

33/08 Review of Tertiary Chaplaincy in Sydney Diocese

(A report from a committee appointed by the Synod.)

Introduction

1. In October of 2008 the Synod appointed a committee to consider the question of the best way to promote and support the work of Anglican chaplains in universities and TAFEs, including the possibility of establishing a new diocesan body to oversee the appointment, funding and work of such chaplains. The committee was also asked to recommend how (if appropriate) such a body would be structured and the implications for funding for the 2010-2012 funding triennium. See Appendix 1.

2. Members of the Committee were: Mr Andrew Frank, the Rev Stephen Semenchuk, the Rev Warwick de Jersey, the Rev Stephen Gooch, the Rev Tara Thornley, Miss Sylvia Tong and the Rev Richard Blight.

3. In preparing this report the committee sought to ensure consultation with representatives of each tertiary chaplaincy and also those regional councils who over the past five years have been involved in the financial support of those chaplaincies and the National Director of AFES.

4. During its deliberations the committee also noted that a report on ministry to Tertiary Students was submitted to Standing Committee in October 1987 (1988 Yearbook pages 57-59).

Current Situation

5. The following is presented as a summary of the current situation of tertiary chaplaincy in Sydney Diocese based on surveys and interviews of chaplains, regional councils (Archdeacons) and other interested parties. A summary table is found in Appendix 2. Most tertiary chaplains are appointed to Universities, however there are a few TAFE chaplains and regional TAFE advisors. These will be considered separately.

University Chaplains

6. There is currently no Diocese-wide policy on University Chaplaincy. Development and oversight of chaplaincy has devolved to the Regions with significant differences apparent in the way regions value this ministry. Current arrangements reflect the *ad hoc* development of various ministries rather than a strategic approach to University ministry overall.

7. All chaplains are appointed by the Archbishop, however there are a variety of arrangements in place concerning who recommends the appointment to the Archbishop. Chaplains are usually recognised by the relevant University through a variety of formal and informal agreements. Most chaplains also have a role with one or more of the inter-denominational student groups on campus. Usually these groups are affiliated with the Australian Fellowship of Evangelical Students (AFES).

8. In the Wollongong and Western regions the Regional Bishop will usually recommend the chaplain to the Archbishop based on discussions with local ministers. Where chaplains are not also Rectors, they are usually licensed as Assistant Ministers to a parish that has an ongoing interest in University ministry. Where the official chaplain is the Rector of a parish, there will often be an Assistant Minister who has primary responsibility for the campus ministry. These are sometimes recognised as assistant chaplains. Rectors who are Chaplains by virtue of the presence of a campus in their parish include the Rectors of Kingswood (UWS Penrith – 7,000 students), Richmond (UWS Richmond – 2,400 students), Narellan (UWS Campbelltown - 5,000 students) and Quakers Hill (UWS Blacktown). At UWS Parramatta (9,000 students) the chaplain is also an Assistant Minister at Carlingford.

9. In the **Western Region** grants of various sizes are given by the regional council to support these chaplains totalling \$100,000 in 2009. At **UWS Penrith** Campus there is a strong student group of about 70 students led by the assistant chaplain. In the past two years 9 former students or ministry trainees have entered full-time theological studies from this campus. At **UWS Parramatta** Campus the student population has recently grown to over 9,000 students. There are currently 40-50 students involved in the ministry as this ministry seeks to re-grow. At **UWS Hawkesbury** the residential students and commuter students are served by an Assistant minister from Richmond parish. The **UWS Blacktown** Campus will cease undergraduate courses in 2009 and move towards a University College preparing students for University, including a high number of international students.

10. At **Wollongong University** (15,000 students) the current chaplain is an ordained presbyter employed through AFES and licensed as an honorary assistant minister at St Michael's Wollongong. A grant of \$25,000 is given by the Wollongong Regional Council. This has decreased from \$35,000 in 2000. From 2000 to 2005 a grant of \$25,000 was also given through the parish of Narellan for chaplaincy at **UWS Campbelltown**, but this has not been paid for a number of years despite the growth of the campus.

11. There is only one University campus in the Georges River Region, **UWS Bankstown** (7,000 students). Although an honorary chaplain was appointed in 2005, the Georges River Regional Council has not given any funding to support ministry on this campus. The Rector of Padstow is released by his Parish 1 day per week for University ministry. He leads a ministry team comprising a number of part-time and voluntary staff.

