

(f) Total fees paid to PricewaterhouseCoopers -

2003	\$506,120
2004	\$915,263
Year to Date 2005	\$899,735

These fees will fall substantially from 2007 as the impact of the restructure in GAB takes effect.

(g) No.

(h) The budget for 2005 is \$461,000. The expectation of the Board is that following restructuring of the Glebe Board's investment operations, incentive payments will fall sharply.

34. Evangelistic programs in secular retirement villages

Mr William (Bill) Leadbetter asked –

Are there any plans and strategies being considered by the Diocese to encourage and assist parishes to run evangelistic programs in secular retirement villages that are within their parish boundaries?

To which the President replied –

I am advised that the answer is as follows –

There are no programmes specially put in place by the diocese for individual villages. However, any church in our diocese can initiate a ministry in such villages should they be inclined to do so.

The strategies for doing evangelism in villages may include conducting simple church services with appropriate liturgies, providing purpose designed activities at which trained personnel can speak of Jesus, resourcing churches with appropriate materials and helping churches to co-ordinate ministry in any village that requires such ministry. Organisations such as Evangelism Ministries and the chaplains from the Anglican Retirement Villages can assist local churches to provide such ministry.

35. Anglicare chaplaincies

The Rev Jacinth Myles asked –

- (a) How much did Anglicare request from the Synod allocation ordinance for chaplaincy?
- (b) Will Anglicare be making any cuts to chaplaincy services, and if so in which locations and what will be the extent of the reductions?

To which the President replied –

I am advised that the answers are as follows –

- (a) \$800,000.
- (b) In accordance with the decisions of the Anglicare Council, in 2006 Anglicare will maintain its Chaplaincy ministry at a cost of \$2.3 million per annum, but there will be a reduction in

chaplains services resulting from the loss of 3 full-time equivalent positions from a current staffing level of 25.2 full time equivalent positions. Their current deployment of 31 chaplains will be reduced to 28.

Reductions will occur in the following locations -

Hornsby Hospital	1 Full-time position discontinued
Westmead Hospital	1 Full-time position discontinued
Royal Prince Alfred Hospital	1 Part-time position (3 days/week) discontinued
Children's Hospital Westmead	Reduced from total 6 days/week to 5 days/week
Mulawa/Berrima Correctional Centres	Reduced from 2 days/week (16 hours) to 10 hours/week
Prince of Wales Hospital	1 Part-time position reduced by 1 hour/week

36. Corporate prayer

Mr Craig Bennett asked –

- (a) Why has Synod not had any time of corporate prayer so far this year?
- (b) Is it planned to have such times during this Synod, and if not, why not?

To which the President replied –

- (a) In my opinion the Synod Service which opened our proceedings was a time of corporate prayer, and on each day's session, prayer has been offered by a number of persons. However if the question is asking about members of Synod praying in small groups as has happened on a couple of occasions in the past, then we have not had time for that opportunity this year. Furthermore, it would be my assumption that members of Synod would be regularly praying for our deliberations, as would many members of our churches.
- (b) It is certainly my intention that we should act prayerfully in all we do at Synod. With such a large number of members in our Synod there are practical difficulties in having more informal prayer than is currently the case.

37. Archbishop's Presidential Address

Mr Simon Roberts asked –

Will copies of the Archbishop's Presidential Address be available to members of Synod this year?

To which the President replied –

The Presidential Address has been available on the sydneyanglicans.net website following the presentation last Monday evening. It is available for anyone to download and print a copy. The address may also be downloaded as an audio file.

These changes reflect the increasing use of technology, and incidentally provides a saving of some \$1,700, which would be the cost of producing it in booklet form for members.

Any member of Synod who does not have access to the website is welcome to speak to the Secretaries of Synod to obtain a printed copy.

The address will of course be printed in the 2006 Year Book. No decision has yet been made regarding the printing of next year's Presidential Address.

38. Parish contributions to Anglicare

The Rev Philip Griffin asked –

In 2004, how many parishes contributed to Anglicare via –

Questions & Answers for the 2005 session of the 47th Synod

- (a) Offerings of Trinity Sunday, Advent Sunday and confirmation, and
- (b) Other contributions?

To which the President replied –

I am advised that the answers are as follows –

- (a) Trinity Sunday 23 (amounting to \$38,688)
Advent Sunday 15 (amounting to \$20,579)
Confirmation 3 (amounting to \$1,177)
- (b) It is not possible to determine how many parishes made other contributions. Anglicare received 348 other gifts in 2004 amounting to \$424,600.

39. Tsunami Appeal

Mrs Claire Smith asked –

- (a) How much money was raised through the Archbishop's ORAF Tsunami Appeal?
- (b) How was the money raised by the appeal used to relieve the suffering caused by the Boxing Day Tsunami?
- (c) Was the response of Sydney Anglicans to the tsunami limited to the Tsunami Appeal?
- (d) If not, what other responses were made?

