

Questions: 19 October 2009

The Rev Robert Cameron to ask –

1. (a) What were the total amounts that each Regional Council had undertaken to distribute to parishes by way of funding grants in 2010 and 2011?
- (b) Had any undertakings been given by any Regional Council with regard to funding grants beyond 2011?
- (c) What steps have been taken, if any, to consult with parishes who had received such undertakings, as to their capacity to still fund the relevant ministry in the event of no longer receiving the funding grant or of a reduction of the same?
- (d) Have any parishes been asked or offered to voluntarily reduce or withdraw their applications for funding grants in 2010 or later, and if they have, what percentage of approved grants do the consequent reductions in total applications represent?
- (e) Prior to the investment losses sustained by the Diocese in 2008, what other diocesan organisations or bodies had received specific undertakings by the Standing Committee or the Synod as to funding in 2010, 2011, or later?

To which the President replied –

1. I am informed that the answer is as follows –

Question (a)

Western Region

None

Georges River

None

Wollongong Region

In March 2009 all Rectors in the region were informed that due to reduced funding in 2010 there would be no grant allocations other than those allocated by the Regional Council to ongoing projects. In July 2009 seven parishes received a total commitment of \$255,000 for 2010.

Northern Region

2010 \$282,500

2011 \$225,300

The question relates to undertakings to distribute to parishes, which is different from undertakings to parishes to distribute grants. However, the Northern Regional Council also undertook to provide \$66,000 for a cross cultural consultant, MU chaplaincy and for TAFE ministries in 2010, and \$32,000 for a cross-cultural consultant in 2011.

South Sydney Region

2010 \$225,292

2011 \$106,000

Question (b)

Western Region

No

Georges River

No

Wollongong Region

Yes – three grants totalling \$80,000

Northern Region

Undertakings for 2012 amount to \$30,000 for a parish Chinese ministry and \$35,000 for a cross-cultural consultant.

South Sydney Region

Yes - \$31,000

Question (c)

Western Region

Not applicable

Georges River

Not applicable.

Wollongong Region

At the beginning of September the six parishes were contacted to discuss the implications of no funding being allocated to the Wollongong Region and the need for the Region to fund ministries from its own resources.

Northern Region

Archdeacon Dein made contact with all parishes explaining the financial restraints upon synod funding and the consequentially diminished allocations to regional councils. Conversations were had as to how ministry might be funded from other sources.

South Sydney Region

The Regional Council's policy is to grant funding on a 3-year reducing basis. All commitments in place as at the end of 2009 will, God willing, be funded from Council's reserves and whatever income it receives in 2010 and 2011.

Question (d)

Western Region

Not applicable.

Georges River

Not applicable.

Wollongong Region

Of the 7 parishes in relation to which commitments were made, 3 are receiving reduced funding, these being Minto and Nowra for Indigenous ministry, and the Berkeley Church Plant. The remaining four are receiving no funding.

Northern Region

Following the conversations with parishes by Archdeacon Dein, Bishop Davies had a second round of conversations and in the process of these talks, a number of parishes indicated that they would be prepared to sacrifice their funding from the Regional Council, so that other parishes might be able to receive some funding. The agreed reductions of grant funding for 2010 is approximately 33%.

South Sydney Region

No.

Question (e)

None.

Questions: 20 October 2009

The Rev Bob Cameron to ask –

2. (a) What criteria, other than strategic considerations, did the Mission Board and the Standing Committee take into account in forming their recommendation to significantly reduce funding to Regional Councils in the 2010-12 triennium?
- (b) In particular, were any moral principles taken into consideration and, if so, what were they?
- (c) On what grounds has the Standing Committee rejected, even as a short-term measure, the possibility of increasing parish assessments in 2010 and 2011 in order to enable existing commitments to be met?

To which the President replied –

2. I am informed that the answer is as follows -

Questions (a) and (b).

The Strategic Directions document acknowledges that the redirection in funding facing our Diocese necessitates difficult decision making, and that good things we funded in the past cannot continue to be funded. To quote from the document –

“In the relative abundance of the past, some central funding was well used as seed funding for new ministries and pastoral staff through regional grants under Policy 2. However, in the changed conditions, central funding must consolidate around Policy 3, and local projects will need to be funded through local fundraising.”

