# 35/09 Tertiary Education Ministry Oversight Committee (TEMOC)

(A report from the Tertiary Education Ministry Oversight Committee.)

## Executive Summary

TEMOC is committed to funding tertiary ministries within the Diocese in accordance with its vision, strategic priorities and core principles. These are detailed below.

(i)   Vision (paragraph 9)

Our vision is to grow Bible-based ministries on each university and Vocational and Education and Training (VET) campus[1] in the Diocese that are:

      (a)   evangelistic,

      (b)   preparing students for a life-time of Christian service, and

      (c)   particularly concerned to raise up future generations of vocational Christian ministers.

(ii)   Core Principles (paragraph 10)

In addition to the values in the vision above, we want these university and VET campus ministries to:

      (a)   serve churches in partnership through training and equipping their members,

      (b)   as far as possible, work as a single united team on campus,

      (c)   develop effective ministry across the whole campus, including segments such as commuters, international students, postgraduates, staff and residents,

      (d)   have chaplains who will serve in these ministries, be recognized by the campus administration and advocate for the ministry.

(iii)   Funding Model (Paragraph 11)

TEMOC funds are:

      (a)   to help initiate new work on tertiary education campuses,

      (b)   to help resource campus based ministry traineeships to encourage the raising up of vocational Christian workers,

      (c)   not to be the sole funding source for campus ministry.

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[1]   Including TAFE and private VET

Funds will be available under two schemes:

(a)     theologically trained workers,

(b)     ministry traineeships

Consideration will be given to full-time or part-time ministry positions, however grant amounts will vary accordingly.

## Introduction

1.     Synod in October 2009 agreed to form a Tertiary Ministry Oversight Committee ("TEMOC").

2.     TEMOC is charged with furthering ministry to students in tertiary education throughout the Diocese, including the responsibility for:

(a)     recruiting, training and supporting university and technical and further education chaplains and promoting their ministries;

(b)     the allocation of resources in accordance with strategic priorities , which it should report to Synod via Standing Committee once formulated;

(c)     In consultation with appropriate bodies, preparing for Synod's consideration a diocesan policy framework, measurable goals and strategies on ministry in technical and further education colleges and other VET (Vocational education and training) institutes, and also a policy on ministry in private HEPs (Higher education providers)

(d)     exploring the possibility of further creative partnerships with Anglican University colleges, AFES, Anglican Education Commission and other relevant bodies, and

(e)     encourage the support of tertiary education ministry from other sources.

## The Committee

3.     The Committee is to consist of 9 persons elected by Synod for a 3 year term and one person appointed by the Archbishop, with the Committee having the additional power to co-opt up to three more persons.

4.     Synod agreed that an interim committee appointed by Standing Committee be the Committee until such time as Synod Elections are held.

## Membership

5.     The Interim Committee members appointed by Standing Committee are Professor Chris Bellenger, Rev Patrick Benn, Rev Richard Blight, Dr Sara Denize, Mr Andrew Frank (Chairman), Miss Tracey Gowing, Rev Dr Rowan Kemp, Rev Carl Matthei and Rev Archie Poulos.

## TEMOC reporting

6.     In developing this First Stage report for Synod TEMOC has given priority to identifying the vision of TEMOC, its core principles and funding model.

7.     Having completed this critical thinking TEMOC is engaging in consultation with appropriate bodies with a view to refining the policy framework, measurable goals and strategies on ministry in technical and further education colleges and other VET (Vocational education and training) institutes, and also a policy on ministry in private HEPs (Higher education providers). Particular consideration is being given to:

> (a)     recruiting, training and supporting university and technical and further education chaplains and promoting their ministries;
>
> (b)     the allocation of resources in accordance with strategic priorities;
>
> (c)     exploring the possibility of further creative partnerships with Anglican university colleges, AFES, Anglican Education Commission and other relevant bodies, and
>
> (d)     encouraging the support of tertiary education ministry from other sources.

## TEMOC Funding Model – Strategic considerations

8.     TEMOC is committed to funding tertiary ministries within the Diocese in accordance with its vision, strategic priorities and core principles. These are detailed below.

*Vision*

9.     Our vision is to grow Bible-based ministries on each university and Vocational and Education and Training (VET) campus[2] in the Diocese that are:

> (a)     evangelistic,
>
> (b)     preparing students for a life-time of Christian service, and
>
> (c)     particularly concerned to raise up future generations of vocational Christian ministers.

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2     Including TAFE and private VET

*Core Principles*

10. In addition to the values in the vision above, we want these university and VET campus ministries to:

    (a) serve churches in partnership through training and equipping their members

    (b) as far as possible, work as a single united team on campus

    (c) develop effective ministry across the whole campus, including segments such as commuters, international students, postgraduates, staff and residents.

    (d) have chaplains who will serve in these ministries, be recognized by the campus administration and advocate for the ministry.

*Funding Model*

11. TEMOC funds are:

    (a) to help initiate new work on tertiary education campuses

    (b) to help resource campus based ministry traineeships to encourage the raising up of vocational Christian workers

    (c) not to be the sole funding source for campus ministry

Funds will be available under two schemes:

    (a) theologically trained workers

    (b) ministry traineeships

Consideration will be given to full-time or part-time ministry positions, however grant amounts will vary accordingly.

## Strategic considerations

12. As the newly created body that determines allocation of tertiary funding within the Diocese, TEMOC has wrestled with some significant strategic issues. Some of these include:

    (a) the sustainability of Diocesan funding

    (b) the duration of funding

    (c) where to fund – existing vs new

    (d) determining funding by inputs vs outputs

    (e) funding existing paradigms vs alternatives

    (f) geographic and demographic spread of funding

13. TEMOC funding is primarily intended for Anglican ministry. Primary consideration is to be given to Anglican tertiary chaplains. This does not preclude TEMOC allocating monies to non-Anglican organisations. Such an organisation would need to demonstrate that they provide a ministry not currently undertaken by another Anglican body.