12. **Macquarie University** (33,000 students) is located in the Northern Region. The chaplain to the University is also chaplain at Robert Menzies College and Trinity Chapel. A grant of \$20,000 is given by the Northern Regional Council. A significant aspect of the ministry of the chapel is among international students. The ministry among 'commuter students' (Macquarie Christian Students) is led by an AFES staff worker with some participation by the Anglican Chaplain.

13. The majority of large Universities in Sydney are located in the **South Sydney Region**.

14. **The University of NSW** (40,000 students) includes on-campus residential accommodation for approximately 2,000 students, including New College (an Anglican Residential College). The Chaplain is also the Rector of Unichurch (UNSW) a recognised parish ministering primarily among students, with a staff of 4 full-time and 3 part-time senior pastoral staff and 17 trainees. Weekday ministry on Campus is called Campus Bible Study (CBS) and involves over 400 students. Attendance at Unichurch congregations is approximately 500 per week. The church includes a number of congregations specifically catering for international students.

15. **The University of Technology, Sydney** (UTS – 32,000 students) is located on Broadway. The Anglican Chaplain is half-time on campus and is also an Assistant Minister at Broadway. The grant from the South Sydney Regional Council for 2009 was \$45,000. The ministry team is led by a long-term AFES staff worker and consists of 4 senior staff and 6 trainees. Approximately 200 students are involved with the student group, Credo. Significant development in the nearby area over the next few years is expected to increase the number of students overall and especially numbers of international students.

16. **Sydney University** has a long history of Christian activity on campus, with the formation of the Evangelical Union (EU) over 75 years ago. There is also a long association with the Parish of Broadway, and the Rector of Broadway is also the Anglican Chaplain. Funding has been given in previous years (not 2009) for an Assistant Minister from St Barnabas who serves part-time in student ministry. Two other full-time assistant chaplains (one male and one female) are employed by the EU Graduates Fund and are involved in some ministry with the evening congregation of St Barnabas'. The EU

ministry team comprises 4 full-time and 3 part-time senior staff and 9 trainees and have over 600 students involved with EU groups.

17. In addition to the main campuses there are a number of **branch campuses** which are effectively separate and therefore lend themselves to a separate ministry. These include the Cumberland Campus of Health Sciences (U Syd), the College of Fine Arts (UNSW), the Conservatorium of Music (U Syd), the Sydney College of Arts (U Syd) and the UTS Kuringai campus. While specific chaplains have not been appointed, Anglican ministers or Moore College graduates have often been involved in the evangelical student groups on most of these campuses.

18. **Summary.** University ministry represents a significant investment of resources and energy on the part of the diocese, with approximately \$300,000 in grants to various chaplaincies. The dividend for this investment is seen in the significance of its impact to thousands of students each year. (See below for an overview of significance). However there does not appear to be a diocesan policy and University ministry has generally developed through local historical circumstance rather than strategic planning and thinking. Temporary local solutions have not always provided the stability needed for long-term strategically-driven ministries to develop. University ministry is both valued differently in the various regions and its significance regularly challenged. This is particularly seen in the reduction of grants in a number of areas in the last decade, while in other areas grants have increased. Such varied approaches reflect in part a limited understanding of the ongoing value of University ministry in the life and mission of the diocese.

TAFE Ministry

19. TAFE represents the largest number of in post-secondary students in NSW (approximately 400,000 across the state). There is no diocesan policy on ministry in TAFE colleges and there have attempts to establish such ministry have been limited. The opportunity for ministry at TAFE is clear - it is the largest component of our national education system. Those who train at TAFE are also the most under-represented group in most Anglican churches. Ministry to this group is a missional activity.

20. Craig Blacket has been involved in ministry to TAFE students for more than fifteen years. He has built a network of contacts in most TAFE Colleges across Sydney and sought to establish a workable model of ministry in a number of colleges. In recent years he has focussed particularly on the Northern and Western regions and has received some funding from these regions. Both these regions have appointed a TAFE ministry coordinator. Craig also receives regular requests for help from Christians in TAFE Colleges outside the Diocese.

21. Despite negotiations TAFE do not have a chaplaincy policy nor do they appoint chaplains. Through negotiations Craig and others have been encouraged to form relationships with local institutes and colleges. Ultimo TAFE is currently the only one that has a chaplaincy policy. Other colleges, such as Nirimba at Blacktown, have been a base and proving ground for the ministry. Nirimba has three part-time volunteers working under Craig.

