

Questions and Answers under business rule 6.3

1. Ordained women in the Diocese

Ms Caroline Bowyer to ask –

With regard to the document entitled “The Diocesan Mission – Midpoint Report: Achievements and Challenges in becoming a Missional Diocese” and in light of the discrepancy between the number of students in training at Moore College and the number of ordination candidates –

- (a) How many women are currently enrolled as students at Moore College?
- (b) What percentage of women training at Moore College are ordination candidates?
- (c) How many ordained women are currently employed in the Diocese?
- (d) How many of these ordained women employed in the Diocese are entitled to take part in the diocesan decision-making processes by being entitled to vote at Synod?
- (e) Over the last ten years how many women who have trained in this Diocese have left to be ordained to the priesthood in another Diocese?

To which the President replied –

Strictly speaking this question may be out of order under rule 6.3 of our business rules since it may contain an inference or imputation that the number of persons enrolling at Moore College as ordination candidates is linked to the position of this Diocese on the ordination of women as presbyters. Despite this, I am informed that the answer to the questions are as follows –

- (a) 111 (undergraduate and postgraduate). Of these 80 are full-time and 31 (of whom 16 are postgraduate) are part-time.
- (b) 18% of full-time women students or 13% of total number of women students.
- (c) 31
- (d) 5
- (e) The information necessary to answer this question is not available.

Could I also remind members that ordained persons, whether men or women, are usually appointed to offices in the Diocese. We do not usually employ ordained persons.

2. Cost of refurbishment of St Andrew’s House

Mr Tom Mayne to ask –

- (a) What is the final cost – or if the work is not yet completed, the anticipated final cost, of the refurbishment of St Andrew’s House?
- (b) From whence did the funds come?

To which the President replied –

I am informed that the answer is as follows –

- (a) Various projects have been undertaken in St Andrew’s House (SAH), principally in 2006 and 2007. The SAH financial reports disclose the following –

Additions / refurbishments -	2006	\$10.3m
	2007	\$7.2m
Total costs		\$17.5m

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Major projects undertaken include –

Refurbishment of Diocesan tenancies on levels 1&2 including construction of temporary offices in staging areas.	\$8.6m
Construction of new entries for St Andrew's Cathedral School from both Sydney Square & Kent Street.	\$2.3m
Construction of new office entrance to SAH from Sydney Square, foyer and facade refurbishment.	\$2.1m
SAH lift refurbishments.	\$1.5m

The major area of work outstanding is the refurbishment of Ground Floor North with an estimated cost of \$1M. This area has been set aside for the proposed new Cowper Room and some smaller Diocesan tenants. The Glebe Administration Board is currently in dialogue with the Standing Committee to determine whether a refurbished Chapter House may meet its needs. Should this be so, the area set aside for the Cowper Room would be leased to a commercial tenant, improving the financial performance of SAH.

SAH was completed in 1974 and is in excess of 30 years old. The refurbishment expenditure in the last several years reflects a desire by the GAB to maintain the building in good condition and maximise its value. As a result of the refurbishment works, the Australian Bureau of Statistics extended its tenancy and several Diocesan tenants have entered into leases on commercial rental terms. Previously they were paying a below market rental.

- (b) Of the \$17.5m spent on refurbishment costs in 2006 & 2007, approximately \$12m has been borrowed from the GAB and the remainder drawn from SAHC financial reserves.

3. Bursaries paid to ordination candidates

The Rev Nigel Fortescue to ask –

Does the 20% decrease in bursaries paid to ordination candidates in 2007 (as compared to 2006) reflect –

- (i) a 20% decrease in the number of candidates offering themselves for Anglican ministry, or
- (ii) some other factor,

and approximately what amount will be paid in bursaries in 2008?

To which the President replied –

I am informed that the answer is as follows –

The decrease in bursaries paid in 2007 reflects the fact that with the advent of fee-help (which is a government program to assist students) the amount paid to each candidate is now less. In fact the number of ordination candidates increased from 101 in 2006 to 109 in 2007.

The approximate amount to be paid in 2008 will be \$257,000 representing payment of bursaries to 123 candidates.

4. Ordination candidates and student ministers

The Rev Ian Millican to ask –

Can the Archbishop please advise –

- (a) How many students currently at Moore College are Sydney candidates?
- (b) How many of these Sydney candidates have student minister positions within 20kms of their current place of residence?
- (c) How many Sydney candidates have paid student minister positions?

To which the President replied –

I am informed that the answer is as follows –

- (a) 125.
- (b) Approximately 90.
- (c) No data is held as to whether these positions are paid. Moore College estimates that well over half of the currently held student minister positions are paid.

5. Funding for TAFE and university ministries

The Rev Ian Millican to ask –

Can the Archbishop please advise what funding is appropriated to TAFE ministries from the Diocese, and from Regional Councils, and similarly for University ministries?

To which the President replied –

I am informed that the answer is as follows –

No funding is appropriated under the Synod Appropriations and Allocations Ordinance for TAFE and similar university ministries.

The funding provided by Regional Councils for this work is as follows –

Georges River Regional Council –	Nil
Northern Regional Council –	
TAFE	\$15,000
South Sydney Regional Council –	
University of NSW	\$59,892
University of Sydney	\$49,890
University of Technology Sydney	\$49,890
Western Sydney Regional Council –	
University – UWS Parramatta	\$35,000
UWS Penrith	\$35,000
UWS Richmond	\$9,000
TAFE – Advisor for the Diocese	\$15,000
Nirimba campus	\$5,000
Church plant	\$5,000
Wollongong Regional Council –	
Chaplaincy at the University of Wollongong	\$25,000

6. Global financial crisis

Mr Graeme Marks to ask –

- (a) What is the impact of the global financial crisis on the Diocesan Endowment?
- (b) What is GAB doing to respond to the crisis?
- (c) What are the implications for future distributions from the Diocesan Endowment?