14.     It is recognised that Diocesan funding may change annually or on a triennial basis. Recipients of TEMOC monies need to be aware of this and budget accordingly.

15.     During the next two years TEMOC will be a grant body which distributes funds. It does not intend to raise funds centrally. The intention of this decision is to develop among the various tertiary teams the imperative to become further self-supporting entities through growing partnerships with individuals, graduates and churches.

## Funding principles

16.     TEMOC grants will:

(a)     be given for a set time and not in perpetuity.

(b)     decline annually and recipients will be able to re-apply upon the expiry of the grant.

(c)     not fully fund a project/position.

(d)     only be used for the purpose for which they were given.

(e)     require a report from grant recipients to be submitted to TEMOC by June 30 and December 31 outlining an update on the progress of the outcomes as proposed in the grant application.

17.     Preference will be given to funding applications:

(a)     where clear and reasonable outcomes are stated and expected, and where outcomes have been met in the past.

(b)     which enable campus teams to 'move to the next level' of team development and expansion of the campus ministry.

(c)     where more than one of the Strategic Priorities (see point 18 below) are met.

(d)     which demonstrate (as a result of TEMOC funding) the establishment or expansion of graduate or personal support funding programs.

(e)     which demonstrate a collaborative approach where opportunities exist by working as a united team on each campus.

## TEMOC Funds Allocation Model: Strategic Priorities (2011-2012)

18.     The model is that TEMOC identify strategic priorities and then fund applications which best meet these priorities. For the next two years TEMOC identifies the following as strategic priorities (in no particular order):

(a)    move existing teams to become less dependent upon grant income

(b)    strengthen the focus on the evangelisation of the tertiary sector in greater Sydney

(c)    encourage the raising up of future vocational ministers (with priority being seen as those who will minister on Anglican and tertiary platforms)

(d)    the development of evangelical ministry in the technical and further education colleges and VET sector

(e)    encourage the innovative expansion of the UWS ministries

## Team ministry funding

19.    The Ministry funding Model: a team-stage approach. TEMOC seeks to develop team ministries on tertiary campus around the Diocese. Yet it also recognizes that teams take time to build and gather momentum and are therefore at different stages of development.  The model for applying TEMOC funds is on the basis of team stage.

20.    Team stages. At the time of application ministries on tertiary campuses will be identified as being in one of three team stage categories: Established, Developing or New. The following table describes the characteristics of each team stage.

| Established teams | • Multiple senior staff<br>• Continuous apprenticeship training program in place for previous 3 years<br>• Established graduate funding program<br>• Eg; teams on UNSW and Sydney University |
|---|---|
| Developing teams | • Single or shared senior staff worker<br>• Intermittent apprenticeship program<br>• No established graduate funding program in place<br>• Eg: teams on UWS campuses |
| New teams | • No senior staff (No senior staff permanently located on the campus.<br>• Minimal historical ministry on the ground<br>• Currently minimal expectation of graduate funding<br>• Eg: UWS Richmond campus, Granville TAFE campus |

21.    The value of the TEMOC grant will decline at a rate based on team stage. The year-on-year funding is represented as a percentage of the grant value in year 1. Rates of grant decline are shown as follows:

| Team Stage | Yr1 | Yr2 | Yr3 | Yr4 |
|---|---|---|---|---|
| Established teams | 100% | 50% | 0% | 0% |
| Developing teams | 100% | 65% | 40% | 0% |
| New teams | 100% | 75% | 50% | 25% |

### Ministry trainee funding

22.    With regard to the raising up of future vocational ministers TEMOC will help fund ministry traineeships. A fixed dollar amount will be allocated towards each apprentice and then a cap will be placed either the maximum amount allocated per team (perhaps based on trainer numbers) or cap on the total dollar amount.

23.    Funding 2011. TEMOC funding for 2011 will be the same as for 2010 except where ministry personnel have changed.

For and on behalf of the Tertiary Education Ministry Oversight Committee

ANDREW FRANK
*Chairman*

13 August 2010

**Appendix 1**

**Sample list of tertiary ministries by team stage (final categories to be determined in consultation with ministry teams)**

| Team name | Established | Developing | New |
|---|---|---|---|
| New South Wales | * | | |
| Sydney (Camperdown) | * | | |
| Wollongong | * | | |
| UTS (Broadway) | * | | |
| Macquarie | * | | |
| Sydney (Cumberland) | * | | |
| UTS (Kuringai) | | * | |
| UWS Parramatta | | * | |
| UWS Penrith | | * | |
| UWS Bankstown | | * | |
| UWS Campbelltown | | | * |
| UWS Hawkesbury | | | * |
| Anglican Technical College | | | * |
| TAFE Ultimo | | | * |
| TAFE Nirimba | | | * |
| TAFE (Northern Institute) | | | * |
| TAFE Granville | | | * |

**Appendix 2**

**Proposed initial break-up up of TEMOC funds for 2012. These figures are indicative only at the time of publishing this report as the committee continues to meet with relevant bodies.**

| | |
|---|---|
| Established teams | |
| Theologically trained workers | 20,000 |
| Ministry trainees | 60,000 |
| Developing teams | |
| Theologically trained workers | 60,000 |
| Ministry trainees | 40,000 |
| New Teams | |
| Theologically trained workers | 100,000 |
| Discretionary | 20,000 |
| **Total** | **300,000** |