22. Ministry to TAFE colleges and those in trade and specialist training is still in its infancy. Significant investigation, planning and diocesan coordination is urgently required to shape the development of these ministries.

Table: Summary of Tertiary Ministry Grants by Regions

		Chaplain Appointed	Funded by Region	Amount 2008
South Sydney	Sydney University	Yes	Yes	49,190
	UNSW	Yes	Yes	49,190
	UTS	Yes	Yes	49,190
	UNSW – COFA			Nil
	USyd – Conservatorium			Nil
	USyd – Coll Art			Nil
		Regional	Total	\$147,570
North Sydney	Macquarie	Yes	Yes	\$20,000
	UTS Kuringai	No	No	Nil
	TAFE	Yes	Yes	\$15,000
		Regional	Total	\$35,000
Western Sydney	UWS Parramatta	Yes	Yes	35,000
	UWS Penrith	Yes	Yes	\$35,000
	UWS Hawkesbury	Yes	Yes	\$9,000
	UWS Blacktown	Yes	Yes	\$5,000
	USyd - Cumberland		No	Nil

		Chaplain Appointed	Funded by Region	Amount 2008
	TAFES	Yes	Yes	\$15,000
		Regional	Total	\$99,000

Georges River	UWS Bankstown	Yes	No	Nil
		Regional	Total	Nil
Wollongong	Wollongong	Yes	Yes	\$25,000
	UWS Campbelltown	Yes	No	Nil
		Regional	Total	\$25,000

The significance of tertiary ministry in Sydney Diocese

23. University and TAFE ministries are vital elements in the ministry and mission of the church in the region of the diocese.

24. University and TAFE students mostly fall into the age group 18-22, which is of great significance for the growth and development of personal faith. It is often reported that 85% of all people in our churches became Christian before the age of 21. Both anecdotal and some numerical evidence suggest that age 18-21 is a significant time for persons to become Christian. Young adults are at the age where they are asking the big questions of life, meaning and purpose and have time to consider the answers. University students in particular are often 'thinkers' and question many of the 'truths' they held as children. In such a context the importance of having Christian ministries on campus cannot be under-estimated.

25. **Faith Development.** Where students are able to interact with other Christians on campus in an environment that seeks to deepen their faith and answer the challenges raised by the academic intellectual establishment the end result is an 'adult' faith, firmly grounded in the truth and able to respond to the many challenges of adult life. Christian campus ministries therefore complement the ministry of local churches and help to prevent or minimise the numbers of young adults who leave the faith – a phenomenon often observed in other contexts.

26. **Outreach / Evangelism.** Where a strong Christian fellowship exists on campus there is often also a strong outreach ministry taking place. Such an emphasis on evangelism has borne fruit over many years with significant numbers of church members able to testify to

becoming Christians through university ministries. Both Universities and TAFES are significant mission-fields which gather large numbers of people together at a significant time of life and enable effective outreach to be conducted by a relatively small number of people. Most of the people who come to faith at Tertiary institutions then find their way into local churches where, if they are appropriately disciplined, they often become key members over a long period.

27. **Training in Ministry.** In most University ministry contexts evangelism and discipling are complemented by ministry training to prepare students for service in their home churches and the wider church. The ability of students to learn new information and skills quickly mean that this stage of life can be key for developing skills in evangelism, follow-up, Bible-study and leadership, as well as gaining a significant understanding of theological and historical issues.

28. **The Challenge of Service / Recruiting.** Alongside evangelism and discipling of students, University ministry in particular has a long track-record of presenting students with the challenge of Christian service.¹ The long term effect of this focus is seen in the (increasing) number of church leaders, both lay and ordained, who can point to their time at University as the time when they were challenged to consider ministry. It is notable that the only specific ministry recruiting conference in Sydney, the MTS Challenge conference, originated from the ministry of the chaplaincy at UNSW. In 2008 over 700 candidates attended this conference in Sydney alone.

29. **Ministry Traineeships.** In addition to presenting the challenge of ministry to students, the University campus provides an ideal context for ministry training as a precursor to formal theological training. The pace of ministry on campus means that trainees can experience a wide range of ministry opportunities in a short period of time. This can make for a very effective training context, and ministry training has become an important aspect of campus ministry.