To which the President replied –

I am informed that the answer is as follows –

- (a) At Tuesday 14 October 2008, the Diocesan Endowment (DE) holds total assets of \$390m, including Australian shares, international shares, property securities, loans, direct property & cash.

Market falls across most listed investments have led to a negative return of 18% for the entire DE investment portfolio for year period 1 January to 14 October 2008.

At 31 December 2007, the DE had total borrowings of \$295m, comprising GIA deposits of \$155m & bank debt of \$140m. While the level of borrowings (ie gearing) had the effect of boosting returns when markets were rising it has also led to increasing the level of losses as markets have been falling. As at 14 October 2008 the level of bank debt had been reduced to \$68.5m. GIA deposits are essentially unchanged.

As a result of market movements, the net assets (ie. total assets minus borrowings) of the DE have reduced from \$264m at 31 December 2007 to \$140m at 14 October 2008. It should be noted that a significant component of this reduction represents “unrealised” losses due to the revaluation of our investments and we retain the opportunity for upside when markets recover.

- (b) GAB has positioned the DE as a long-term investor and has sought to hold a portfolio of asset classes that would be expected to produce favourable returns over an extended period. Experience has demonstrated that it is generally not productive to seek to opt in and out of markets seeking to extract market timing benefits.

GAB has been gradually diversifying the DE into other asset classes with the aim of reducing risk while achieving target returns. This however is a slow process as we are very cautious to ensure that we understand the risk return characteristics of each new asset class. GAB is also continuing to refine its quantitative risk management processes to assist in better managing its risk profile.

Like most investors, GAB did not foresee the extent of market falls that have occurred during 2008. The negative returns on total assets recorded by the DE are proportionate to what could be expected by any long term investor, given the very difficult market conditions. However, as stated above, the level of gearing that was so favourable for GAB’s returns as markets increased over the last five years, has accentuated losses this year.

For risk management purposes it has been necessary to reduce bank borrowings by \$71.5m in the period 1 January to 14 October 2008. Further reductions are anticipated.

- (c) The table on page 416 of the Synod book shows a distribution of \$10.63m is proposed from the DE in 2009. The table also sets out how this money is proposed to be spent. It is not considered necessary to revisit this distribution amount for 2009 at this time.

If markets remain at or around their current levels for an extended period, the existing distribution formula will drive gradual declines in the amounts distributed from 2010 onwards. In the light of the severity of the market falls, GAB may bring forward a recommendation for further reductions in distributions for the next triennium.

7. Archbishop’s role in the Fellowship of Confessing Anglicans

Ms Lyn Bannerman to ask –

From what source will the Sydney Diocese fund the role and activities of the Archbishop in the Fellowship of Confessing Anglicans and what are the annual estimates of the cost of his role and activities including staff support, administration and travel?

To which the President replied –

I am informed that the answer is as follows –

It is difficult at this preliminary stage to give an accurate estimate of the costs involved.

Some of my own time (usually late at night) and that of some of my support staff including my Executive Officer and Personal Assistant is taken up with the work of FCA, but that does not involve any additional cost. It is anticipated that some travel will be involved and this would normally be supported by the Work Outside the Diocese Committee under delegated authority. It is expected that disbursements for matters such as the setting up of a website would not be paid for by diocesan funds, but by GAFCON funds.

Having said that and recognising the strategic nature of the Federation of Confessing Anglicans for the worldwide Anglican Communion, it is possible that the Synod may wish to allocate some extra resources to enable this ministry to develop.

8. GAFCON funding

Mr Malcolm Purvis to ask –

Were any Synod funds spent on GAFCON or related activities this year? If so how much and for what purpose?

To which the President replied –

I am informed that the answer is as follows –

I am informed that the Work Outside the Diocese Committee acting under delegated authority allocated the sum of up to \$100,000 as a contribution to assist in meeting the cost of travel and accommodation for certain bishops, clergy and lay delegates from outside Australia to attend GAFCON. It was also agreed to fund the attendance of the Archbishop, and of Dr Mark Thompson as a member of the Theological Reference Group.

A total of \$97,186 was spent, mainly in providing bursaries for bishops and other key leaders from Africa.

9. Asbestos remedial works

The Rev David Clarke to ask –

The report on the Asbestos Inspection Ordinance 2007 makes reference to regional or diocesan assistance when required to fund remedial works. How many parishes have been assisted and what is the total value of that assistance?

To which the President replied –

I am informed that the answer is as follows –

To date, 125 of the 150 sites (covering 90 separate parishes) earmarked for inspection during the 12 months from February 2008. The inspections during 2008 have focussed on those parishes located throughout the diocese that, based on feedback from regional Archdeacons and parishes, were considered most likely to have asbestos related issues.

Asbestos containing material and lead based paint have been found at the majority of sites inspected year-to-date. The vast majority of asbestos containing material has been deemed to be of low risk that in many cases only requires ongoing annual inspection and management by the parish. In many cases, consultants have applied sealer to superficial broken edges of material and removed small fragments of asbestos containing material where required. In other cases minor remedial work will be undertaken (e.g., applying sealant to broken edges).

There have been only 3 'high' risk occurrences identified. In these cases the parishes involved have commenced or undertaken the remediation works as recommended to ensure compliance with appropriate safety guidelines.

The estimated cost of remediation works for the vast majority of parishes has been under \$2,000. There are 3 parishes where the estimated cost of remediation works is between \$20,000 and \$30,000. Discussions have been held with these 3 parishes in conjunction with the Regional Archdeacons to ensure that each situation is appropriately managed within the required safety guidelines. However, no regional or diocesan assistance has been given to those parishes, or any others.

It is anticipated that the inspection program will continue over the next 3 years until 2011.