Question (c). See paragraph (b) on page 2 of the Strategic Directions document, noting that there is currently no assessment on parishes.

Questions: 20 October 2009

The Rev Antony Barraclough to ask –

3. How has the Finance and Loans Board (FLB) been affected by the diocesan financial situation? In particular –
 - (a) What losses the FLB may or may not have had in the last 12 months?
 - (b) What resources the FLB may still have for lending to parishes?
 - (c) What changes the FLB may have taken or may expect to take to their lending practices as a result of the diocesan financial crisis?
 - (d) As a result of the answer to part (c) what new risks those parishes with FLB loans may now be exposed to?

To which the President replied –

3. I am informed that the answer is as follows –
 - (a) The Finance and Loans Board's only investments are deposits with GIA and Loans to parishes. The Board has not had any investment losses in the last twelve months and there have been no bad debts with parishes. In 2008 the Board recorded a surplus of \$697,800.
 - (b) At 30 September 2009 the Board had approximately \$3 million available to lend to parishes. Detailed enquiries by various parishes indicate that about half of that may be committed within the next few months.
 - (c) The Board has made no change to its long-standing policy of supporting parishes with the Diocesan mission. The Board anticipates that interest rates on loans will be raised soon in accordance with its interest rate policy to move rates "with the market"
 - (d) It is unlikely that Parishes will be asked to increase loan repayments immediately, as most parishes maintained higher than necessary payments during the period of low interest rates.

Questions: 20 October 2009

The Rev Antony Barraclough to ask –

4. How will the current 'website hosting' services to the parishes be affected by the diocesan financial crisis if at all?

To which the President replied –

4. I am informed that the answer is as follows –

SDS expects to continue providing website hosting services to those parishes who choose to use them.

Questions: 20 October 2009

The Rev Shane Rogerson to ask –

5. Given the importance and priority of targeting cross-cultural and ethnic ministry as emphasised in both the Presidential Address and Strategic Directions document –
 - (a) Is there a line of funding specific to this mission priority in the 2010-2012 budget?
 - (b) Will Regional Councils be responsible for this mission priority and, if so, how much of their budget is to be directed to it?
 - (c) What accountabilities will be in place to ensure this strategic area is acted upon?

To which the President replied –

5. I am informed that the answer is as follows –
 - (a) The line item “Regional Councils – general allocations (including support of ethnic and cross-cultural ministry and administration support” refers to this matter.
 - (b) They will be principally responsible. Regional Councils are encouraged to make the continued support of ethnic, cross-cultural ministries a priority when determining the grants they provide. Discussions between the Regions as to how and how much are well advanced. As noted in the Presidential Address, the Rev Bruce Hall will also provide advice and leadership in this area in conjunction with Evangelism Ministries.
 - (c) As stated on page 13 of the Strategic Directions 2010-2012 document in paragraph (j) “we aim to give greater emphasis to organisations accounting for the performances against objectives and organisations established in Strategic Directions 2010-2012 (meaning outputs and outcomes rather than inputs)”. The relevant Policy Committee will work with the Regional Councils on this matter.

Questions: 20 October 2009

Mr Geoff Kyngdon to ask –

6. With reference to the Synod Appropriations and Allocations Ordinance 2009 Schedule page 309 Synod book: Policy 2 Expand and Plant and Support congregations, Regional Councils etc, how will the allocated amounts be split equitably between the Regions for 2010-2012?

To which the President replied –

6. I am informed that the answer is as follows –

It is intended that, as in the past with block grants to the Regional Councils, the Assistant Bishops and their Regional Councils will work together to agree on the cross-cultural (and administrative support) spending of the general allocation for the regions, taking into account demographics, current ethnic costs and future challenges. I am further informed this collaboration has already commenced.

Questions: 20 October 2009

Mr Garry Allen to ask –

8. (a) What indigenous ministry is currently funded by Regional Councils?
- (b) What is the current total value of this funding?
- (c) How long have these ministries been funded by Regional Councils?
- (d) If Regional Council funding is withdrawn, what alternate sources of funding do they have?

To which the President replied –

8. I am informed that the answer is as follows –

- (a) The Wollongong Regional Council funds the Minto Indigenous ministry under the leadership of Pastor Michael Duckett and the Nowra Indigenous ministry under the leadership of Rev Jonathan Lilley.