To which the President replied –

I am advised that the answers are as follows –

- (a) \$820,549.
- (b) There are several projects underway to use the money raised in the appeal. The following is a sample of the work being done -
 - The Indian Gospel League has provided assistance to provide books for schools - 2100 children benefited from this distribution.
 - Boats and nets have been provided to ten villages so that fishing could recommence.
 - Bicycles have been provided to 59 men so that the fish can be transported to the market.
 - Sewing Machines have been provided for 21 women from 4 regions so that the women can work to provide for their families.
 - Financial support has been provided to several older members of the community who have been deserted by family. This money will assist them to restart their businesses.
- (c) No.
- (d) Other responses have included a special Cathedral service and encouragement to parishes to pray for those affected by the Tsunami. Due to the holiday period many other appeals began before that of ORAF and anecdotal evidence would suggest that many Sydney Anglicans gave to other appeals such as that by World Vision.

40. Number of Anglicare chaplains and State funding

Mrs Claire Smith to ask –

- (a) How many chaplains does Anglicare employ in –
 - (i) general hospitals,

Questions & Answers for the 2005 session of the 47th Synod

- (ii) mental health facilities,
 - (iii) prisons?
- (b) How many positions does the State government provide funding to Anglicare for in relation to –
- (i) general hospitals,
 - (ii) mental health facilities,
 - (iii) prisons?

To which the President replied –

I am advised that the answers are as follows –

- (a) ANGLICARE currently employs chaplains in:

(i) General Hospitals	18	(13.3 equivalent full-time positions)
(ii) Mental Health	4	(4.0 equivalent full-time positions)
(iii) Prisons	8	(7.4 equivalent full-time positions)
(iv) Juvenile Justice	1	(0.5 equivalent full-time positions)
Total:	31	(25.2 equivalent full-time positions)

- (b) ANGLICARE receives the following subsidies from the State government (each to the value of approx \$54,000 per annum) –

(i) General Hospitals	9.4
(ii) Mental Health	4.0
(iii) Prisons	7.25
(iv) Juvenile Justice	0.5
Total:	21.15

41. Survey in relation to baptism, confirmation and admission

The Rev Gordon Boughton asked –

Has there been any survey of the practice of infant baptism, adult baptism, confirmation, admission to the Anglican community in the Sydney Diocese, whether parochial units or chaplaincies and others, with respect to –

- (a) preparation via classes and/or interviews,
- (b) materials used,
- (c) the times, places and occasions of these services?

If there has been no survey up until now will there be one in the near future?

To which the President replied –

As far as I know there has been no overall survey of these matters. I presume that clergy in a local area may well share their ideas and resources in this regard. There are no current plans for a diocesan-wide survey.

42. sydneyanglicans.net website

Mrs Pru Selden asked –

- (a) On average, how many visitors are there each day to the sydneyanglicans.net website?
- (b) Has this number increased in the last 12 months?

- (c) Is there any indication of where those people accessing the website live?

To which the President replied –

I am advised that the answers are as follows -

- (a) There is an average of 4,400 individual visits to sydneyanglicans.net each day – over 130,000 per month.
- (b) As sydneyanglicans.net is only 12 months old it is not possible to answer this question. However, as a basis for comparison, the website it replaced (anglicanmedia.com.au) was averaging 2,000 individual visits each day. In the last 6 months, daily visits to sydneyanglicans.net have risen from 3,500 to 4,400. Overall, there has been a 120% increase in traffic to its main news and information site in the last 12 months.
- (c) According to the site's monitoring software, visitors to sydneyanglicans.net come from the following countries –
- Australia – 71% (this figure cannot be broken down any further)
 - China – 11%
 - USA – 11%
 - The UK – 3%
 - All others – 4%

43. Anglicare's plans for chaplains

Bishop Robert Forsyth asked –

What are the present plans of Anglicare, Diocese of Sydney for chaplains?

To which the President replied –

With the goodwill of Bishop Forsyth, a statement in relation to the Anglicare's chaplains will be handed to the questioner and posted on the notice board tomorrow.

Statement concerning Anglicare Chaplaincy

The Anglicare Council has confirmed that Chaplaincy will continue to be an important part of its ministry. Anglicare will maintain at least one full-time chaplain (or equivalent) at each of the 10 major Sydney/Illawarra general hospitals, 4 mental health facilities and 6 correctional centres. In addition it will maintain part-time positions at 2 additional correctional centres and 1 juvenile justice centre.

In his address to Synod on 12 October 2005, the CEO Mr Peter Kell stated that Anglicare was committed to the financial support of the more than 22 full-time equivalent positions in 2006. He affirmed that the Council had endorsed the concept that Anglicare will vigorously continue chaplaincy ministry in the Diocese of Sydney in prisons, hospitals and mental health facilities.