10. Declarations of faith by school council members

The Rev Barry Macalister to ask –

- (a) How many school councils of Anglican schools require members of such councils to sign a declaration indicating their agreement with the statements of the Christian faith as received in the historic creeds, and how many members have done so?
- (b) How many members currently sitting on the councils of Anglican schools have signed a declaration indicating that they agree with the statement of the Christian faith as received in the historic creeds, either the Apostles or the Nicene Creed?

To which the President replied –

I am informed that the answer is as follows –

- (a) It is now a general requirement for all Synod elected members of school councils to sign a declaration of faith as per the Diocesan Policy Statement on Education. For more information Synod members may like to refer to item 5.13 of the Standing Committee Report to the Synod on pages 22-23 of the Synod book.

Additionally 6 diocesan schools, including the Sydney Anglican Schools Corporation, which has a number of schools under its banner, have a provision in their constituting ordinance requiring council members to sign a declaration of faith.

- (b) In the time available it is not possible to determine how many members of school councils have signed declarations of faith as these records are held locally by the schools.

11. Ministry Training Strategy

The Rev Stuart Milne to ask –

- (a) How many churches currently employ a Ministry Training Strategy (MTS) apprentice?
(b) How many churches have employed a MTS apprentice over the previous 5 years?
(c) Does the Diocese or SDS currently “officially” recognise the MTS position? If so, how?
(d) Does SDS or the Diocese give any advice on salary, super and workers compensation in regards to MTS apprentices?

To which the President replied –

I am informed that the answer is as follows –

- (a) Approximately 26.
(b)

2003	26
2004	16
2005	29
2006	23
2007	22

(c) MTS trainees are recognised in the same manner as other lay workers in our parishes.
(d) Yes to the extent that MTS apprentices are engaged by our churches and organisations. It is worth noting that SDS has developed, in consultation with MTS, a standard letter of appointment for the engagement of MTS trainees by our churches which can be found in Appendix A of the Employment Relations Guidelines for Parishes.

12. Clergy removal costs

The Rev Stephen Semenchuk to ask –

- (a) How many claims for reimbursement of clergy removal costs were processed from 2003 to 2007?
(b) Approximately how many administration hours does it take to process a typical claim?

To which the President replied –

I am informed that the answer is as follows –

- (a) 167
(b) Typically, the processing of a claim (sending claim papers, reviewing completed papers and processing payment) takes between 45 minutes and 1 hour in total. The claim can take longer to process if there are queries, or the paper work is not in order.

It may also be relevant to know that the processing of claims is not the sole administrative function undertaken in connection with the Clergy Removals Fund. There are a range of other functions undertaken such as the investment of the assets of the Fund, budgeting, accounting and auditing of the Fund, periodic reporting about the activities of the Fund, and providing information about the Fund in response to general enquiries.

13. Staff and related costs for the Sydney Diocesan Secretariat

Mr Matthew Jefferson to ask –

Why are the 2007 Actuals for Staff and Related Costs for the Sydney Diocesan Secretariat, Glebe Administration Board and Sydney Anglican Church Investment Trust (page 423 of Report of Standing Committee) \$150,000 over budget, noting that the report also states that there is a deficit of 10.6 FTE at year end?

To which the President replied –

I am informed that the answer is as follows –

Staff and related costs include direct salaries and wages, superannuation contributions, recruitment, training, leave provisions, bonuses, retirement payments, Fringe Benefits Tax and Worker's Compensation.

In 2007 the variance from budget represented less than 2% of the budgeted amounts.

The main variances arose in savings achieved from –

- full time budgeted positions not filled, and
- staff recruitment costs being under spent.

However, these were more than offset by –

- higher than expected use of casual staff,
- bonuses paid to some staff,
- retirement payment provided by SDS to its former CEO,
- writing off of some project costs in 2007 that had been expected to be written off over several years, and
- workers compensation premiums.

An explanation for the variance also appears on page 426 of the Report of the Standing Committee at paragraph 13.

14. Plans to purchase land in North-West sub-region

The Rev Gavin Poole to ask –

Considering the NSW government's plan to establish 140,000 new dwellings in Sydney's North West sub-region by 2031, what is the Diocese's plan to purchase property and to develop existing diocesan land in this region to meet the projected challenges?

To which the President replied –

I am informed that the answer is as follows –

The Mission Property Committee has been established to identify and address the key property issues to be resolved to support the Diocesan Mission.

The Mission Property Committee has a Strategic Plan for the development of ministry centres in new residential areas throughout the Diocese. The plan was originally adopted in 2003 and subsequently updated in 2004 and 2006. A review of the plan in relation to new land release areas ("greenfields" projects) has been drafted and is currently being considered by the Mission Property Committee in consultation with the archdeacons and regional councils.

\$10M has been allocated from the Diocesan Endowment for the purchase of land for ministry centres in 9 new "greenfields" areas of the Diocese as identified in the strategic plan. \$10M has also been approved in principle as grants for 9 "brownfield" projects within existing urban areas.

Specifically in relation to the North-West sub-region, the State Government has identified that the majority of the 140,000 new dwellings planned by 2031 are to be located in new land release areas. Of these, the North West Growth Centre is to comprise 60,000 dwellings, with an additional 33,000 dwellings to be provided in other new land release areas. The remainder of new dwellings within the sub-region are to be provided within existing urban areas.

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The following is a summary of the Diocesan prioritised property projects within the North-West sub-region –

- The Mission Property Committee has recently undertaken the construction of new ministry centres at Kellyville (2006) and Rouse Hill (2008).
- Land has been purchased at McCulloch Street, Riverstone for a new ministry centre.
- Box Hill and Llandilo/St Marys ADI areas have been identified as new areas where a site is required to be purchased for new ministry centres.
- Marsden Park is also being considered as a new area for land purchase in the draft strategic plan.
- Brownfields grants have been approved in principle for the parish and Rooty Hill (and also further to the south, Glenmore Park).