The South Sydney Regional Council funds 1 part-time ministry position in the parish of South Sydney

No indigenous ministry is funded by Regional Councils in the Western, Georges River and Northern regions.

- (b) \$110,000
- (c) The Minto Indigenous ministry has been funded since 2000.
The Nowra ministry has been funded since its beginning in 2008.
The South Sydney Regional Council has funded the position at the parish of South Sydney since 1996.
- (d) The Wollongong Regional Council will continue to provide funding with reduced grants totalling \$50,000. It is expected that funding will also be made available from donation income and grants from the Sydney Anglican Indigenous Peoples' Ministry Committee.

The South Sydney Regional Council is considering other possibilities for structuring and funding Indigenous ministry beyond 2010 but these are yet to be agreed to and will take some time to put in place.

In 1997 Synod passed the Sydney Anglican Indigenous Peoples' Ministry Ordinance. This ordinance set up a fund of \$1m to be administered by the Property Trust on behalf of the Sydney Anglican Indigenous Peoples' Ministry Committee. The fund receives 1% of the annual distributions to the synod from the Diocesan Endowment and some donations both of which are capitalised. Annual distributions from the investments of the fund amount to about \$120,000 and are substantially used to fulfil the responsibilities of the Ministry Committee under the Ordinance to initiate and support gospel ministry and ministry training of Indigenous people. There are more opportunities for such financial support than funds available. The questioner is referred to the Annual Report of the SAIPMC.

Questions: 20 October 2009

Mr Garry Allen to ask –

9. (a) What was the Edge Project and what was it meant to achieve (Notes 8, 12 SDS Income Statement, page 328 of the blue Synod book)?
- (b) Why was it written off?

To which the President replied –

9. I am informed that the answer is as follows –

- (a) The Edge Project involved the replacement of 2 core software systems used by SDS to service its clients. The first was the general ledger used for the accounting records and financial management of the funds administered by SDS. The second was a property management system used to administer commercial and parish property and to facilitate risk management activities.

The Edge Project was designed to enhance the capability of the Secretariat to service its clients. Another key driver was risk mitigation as the provider of the previous general ledger system had become insolvent.

- (b) The Board of SDS resolved to proceed with this project in February 2007 at a time when it was expected that SDS could recover the project's costs from its clients over time. For this reason the cost of the project was originally treated as an asset.

As a result of the global financial crisis and the DE investment losses the capacity of many of SDS's clients to pay fees was reduced. It was therefore decided that the costs should be treated as a current expense.

Questions: 20 October 2009

Mrs Jean Marlow to ask –

10. With regard to 'Big Day In' –

- (a) How many parishes participated in the live broadcast of 'Big Day In' in February?
- (b) Was the total service made available on DVD or by download?
- (c) If so, how was its availability communicated and how many parishes took advantage of this option?
- (d) What was the total cost of 'Big Day In'?
- (e) Of this cost, what proportion was related to the cost of producing the event and what proportion was due to the requirement to broadcast the service "live"?
- (f) Is it anticipated that there will be future 'Big Days In'?
- (g) If so, will the producers consider pre-recording the service and making it available in the form of DVD or download so that parishes can run it at a time appropriate to their needs?

To which the President replied –

10. I am informed that the answer is as follows –

- (a) 188 parishes registered formally to receive the Big Day In live, however, given it was so easily accessible on digital TV, we understand that (at least) 200 sites participated live on the day.
- (b) Yes, the total service was made available on DVD for those who could not record the digital broadcast locally. The Archbishop's address was downloadable.
- (c) Local recording was encouraged as the preferred option for all who could not participate live. For those within the digital TV footprint, this was by far the easiest and most effective (and cheapest) option. 35 DVDs were provided on request to parishes who did not, or could not, record the event locally.
- (d) Total cost was \$41, 619.52.
- (e) Live broadcast contributed approximately \$11,000 of the total cost. However, the broadcast to a nationwide digital TV audience brought

with its sponsorship of \$5,000. The net extra cost of the live broadcast was thus approx. \$6,000.

- (f) The committee will consider this question.
- (g) Yes, we would consider all possibilities.