However, the Council has indicated that at this time, insufficient funds can be provided to maintain the ministry at its current 2005 level, even allowing for the substantial subsidies provided by the State government, amounting in 2005 to \$1.2 million out of a total budget of \$2.7 million. This has resulted in a decision that from the beginning of 2006 there will be a reduction in the number of chaplaincy positions from a FTE level of 25.2 (representing 31 chaplains) to a FTE level of 22.2 (or 28 chaplains), Mr Kell noted that for Anglicare to continue its present level of funding of chaplaincy would mean eating into the other work that Anglicare does.

Chaplains will continue to provide an opportunity for the church to effectively penetrate structures in society that are otherwise largely outside the reach of the local church, bringing the church into contact with large numbers of people who may have no other opportunity to hear the gospel. Chaplains will seek and take the abundant opportunities to share the gospel, to teach and preach the Word of God, to pray, to encourage and to demonstrate the love of Christ through compassionate and practical care. Where possible they are encouraged to form and minister to

congregations meeting within the institutions that may comprise patients, residents, inmates and detainees and staff.

A Task Group of five chaplains has been formed to review and further develop training resources for chaplains and volunteers in conjunction with existing ministry training providers. A further Task Group has been formed to develop strategies by which chaplains are able to establish more effective partnerships with parish churches. This will include ways to facilitate referrals from parishes to chaplains and from chaplains to parishes, ways in which chaplains are able to participate and contribute to the mission work of the parishes and also ways in which parishes can support and contribute to the ministry of the chaplains, including prayer, the recruitment, training and support of volunteers, and also financial support.

44. Indigenous prison chaplain

Mr Tom Mayne asked –

Given the fact that the national prison population comprises 22% Indigenous persons and that the 11 prisons in Sydney Diocese contain over 600 Indigenous prisoners, when will we see the appointment of an Indigenous chaplain?

To which the President replied –

I am advised that the answers are as follows -

Strictly, this question is out of order under business rule 6.3(4) because it contains an assertion. Nonetheless I am advised as follows -

At present there are no plans for the appointment of an Indigenous prison chaplain by Anglicare. In NSW, the appointment of prison chaplains is undertaken by Christian churches and other faith groups in consultation with the Civil Chaplaincies Advisory Committee and the Department of Corrective Services, and in accordance with a Memorandum of Understanding. Department policy is not supportive of the appointment of ethnically or culturally-specific chaplains, and chaplains are generally appointed to a particular centre at which they have the opportunity to minister to all inmates. Indigenous inmates are regularly among those ministered to by the chaplains at each centre.

It needs to be stressed that, for security reasons, the Department will generally only appoint a Chaplain to one prison. However, there is no reason why a suitably-qualified indigenous person could not be appointed as a chaplain, to minister particularly to indigenous inmates, as well as non-indigenous.

45. Glebe Asset Management

Mr David Sheldon asked –

Can the President please advise Synod whether Glebe Asset Management has been sold, whether there is an intention to sell Glebe Asset Management, or whether there are any discussions underway about the sale of Glebe Asset Management? And if so, why?

To which the President replied –

I am advised that the answers are as follows -

Glebe Asset Management has not been sold.

PricewaterhouseCoopers Securities have been retained to manage the sale of GAM and discussions with selected potential purchasers are in the very preliminary stages.

The reasons for the sale of GAM were listed in response to a question asked on Tuesday 11 October 2005 and were:

External Influences are:

- Consolidation of the funds management industry.
- Movement in the value chain away from investment management.
- Growth in specialist investment managers at the expense of institutional managers.
- The capacity of external providers to offer improved analytical and reporting services.

Internal considerations included:

- Reputation and litigation risks.
- Unnecessary compliance.
- The potential for distraction from the Board's response to mission.

46. Resignations from Sydney Diocesan Secretariat

Mr David Sheldon asked –

- (a) How many staff have resigned since December 2002 from employment with the Sydney Diocesan Secretariat? What proportion is this of total staff? What are the main reasons for these resignations? And have these reasons been independently verified?
- (b) How many staff have been retrenched and have received notification of retrenchment since December 2002 from employment with SDS? What proportion is this of total staff? And what efforts have been made to find alternative employment within other Anglican organisations for those retrenched?

To which the President replied –

I am advised that the answers are as follows –

- (a) For the calendar year 2003, 14 staff resigned (16.5% turnover)
For the calendar year 2004, 15 staff resigned (17.6% turnover)
For year-to-date 2005, 6 staff members have resigned (7.1% turnover)

The main reasons spread across various subjects, including: retirement, change of career, dissatisfaction with career prospects, expectations of role not met, relocation of spouse, lifestyle change, missionary service, undisclosed personal reasons.

The reasons for the resignations have not been independently verified.

- (b) For the calendar year 2003, 4 staff members were retrenched (4.7% of workforce)
For the calendar year 2004, 5 staff members were retrenched (5.9% of workforce)
For year-to-date 2005, 13 staff have been retrenched, or are under notice (15.3% of workforce)

There is no specific program to find alternate employment for SDS personnel with other Anglican organisations. Informal dialogue at CEO levels does maintain a watching brief on opportunities.