15. Property insurance program

The Rev Gavin Poole to ask –

Of the expected \$2.9 million cost for the 2009 parochial property and liability insurance program (as outlined in the Parish Cost Recoveries report) what percentage of this would be purely property related?

To which the President replied –

I am informed that the answer is as follows –

78% of the insurance premium for 2009 relates to parish property and contents insurance.

16. North American province for Common Cause Partnership

The Rev Gavin Poole to ask –

What steps have been taken by the GAFCON Primates toward the formation of an Anglican province in North America for the Common Cause Partnership?

To which the President replied –

This question is out of order under business rule 6.3(3) as it does not relate to a matter connected with the business of the Synod or any committee, board or commission of the Synod, or established by or under ordinance, or by resolution of the Synod or Standing Committee.

17. Senior ministers, presbyters and deacons

The Rev Raj Gupta to ask –

- (a) How many senior ministers are scheduled to retire in the next 3 years?
- (b) How many presbyters are currently appointed to positions other than senior minister positions?
- (c) How many deacons have applied to become presbyters?

To which the President replied –

I am informed that the answer is as follows –

On the assumption that by using the term “senior minister” the questioner means rectors and curates-in-charge, the answers are –

- (a) 16
- (b) 138
- (c) 21

18. Parental leave for clergy and other church workers

The Rev James Rogers to ask –

- (a) Does the Diocese have a policy or a set of recommendations for maternity and/or paternity leave for clergy and other church workers and for employees of diocesan organisations?
- (b)
 - (i) If such a policy exists, is there any provision for paid maternity and/or paternity leave?
 - (ii) If so, what is the provision?

To which the President replied –

I am informed that the answer is as follows –

There is no diocesan policy or set of recommendations for maternity or paternity leave. Those employed in lay ministry would be entitled to parental leave under applicable federal and 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 federal and 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. However given the increased movement of women into the diaconate and recent public debate on the matter of paid parental leave, I undertake to raise the matter with the Standing Committee for further consideration.

19. Technology requirements for the Big Day In

The Rev James Rogers to ask –

What will be the minimum technology required for churches to fully participate in the Big Day In on 8 February 2009? Will the SDS provide any services to those churches who might need it?

To which the President replied –

I am informed that the answer is as follows –

It is anticipated that the minimum technology required for churches will be a broadband internet or in certain areas, a free to air digital TV connection (which may be a set top box), to be used in conjunction with a television or data projector.

The Connect09 team is currently in dialogue with SDS about the best way to support churches who need assistance, noting that, the company contracted to provide a web cast of 'The Great Debate' to churches during the 2007 federal election campaign has been retained and can provide full technical assistance.

Churches ought to nominate a technical person as contact for the congregation as soon as possible – and can do so at the Connect09 stall at Synod or via email. Particular note is being taken of the needs of smaller churches.

The proposed Big Day In launch is a significant step up in future capacity, but is not unrealistic given that a number of churches had already been involved in the debate web cast.

20. Diocesan standard for ministry residences and Architectural Panels

Mr Graeme Marks to ask –

- (a) Is there one Diocesan standard for building new residences by parishes for paid ministry workers or are there five (5) Regional standards for building new residences? Are the different standards for residences for rectors, curates in charge, assistant clergy and lay stipendiary workers?
- (b) With regard to the Regional Architectural Panels –
 - (i) Are they established by ordinance and if so which one, if not, how are the members appointed?
 - (ii) What is their term of office?
 - (iii) How often have reviews of the requirements for new residences for paid ministry workers been conducted and if so, when and where can the findings of such reviews be found?

- (iv) What consideration been given to the possible different ministry needs if the residence is collocated with the church building or is “off site”?

To which the President replied –

I am informed that the answer is as follows –

- (a) There is one diocesan standard for rectories. There is no diocesan standard for ministry residences other than rectories. However, it has been the practice for a long time that when a parish is buying or building a ministry residence other than a rectory that the parish be encouraged to ensure, as much as possible, that the residence conforms to rectory standards. In practice this has often meant rectory standard minus one bedroom. In all instances the need for an adequate separation of ministry and living/family areas has been emphasised. This is not done to place a burden on parishes, but to give parishes flexibility in the housing of a senior minister, who may be given a choice of where to live. The family needs of ministry staff may also change over time necessitating a change in where the ministry staff of a parish are located.
- (b) (i) Clause 4 of the Church Grounds and Buildings Ordinance 1990 provides for the establishment of Architectural Panels for each Region of the Diocese. Panel members are appointed by the Archbishop. In practice the Archbishop takes advice from the Regional Archdeacons in respect to these appointments.
- (ii) There is no set term of office for members of Architectural Panels. The Archbishop has power to revoke his appointments at any time.
- (iii) There is no set frequency of review of the ministry housing guidelines. The last review was conducted prior to the publication of the present guidelines in 2000. At that time there was consultation between representatives of all regions, archdeacons and architectural panel members. There is no report available.
- In November 2007 a group consisting of some of the architects on panels and the regional archdeacons agreed that a further review of the guidelines for both rectories was needed. The matter was also discussed in a meeting with the Archbishop in May this year. However, although this matter continues to be discussed regularly at meetings of archdeacons, a formal review of the guidelines has not taken place.
- (iv) Discussion has taken place on the possible differences in design, and therefore cost, if a ministry residence is not co-located with the ministry centre. The anecdotal feedback from ministers is that in such cases a separate office space in the home continues to be very important, even essential, notwithstanding that a church office may be located on the site of the ministry centre. There is also a desire to place rectories in a position that will help the family live as 'normal' members of the community. While this is largely a subjective issue there is general agreement that clergy families should not be overexposed to a 'fishbowl' existence arising from a less than satisfactory location of the rectory.

21. Improving and replacing parish buildings

The Rev Rod Harding to ask –

Given the focus on ‘expectation’ in relation to the Connect09 campaign, and the need for parishes to be preparing for an influx of people into our buildings –

- (a) what are the reasons for abolishing the position of “Diocesan Property Manager” within the Diocesan Secretariat, and
- (b) are there any plans within the Secretariat for encouraging and supporting parishes needing to improve and/or replace their buildings in the next few years?