Questions: 20 October 2009

Mrs Pamela Shaw to ask –

11. In the spirit of Connect09 what action has been taken, or will be taken, to heal the hurt caused to the Anglican community both within Australia and within the world-wide Anglican community, by our Diocese not being represented at the Lambeth Conference in 2008?

To which the President replied –

11. I am informed that the answer is as follows –

This question is out of order under business rules 6.3(4)(a) and (c) as it contains a number of assertions and offers an argument.

Questions: 20 October 2009

Mr Alan Hohne to ask –

12. Mission Property Fund: How many members of the Mission Committee were employees of a parish for which a so-called brownfields development grant was approved from the Mission Property Fund at the time the grant was considered and what processes were followed by them to avoid conflict of interest?

To which the President replied –

12. I am informed that the answer is as follows –

The Mission Property Committee makes recommendations to the Mission Board as to the projects that it considers should be declared as prioritised projects under clause 5C of the Mission Property Ordinance 2002. The Mission Property Committee's proposed recommendations were subject to critical appraisal by the Mission Board before being issued in final form. The Mission Board adopted the recommendations of the Mission Property Committee and declared a total of 9 projects as 'prioritised projects'.

None of the members of the Mission Property Committee were employees of parishes that received funding at the time the Committee made recommendations to the Mission Board.

Although not employees of parishes, two rectors of parishes that received funding were members of the Mission Board at the time the decision was made. They both left the room when the matter was debated and took no part in the Mission Board's decision.

Questions: 20 October 2009

Mr Alan Hohne to ask –

13. (a) What is the publicly stated theological training required for ordination to the diaconate in this Diocese and how many persons have been ordained to the diaconate over the past seven years who did not meet that requirement?
- (b) What is the publicly stated theological training required for ordination to the presbyterate in this Diocese and how many persons have been ordained to the presbyterate over the past seven years who did not meet that requirement?

To which the President replied –

13 I am informed that the answer is as follows –

- (a) The requirements for theological training for Ordination are set out in the booklet “Full Time Paid Ministry in the Diocese of Sydney” as a four-year program undertaken at Moore Theological College. In certain circumstances, eg for prospective children’s ministers, that could be a one-year course at Moore College or a two-year program at Youthworks College together with supervision as a student minister over 4 years. In other circumstances variations can be made. Recommendations for ordination are made by a panel to the Archbishop. Over the past seven years all of those ordained met the requirements.
- (b) The theological training required for Ordination as a Presbyter is also outlined in that same booklet. The usual program involves the four-year Bachelor of Divinity course at Moore Theological College, although variations are possible in certain circumstances. Over the past seven years, all of those ordained to the Presbyterate have met the requirements.

Questions: 20 October 2009

The Rev Raj Gupta to ask –

14. Considering the importance of leadership for our future –

- (a) How many ordained ministers are due to retire in the next 5 years?
- (b) How many ordinands are currently studying at MTC?
- (c) What is the expected first year intake at MTC in 2010?
- (d) What is the expected first-year intake into AYW College Diploma courses in 2010?

To which the President replied –

14. I am informed that the answer is as follows -

- (a) 60.
- (b) 109. In addition, there are 7 more at Youthworks College and 12 who are currently in lay ministry, making a total of 128. It should also be noted that the ordination next February is expected to be the largest ever.
- (c) It is too early to tell first year enrolments for 2010. In recent years October and November are peak application months and this year there is the added variable of part-time enrolment being available for the first year program. At this early stage the College is encouraged that enrolments for 2010 seem to be ahead of this year's number of 87. The College asks all synod members to pray for at least 100.
- (d) 35.

Questions: 20 October 2009

The Rev Ian Millican to ask –

15. In respect of the Synod Appropriations and Allocations Attachment #1, can the Archbishop please advise –
 - (a) The balance of the Indigenous Peoples' Ministry Fund as at 31 December 2008, and details of any movements in that Fund during either 2008 or 2009?
 - (b) How much of the proposed \$300,000 allocated in 2010 to the Tertiary Ministry Oversight Committee, is proposed to be spent on TAFE Ministry, and the details of how that amount is proposed to be spent?