30. **Cross-Cultural Ministry.** The changing face of Australian society has been reflected on the campuses of Sydney. The campuses have proven to be an effective venue for cross-cultural evangelism and a number of non-Anglo fellowships which began on University campuses have, in the past decade, grown into fully-fledged Anglican churches.²

¹ Many University groups have this object specifically written into their constitution, for example Sydney University Evangelical Union has this as 'object 3'.

² These include the Korean Bible Fellowship which has moved to St Andrews, Strathfield, the Greek Bible Fellowship – Crosscultures / St David's Arncliffe and the Asian-Australian Bible Fellowship – Malabar Anglican Church.

31. **International Mission.** The popularity of Australia's Universities with international students has meant that a significant percentage of students on all campuses come from overseas.³ Where campus ministries have effectively engaged with this group there has been significant growth.⁴ While some overseas students remain in Australia long-term, the majority eventually return to their home countries. Where students have become Christian and grown to maturity in Australia this has often proven to be a great blessing to churches in those countries. Some international students have gone on to become pastors in their own countries.

32. **Value for Financial Investment (Leveraging).** For an investment of approximately \$300,000 there is significant value achieved in ministry terms. In a missionary endeavour – where students themselves are generally unable to pay for the ministry – this investment gives rise to several millions of dollars worth of ministry conducted among several thousand students each year⁵. This is in a specialised ministry with high transience that sees much of its fruit benefitting other churches.

Conclusions

33. The committee noted the **complexity** of Tertiary student ministry which has increased over the last two decades with the advent of new Universities, the growth of all Universities, changes in society and the nature of University education. This is likely to continue as the government proceeds with policy to increase the number of persons who have some tertiary training and in particular the number who are University educated.

34. The committee also noted the **ongoing strategic significance** of Tertiary ministry to the life and mission of the diocese. This is seen particularly in the areas of faith development, evangelism, lay ministry training and presenting the challenge of ministry / recruiting. There is also an increasing significance in ministry to international students as a mission activity.

35. The committee was encouraged to see the way that **most regions have continued to support and develop Tertiary ministry** since the advent of regionalism. Of particular note is the ongoing

³ The lowest reported is UWS with 11% international students. UNSW and Sydney University both have 22%. Macquarie University has 24%. UTS reports 30% of students from NESB and 48% born overseas.

⁴ For example, the FOCUS group for International students at UNSW led by the Rev Joshua Ng now numbers several hundred and includes several Sunday congregations in a variety of languages.

⁵ Taking into account the budgets of University churches and the additional monies given to support University ministries by students, graduates and churches, not to mention many hours given by volunteers.

significance of University ministry in the budgets of the South Sydney and Western regions and the commitment of the Northern and Western regions to developing TAFE ministry. There is, however, some **concern at the trend in recent years to cut grants** to Tertiary ministries as regions seek to reallocate funds to other ministries.

36. The committee was particularly concerned about the **lack of coordination** of Tertiary ministry across the diocese and the lack of a diocesan policy. This is reflected in the variety of attitudes toward Tertiary ministry and varied levels of support across the regions. We note the recommendation of the 1987 Tertiary ministry report for the formation of a (diocese-wide) committee to promote and develop student ministry. As far as we are aware this has never been implemented. This committee believes that the significance and complexity of Tertiary ministry requires a specialised leadership group in order to maximise and grow available resources.

Recommendations

37. Due to the strategic nature of Tertiary ministry, increase current levels of funding of Tertiary ministries from 2010 notwithstanding current financial challenges.

38. Form a Tertiary Ministry Oversight Committee (TMOC), consisting of six persons elected by Synod and one person appointed by the archbishop. The committee to be charged with coordinating and developing ministry to tertiary students throughout the diocese, including responsibility for –

- (a) Recruiting, training and supporting tertiary chaplains and promoting their ministries.
- (b) Allocation of resources in accordance with strategic priorities.
- (c) In consultation with appropriate bodies develop and implement a diocesan policy on ministry in TAFE institutes.
- (d) Explore the possibility of further creative partnerships with Anglican University colleges, AFES, Anglican Education Commission and other relevant bodies.

39. Interim Arrangements. An interim TMOC be appointed by Standing committee until Synod elections are possible. For 2010 current levels of funding for Tertiary ministry be maintained (at least) for the benefit of those currently supported. Upon its creation, TMOC to develop a strategic plan for development and funding from 2011 onwards.