To which the President replied –

I am informed that the answer is as follows –

The provision of project management services for parish building projects was a service that the Secretariat provided for several years. A Diocesan Property Manager was appointed to undertake this role. In the early days there was some Synod funding provided for the role, but this was later withdrawn.

The expectation of the Synod and the Secretariat was that the role would become self funding, meaning that the provision of services would generate sufficient fees to pay for the costs (being, principally salary and overhead costs). Attempts were made to build the “business” but, unfortunately, it was never self funding and, indeed, the gap between the costs incurred and the fees earned has grown in recent years.

Unfortunately, the Secretariat could not continue to afford subsidising the services from its relatively small capital base. Accordingly, the position of Diocesan Property Manager was made redundant by the Secretariat with effect from 31 August 2008.

In July this year the Major Parish Project Panel was formed by the Secretariat. The Panel’s charter is to enhance the level of support that the Secretariat provides to parishes undertaking major building projects. The Panel facilitates the provision of coordinated and consistent advice, working closely with the various project stakeholders. It also reviews a project’s initial feasibility, participates in project due diligence and provides advice about potential project consultants. The panel consists of staff members with experience in a number of fields and it is intended that its work will assist parishes in undertaking projects in a more timely and efficient way with appropriate management of risk.

22. Issues that divide us

Ms Lyn Bannerman to ask –

The question refers to point 12 on page 113 of the Jerusalem Declaration, contained in the GAFCON statement –

- (a) Could Synod be advised what are the “issues that divide us”?
- (b) In particular, do they include lay administration and the ordination of women to priesthood?
- (c) Noting that women ordained to the priesthood were present at GAFCON, can we expect a speedy resolution on this particular issue?

To which the President replied –

I am informed that the answer is as follows –

The participants at GAFCON represented a wide variety of Anglicans from different cultures and churchmanship. The Jerusalem Declaration reveals a high level of agreement on Anglican fundamentals while allowing for “freedom in secondary matters”. It is encouraging to note that the Conference pledged itself to seek the mind of Christ on issues that divide us, the assumption being that such issues need constantly to be re-assessed in light of God’s word. The Theological Commission of GAFCON is currently engaged in publishing a commentary on the Jerusalem Declaration. Presumably this commentary will identify and address issues such as the ones mentioned in the question, but I have no information about a timetable.

23. Assisting parishes with accounting procedures

Miss Joanna Warren to ask –

In the light of our desire to plant new congregations and yet the increasing administrative demands made of every parish, small and large, what kind of strategies are in place to assist parishes, particularly with the increasingly complex accounting procedures required by this diocese?

To which the President replied –

I am informed that the answer is as follows –

There are a number of strategies in place to assist parishes with their accounting.

Firstly, the Ordinance Reform Group has been working to reduce the complexity of the accounting required through a process of ordinance reform as follows –

- (a) The Parishes (Special Administration) Ordinance 2004 (to be incorporated into the Parish Administration Ordinance 2008) provides for a parish to elect to be administered as a whole, comprised of a number of congregations, rather than administered on the basis of a number of churches. One effect of this is that only one set of financial records for the parish needs to be kept. In a multi-church parish this can result in significant time and resources being saved.

- (b) The Parish Administration Ordinance 2008, if passed, will bring responsibility for the financial administration and preparation of annual financial statements for each organisation in the parish under the control of the wardens. It will also enable those financial statements to be incorporated into the one set of parish financial statements. Previously separate record-keeping was needed for each parish organisation.
- (c) The Cost Recoveries (Framework) Ordinance 2008 is designed to simplify the calculation of operating net receipts. It will do this by linking calculation directly to the parish's annual audited financial statements thereby eliminating the need for every parish to produce a separate annual financial return.

Secondly, the Finance Committee of the Standing Committee is looking to improve the presentation of the annual prescribed financial statements and integrate them with the proposed Cost Recoveries (Framework) Ordinance 2008. The Finance Committee has also produced guidelines for parish wardens and treasurers covering parish accounting and financial administration and GST in particular. The SDS also produces a number of guidelines relating to remuneration and related issues and templates to assist in managing ministry expense accounts, workers compensation declarations, motor vehicle purchasing, parish tax check lists and the like. All of these guidelines and templates are available from the SDS website.

Thirdly, the SDS has also worked with the supplier of the Sydney Anglican Parish Accounting System (or SAPAS) to improve the user manual and data file for that product and make available a simple set of reports that are produced automatically from the SAPAS system. This will allow automation of the calculation of net operating receipts. It is expected these latest upgrades will be made available to all parishes using the SAPAS system later this year.

Fourthly, the staff of the SDS are available to answer telephone and email enquiries and provide assistance to parish wardens and treasurers in relation to employment, remuneration, accounting and administration issues. From time to time SDS also runs seminars and conferences for this purpose.

24. Affiliated churches

Mr John Paul to ask –

With respect to clauses 6 and 8 of the Affiliated Churches Report of Standing Committee on pages 62 and 63 of the 2008 Standing Committee Reports –

- (a) Has the Rev Neville Heywood ever been licensed or authorised to conduct services by an Anglican bishop in any diocese in Australia?
- (b) If the answer to (a) is yes, –
 - (i) who was the Bishop, and
 - (ii) when were any licences and/or authorities given?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes
- (b) (i) The Bishop of Armidale
- (ii) In 2000

25. Captions for motions

Mr Jody Trouncer to ask –

Recognising the importance of headlines and captions in modern communication, would the Ordinance Reform Group be willing to consider the desirability or otherwise of amending the Conduct of the Business of Synod Ordinance 2000 on the following lines, and reporting back to the 2009 Synod –

- “(a) The mover of the motion may stipulate the wording of the caption under which the motion, and any ensuing resolution, will be recorded.
- (b) The caption shall be deemed to be part of the motion.