To which the President replied –

15. I am informed that the answer is as follows –
 - (a) The market value of the balance of the Indigenous Peoples' Ministry Fund at 31 December 2008 was \$1,697,893.

During 2008 the Fund received interest and distributions from its investments, paid trust management fees and made distributions to cover the stipends and expenses of a number of Indigenous ministries. In 2008 the Fund also suffered a diminution in the market value of its investment held in the Property Trust's Long Term Pooled Fund.

In 2009 Fund has continued to receive interest and distributions from its investments, pay trust management fees and make distributions to cover the stipends and expenses of a number of Indigenous ministries. The value of the Fund's investment in the Long Term Pooled Fund has increased this year, and the market value of the balance of the Fund at 18 October 2009 was \$1,934,850.

- (b) The bill for the Synod Appropriations and Allocations Ordinance 2009 proposes that \$300,000 be allocated to the Tertiary Ministry Oversight Committee.

At its meeting on 28 September 2009 the Standing Committee received a report from the Interim Tertiary Ministry Oversight Committee containing the recommendation that there be no change

in the distribution of funding for tertiary ministries for 2010, and Standing Committee agreed to the allocations being recommended.

The details of how the funds are proposed to be allocated for 2010 are as follows –

Macquarie Uni (Robert Menzies).....	20,000
University of Sydney (Broadway)	39,000
University of NSW (Unichurch).....	45,000
University of Technology Sydney (Broadway).....	45,000
UWS – Penrith (Kingswood).....	35,000
UWS – Parramatta (Carlingford)	45,000
UWS / TAFE – Hawkesbury (ICCF)	9,000
UWS / TAFE – Nirimba (ICCF).....	5,000
University of Wollongong (AFES / ECU Wollongong)	25,000
Northern Region TAFEs (ICCF)	17,000
Western Region TAFEs (ICCF)	15,000

Questions: 20 October 2009

The Rev Ian Millican to ask –

17. Can the Archbishop please advise the results to date of the recent survey accompanying the 2010 'Stipends, Allowances and Benefits' recommendations?

To which the President replied –

17. I am informed that the answer is as follows –

The results of the survey will be posted on the notice board in the foyer.

Note: Survey results are attached.

Remuneration Guidelines 2010

SURVEY FORM

2010 Minimum Stipend

Do you think it was appropriate for Standing Committee to apply a 0% increase to the 2010 minimum stipend ...

Yes	28	45.90%
No	31	50.82%
No Response	2	3.28%
Total Responses	61	100.00%

Ministry Staff Remuneration

Do you believe that the Diocesan minimum stipend rates and recommended allowances are -

	Too High	Fair	Too Low	Not Sure
Ministers	5 8%	44 72%	12 20%	0 0%
Assistant Ministers & Lay Ministers	4 7%	41 67%	8 13%	6 10%
Youth & Children Ministers (Theological Degree)	4 7%	39 64%	7 11%	8 13%
Youth & Children Ministers (Diploma)	5 8%	35 57%	8 13%	10 16%

Does your parish pay above the minimum stipend for any of your ministry staff?

Yes	26	43%
No	34	56%
No Response	1	1.64%

Basis for setting the minimum stipend

On what basis do you think stipends should be set?

	Yes	No	Not sure
Percentage of Average Weekly Earnings in NSW	41 67%	7 11%	7 11%
Linked to the Consumer Price Index in Sydney	22 36%	21 34%	10 16%
With reference to another occupation (e.g., teachers)	10 16%	29 48%	15 25%
Determined by each parish	11 18%	40 66%	4 7%
By a Synod Committee that is independent of Standing Committee	25 41%	19 31%	11 18%
Other Benchmark	<i>Comments below</i>		

The Remuneration Guidelines

Please consider the following and provide your response in the box opposite.

	Very Good	Good	Poor	Very Poor
Information	25 41%	35 57%	0 0%	0 0%
Readability	26 43%	35 57%	0 0%	0 0%
Overall design	22 36%	37 61%	2 3%	0 0%
Navigation & Intuitiveness	18 30%	36 59%	4 7%	1 2%

What position do you hold in the parish?

Clergy	31
Lay ministry staff	1
Warden / Parish Councillor	22
Treasurer	11
Other	1

NOTE: Some respondents hold the position of Warden and Treasurer.