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- (c) In the absence of a caption supplied by the mover, the caption with wording supplied by the Diocesan Secretaries will, unless challenged by the mover at any time before the final vote is taken, be the caption that applies?"

To which the President replied –

I am informed that the answer is as follows –

The Ordinance Reform Group will consider the suggestion.

26. Cost of attending GAFCON and Lambeth

Mrs Lesley Ramsay to ask –

- (a) What is the cost to the Diocese of the Archbishop and the 5 Regional Bishops attending GAFCON?
- (b) What would have been the cost (as an estimate) to the Diocese of the Archbishop and the 5 Regional Bishops attending Lambeth, had they decided to go?

To which the President replied –

I am informed that the answer is as follows –

(a) Approximately \$ 88,000

(b) Approximately \$105,000

It should be noted that while the airfares to Israel are marginally more expensive than to London, the cost of attendance at the Lambeth Conference is three times that of GAFCON.

27. Connect09 Administration Costs

The Rev Raj Gupta to ask –

The original estimate for the Connect09 administration costs was \$358,000. This has now been revised upwards by \$500,000. What is the breakdown of both the original and revised estimates?

To which the President replied –

The question contains a false assertion that the Connect09 administration costs have been revised upwards by \$500,000. The allocation has in fact been revised to \$500,000.

The complete breakdown of the original estimate of \$358,000 for Connect09 administration costs is listed in the report to the Connect09 (Funding) Ordinance 2007. This may be found in the supplementary papers to the 2007 Synod Book and also on the SDS web-site.

Under clause 5(4) of the Connect09 (Funding) Ordinance 2007 the Standing Committee may revise the allocation of funding for Connect09 administration in a given year. A breakdown of the revised 2009 allocation will be provided to the questioner and posted on the notice board in the foyer.

Breakdown of Connect09 allocation for 2009

<i>Cost</i>	<i>\$000's</i>
Staffing	169.5
Logistics (incl staffing)	16
Fundraising (incl staffing)	20
Graphic Design of resources	10
Church information database	15
Website maintenance	10
Advertising	100
Big-Day In Launch	0
Media Kits for Parishes	5
Develop Billboard capability	50

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Posters – subsidy to Parishes	20
Banners – subsidy to Parishes	20
Loan Interest (on resource costs)	31
Contingency	13.5
Total	500

28. Questions and answers at Synod

The Rev Paul Sampson to ask –

Could questions to Synod be emailed in and their questions and answers then posted on the website thereby reducing the amount of time taken in Synod?

To which the President replied –

I am informed that the answer is as follows –

Not without amendment to the Conduct of the Business of Synod Ordinance 2000. Rule 6.3(5) of that ordinance requires an answer to a question to be read orally to the Synod by the President. A copy of the answer is also required to be provided to the person who asked the question and posted on a notice board at Synod.

29. Removal of members of MOW from outside the Wesley Centre

Ms Caroline Bowyer to ask –

Was the Secretariat responsible for the action of the security guards in removing, from outside the Wesley Centre, Synod representatives and members of MOW, as they were offering MOW cards?

If so, why was this action taken?

To which the President replied –

I am informed that the answer is as follows –

The Secretariat was not responsible.

The Diocesan Secretary did request that those distributing the cards, initially inside the Wesley Centre, do so in a public place outside the Wesley Centre. The request was complied with. The request was made because the Synod had not authorised the distribution of the material.

It seems that although further distribution of the cards took place immediately outside the Synod venue, it was in an area that was under the control of an adjoining property manager. The security guards from the adjoining property manager considered that distribution of cards in this area unreasonably blocked public access and accordingly requested that distribution continue on the public footpath away from the Centre.

30. Contact and communication with people from non-English speaking backgrounds

Mr Colin Anderson to ask –

What strategies has the Diocese formulated to provide for effective contact and communication with the 30% of the population which is from Non-English Speaking Background or non-“Anglo”-culture?

What human and material resources have been developed to assist parishes in meeting this missional challenge?

To which the President replied –

I am informed that the answer is as follows –

Strategies have tended to be formulated on a regional basis because multi-ethnic issues differ from area to area. Each region has a multi-ethnic Taskforce or Committee. Some particular initiatives by region are as follows –

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- The Western Sydney Regional Council employs a multi-ethnic ministry co-ordinator one day a week.
- The Georges River Regional Council gives 50% of its Synod Funding to its Cross-Cultural Taskforce which co-ordinates ministry among the Chinese, Sudanese; Persian; Filipino; Korean and Indian communities.
- The Northern, Western and Georges River Regions all employ a person part-time to train and co-ordinate people for E.S.L.
- The Georges River Region is starting up a multi-ethnic Church Planting Group in Marrickville/Canterbury in 2009.

Further afield at a Diocesan level –

With respect to ministry to the Chinese community, an Archbishop's Advisory Group, made up of Senior Chinese Ministers, meets monthly with Bishops Lee, Tasker and Yong to develop strategy for recruiting, training and supporting Chinese ministry and to assist Parishes in starting a Chinese ministry.

With respect to the Sudanese community, Bishops Lee and Tasker have been meeting with Sudanese leaders for some years and now an Advisory Group is being formed under Archdeacon Allen.

With respect to the Muslim community, a volunteer group led by the Rev Bruce Hall is developing and supporting Ministry to Muslims. This group has provided assistance to a number of Parishes across the Diocese. The Georges River Region, with Diocesan support, has also employed a full-time women's worker and male evangelist to work within the Muslim community.

A small number of Chinese speakers are studying at Moore College this year and there are also a growing number entering Youthworks College. Discussions are continuing as to how we can assist theological students for whom English is not their first language.

English as a Second Language (or ESL) courses have been used to reach new-migrants who want to become proficient in English. Materials have been produced by Anglicare and a Model Easy English Service is being used in a growing number of Parishes.

There are also a growing number of ministry resources available in the Chinese and Arabic languages. For example, Moore College's PTC course is already in Chinese and is in the process of being translated into Arabic, to be used not only overseas, but also in our Diocese.

The Connect09 Management Committee has also been closely working with all the multi-ethnic ministers in our Diocese to ensure that the materials they see as essential are available for Connect09.

31. Freemasonry booklet

Canon Sandy Grant to ask –

What progress has Standing Committee made in preparing a booklet examining Freemasonry and explaining where its beliefs and rites differ from biblical Christianity as requested by Synod motion 25/03?

To which the President replied –

Following Synod in 2003, the matter was referred to Standing Committee as per motion 25/03. At Standing Committee's request, I commissioned a well-known author to prepare a booklet. Preliminary work was undertaken and a large amount of material was examined. However, after consultation and consideration, it was realised that there are already a number of publications available which cover the issues, and that the time, effort and finance involved in producing a new publication may not be a priority.

I am happy to refer the matter back to Standing Committee for its advice.

32. Marriage breakdown and infidelity

The Rev Shane Rogerson to ask –

- (a) How many presbyters and deacons licensed within the diocese in the last 10 years have stood down or been asked to stand down from their role as a result of marriage breakdown and/or marital infidelity?

- (b) What policies and processes are in place to help deal with the effects of marriage breakdown and/or infidelity amongst both marriages and the parishes involved?
- (c) Are there any policies and processes in place to encourage healthy marriages amongst clergy licensed for ministry in our diocese?

To which the President replied –

I am informed that the answer is as follows –

- (a) No separate record of this is kept although at least 18 such people can be identified.
- (b) The Regional Bishops and Archdeacons are fully involved in seeking to care for the clergy involved and also for the parishes. In addition a significant amount of counselling is provided and paid for from the funds of the Professional Standards Unit. In recent times, Parish Recovery Teams have been established by the PSU and these are proving to be an effective way of helping parishes to work their way through these difficulties
- (c) Ministry Training and Development have set up two-day residential ministry marriage courses which are particularly targeting couples in the early years of ministry. The ministry chaplains and archdeacons are also working closely with MT&D to assess and encourage healthy marriages for those who have applied for ordination as deacons or presbyters.

The triennial *Faithfulness in Service* seminars conducted by the Professional Standards Unit also serve as a reminder of the need for healthy marriages. At least 120 clergy are involved with clergy retreat groups as modelled by John Mark Ministries, where there is the opportunity for confidential discussion of marriages. The Women's Ministry Team and Ministry Wives Committee also work closely with wives of clergy, having conferences and advisors.

The Arch Hart Conference last year and the Equip Conference for Women in Ministry this year, which focused on marriage were well attended.

33. Work Outside the Diocese Committee

The Rev Terry Bowers to ask –

With reference to the Synod Appropriations and Allocations Ordinance 2008, under Policy 1b in 2010 \$575,000 is to be allocated to projects by the Work Outside the Diocese Committee –

- (a) How is the Committee established?
- (b) Who are the present members?
- (c) What criteria will govern the Committee's decisions?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Standing Committee has constituted the Work Outside the Diocese Committee as a subcommittee of the Standing Committee, reporting to the Standing Committee and with delegated authority to make allocations. Its members are elected by the Standing Committee.
- (b) Dr Philip Selden, Dr Karin Sowada and Deaconess Margaret Rodgers.
- (c) The committee has developed strategies which were summarised in the booklet, *The Diocesan Mission – midpoint report* on pages 14 and 15.

Approximately 40% is to be applied to Work Outside the Diocese within Australia, particularly for support of the Dioceses of Armidale, North West Australia, Tasmania and Northern Territory, the last one particularly in relation to Indigenous Ministries; and the National Home Mission Fund.

Approximately 60% is to be applied to Work Outside the Diocese overseas, including support for overseas projects designed to deliver sound bible-based theological education, translation, distribution and running of Moore Theological College's PTC Courses, provision of necessary assistance for overseas leaders who are strategically placed for gospel purposes, support for the Archbishop and Bishops to maintain contact with and

encouragement of overseas leaders, and contribution towards superannuation for missionaries.

34. Workers' compensation insurance, long service leave and superannuation

The Rev Stuart Milne to ask –

- (a) Has the Standing Committee or the SDS ever investigated the possibility of all church workers (including MTS, Youthworkers and student ministers) being covered by the Diocese's workers' compensation insurance, long service leave and superannuation like the ordained clergy are at present?
- (b) If yes, what was the result?
- (c) Were there any savings from the economies of scale?

To which the President replied –

Strictly speaking this question is out of order under business rule 6.3(4)(f) as it, perhaps unwittingly, seeks a legal opinion. Notwithstanding I am informed of the following –

It is assumed that in referring to "church workers" and by the examples given that the questioner means lay people. Lay workers in our churches are, generally-speaking, employees. By virtue of having this status, the provision of worker's compensation insurance, long service leave and superannuation is governed by state and federal legislation. It is the responsibility of each employer of church workers to provide these benefits in accordance with the relevant legislation.

Since clergy are not, generally-speaking, employees, the Synod is able to legislate for the provision of these benefits for clergy in our Diocese and is not confined by the legal requirements that apply in relation to employees.

35. Regional grants

The Rev Richard Blight to ask –

Would you provide a list of grants by the Wollongong, Western Sydney and Georges River Regions to parishes and other ministries in a format comparable to that provided by South Sydney and Northern Regions?

Would you consider encouraging all the Regional Councils to include this information in their annual reports to Synod in future in order to improve communication with parishes and Synod and to facilitate research?

To which the President replied –

I am informed that the answer is as follows –

Given the complexity of the data, the breakdown of grants by the Wollongong, Western Sydney and Georges River regions will be provided to the questioner and posted on the notice board in the foyer.

The Archdeacons for each of the aforementioned regions have indicated that they are prepared to seek inclusion of the breakdown of grant monies in the annual reports of their Regional Councils.

Wollongong Regional Council grants

<i>NAME</i>	<i>PURPOSE</i>	<i>AMOUNT \$</i>
Bulli/Woonona	Youth & Community Worker	\$25,000
Corrimal	Ministry Developer/Church Planter	\$15,000
Eagle Vale	2 p/t youth ministers and p/t trainee youth minister	\$20,000
Huskisson	Ministry Trainee	\$5,000
Ingleburn	Children/family minister; MTS Trainee	\$15,000
Minto	Fulltime Assistant Minister	\$25,000

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Minto	Fulltime Chinese Pastor	\$20,000
Narellan	Youth Minister fulltime (releasing Assistant Minister for Church Planting)	\$20,000
Nowra	Indigenous Church Planter and Pastor - Shoalhaven	\$40,000
Shellharbour City	New Initiative plant	\$50,000
Shellharbour City	\$15,000 continuing Church plant Shellharbour AC	\$20,000
South Creek	Part-time Children's Ministry Leader	\$20,000
Sylvania	Children's Minister	\$10,000
Ulladulla	Part funding of full-time minister at Sussex Inlet	\$10,000
Wollondilly	Pastor for Tahmoor and Bargo and church plant at Buxton	\$10,000
Youthworks	Part funding of 4 Yworks children's/youth advisors in Woll Region	\$25,000
Berkeley	Church plant	\$50,000
CCM EFL	Ongoing support for EFL training/coordination across parishes	\$20,000
WRC	University of Wollongong Student Ministry	\$25,000
Minto Indigenous	Indigenous Support - Michael Duckett	\$20,000
Totals		\$445,000

Western Region 2007 Ministry Grants

<i>NAME</i>	<i>PURPOSE</i>	<i>Amount \$</i>
Auburn St Thomas	University Mandarin ministry	15,000
Blacktown	Sudanese Ministry	15,000
Blacktown	Chinese Ministry	10,000
Cherrybrook	Youth Worker	15,000
Cranebrook	Assistant Minister	25,000
Dural District	Youth Worker	4,000
Dural District	Assistant Minister	18,000
Glenmore Park	Women's Worker	10,000
Katoomba	Family Worker	15,000
Kellyville	Children's Worker	15,000
Kingswood	Youth Worker	8,000
Kingswood	Women's Worker	5,000
Mt Druitt	Youth Worker	30,000
Mt Druitt	Children & Family Worker	30,000
Northmead/Winston Hills	Assistant Minister	20,000
Norwest	Youth Worker	20,000
Norwest	Norwest Bible Business Ministry	2,000
Parramatta	Persian Worker	20,000
Quakers Hill	Children & Youth Worker	10,000
Richmond	Children's Worker	4,000

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Seven Hills	African Ministry	25,000
South Penrith Community Church	Youth Worker	18,000
St Marys	Assistant Minister	30,000
Turkish evangelism	Turkish Worker	5,000
UWS Hawkesbury	MTS Worker	8,000
UWS Hawkesbury	Chaplain	10,000
UWS Parramatta	Chaplain	35,000
UWS Nirimba	Church Plant	5,000
UWS Penrith	Chaplain	37,000
Wentworthville	Dinka Minister	32,000
Westmead	Children's Worker	15,000
Windsor	Children's Worker	6,000
Wilberforce	Church Plant	10,000
TOTAL		527,000

Georges River Regional Council Grants For 2008

<i>Parish/ Organisation</i>	<i>Ministry to be Funded</i>	<i>Grant 2008</i>
Beverly Hills-Kingsgrove	Children & Youth (C&Y)	10,000
Beverly Hills-Kingsgrove	Church Planting MTS	36,000
Blakehurst	MTS worker	10,000
Blakehurst	C&Y	790
Brighton-Rockdale	Asian ministry	35,500
Campsie	Mandarin ministry	10,000
Earlwood	C&Y	5,000
Earlwood	Rent assistance	12,000
Fairfield	C&Y	15,000
Fairfield	Assistant Minister	40,000
Georges Hall	C&Y	2,000
Hoxton Park	Assistant Minister	17,000
Hurstville	ABC minister	42,000
Hurstville	MTS worker	10,000
Kogarah	Chinese lay assistant	15,000
Kogarah	ABC - C&Y	10,000
Kogarah	Student minister - Mandarin	6,000
Liverpool South	South-Asian ministry	11,000
Liverpool South	C&Y	790
Lugarno	C&Y	10,000
Padstow	C&Y	10,000
Regents Park	Vietnamese ministry	33,000
Riverwood	C&Y	6,000
Sadleir	C&Y	10,000

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Sadleir	Minister	25,000
South Carlton	Assistant Minister	5,000
Smithfield Rd	C&Y	20,790
St George North	Asian Pastor	5,000
St George North	C&Y	11,580
St George North	MTS workers (2)	20,000
<u>Regional Council</u>		
ESL Coordinator		27,000
C&Y Coordinator		10,000
Arabic Minister		75,000
Administration & Property		4,290
Total		560,740

36. Jesus All About Life V8 Ute

The Rev Mark Layson to ask –

Given that God has blessed us in the situation where the “Jesus all about life” campaign will be on during Connect09, either a large part of their campaign involves the “Jesus all about life V8 ute” driven by Andrew Fisher, a ministry that appeals to many of the so-called lost tribes and deserts in our city. Given the mighty V8’s appeal amongst those groups, and our desire to reach them, have we approached the “Jesus racing” team with financial sponsorship?

- (a) If yes, how big is our logo on the side of his car?
- (b) If no, why not and can serious consideration be given to said sponsorship?

To which the President replied –

This question is out of order under business rule 6.3(4)(a) as it contains a number of assertions.