Standing Committee's response

40. At its meeting on 25 May 2009, the Standing Committee agreed to promote the following motion to the Synod "by request of the Standing Committee" –

“Synod agrees to form a Tertiary Ministry Oversight Committee (TMOC), consisting of 6 persons elected by Synod for a 3 year term and one person appointed by the Archbishop. The committee to be charged with coordinating and developing ministry to tertiary students throughout the Diocese, including responsibility for –

- (a) recruiting, training and supporting tertiary chaplains and promoting their ministries,
- (b) recommending the allocation of resources in accordance with strategic priorities,
- (c) in consultation with appropriate bodies, preparing for Synod’s consideration a diocesan policy on ministry in TAFE institutes, and
- (d) exploring the possibility of further creative partnerships with Anglican University colleges, AFES, Anglican Education Commission and other relevant bodies.”

41. Standing Committee agreed that due to the strategic nature of Tertiary ministry, the Mission Board be asked to consider whether current levels of funding of Tertiary ministries should be increased from 2010 notwithstanding current financial challenges taking into account the current total level of funding of the ministries referred to in Appendix 2 of this report.

42. Standing Committee, as an interim arrangement –

- (a) agreed to appoint at its next meeting 6 persons as the members of an interim TMOC until Synod elections are possible,
- (b) asked the Mission Board to consider making recommendations in relation to the direct provision of Synod funding for Tertiary ministry in conjunction with its recommendations for Synod Appropriations and Allocations for the 2010-2012 triennium, and
- (c) requested that, upon its creation, TMOC develop a strategic plan for the purpose of making recommendations in relation to funding from 2011 onwards and the development of further forms of funding for tertiary ministry.

43. At its meeting on 29 June 2009, the Standing Committee appointed Mr Andrew Frank (chair), the Rev Dr Rowan Kemp, the Rev Carl Matthei, Canon Sandy Grant and the Rev Archie Poulos as members of the interim Tertiary Ministry Oversight Committee.

44. The Standing Committee subsequently –
- (a) agreed to increase the number of members on the interim Tertiary Ministry Oversight Committee to 9 persons elected by the Standing Committee and 3 persons appointed by the interim Committee, and
 - (b) agreed to a recommendation of the interim Committee that there be no change in the distribution of funding for tertiary ministers for 2010, namely that grants be distributed in the same amounts to the same ministries as received grants via regional councils in 2009.

For and on behalf of the Committee

ANDREW FRANK

Chair

29 September 2009

Appendix 1

Synod Resolution 33/08 Anglican chaplains

In view of the important contribution of tertiary chaplaincy to the Diocesan Mission, Synod appoints a committee to report to Standing Committee by March 2009 on the best way to promote and support the work of Anglican chaplains in universities and TAFEs, including the possibility of establishing a new diocesan body to oversee the appointment, funding and work of such chaplains. The report of the committee to recommend how (if appropriate) such a body would be structured and the implications for funding for the 2010-2012 funding triennium.

The committee to consist of –

The Rev Warwick de Jersey,
The Rev Stephen Gooch,
The Rev Richard Blight,
Mr Andrew Frank
The Rev Stephen Semenchuk, and
two women appointed by Standing Committee (The Rev Tara Thornley and Miss Sylvia Tong).

Synod encourages the Standing Committee to ensure their investigation includes consultation with representatives of each tertiary chaplaincy and also those regional councils who over the past five years have been involved in the financial support of those chaplaincies and the National Director of AFES.

Question at 2008 Synod

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

Summary of Survey Results – Students and Chaplains

Campus	Students	College Stud.	Intl Stud.	Students Involved in Min.	Chaplains	Who	Funded by Region
U Syd – Main	39,000	2,000 ?		600+	2 FT 1 PT	Kemp/Andrews (GF) Rector of Broadway AM Broadway	FT – No ? Y -not 09
U Syd – Cumb	4,000			120	-		?
U Syd – Con	?						?
UNSW – Main	40,000	2,000				Matthei	Y
UNSW – COFA	?						N
UTS – Main	32,000	???		200	1 PT (0.5)	Paget	Y
UTS –Kuring				30		-	
Macquarie	33,000		7,900	?		Blackwell	Y
Macq - RMC						Blackwell	-

Summary of Survey Results – Students and Chaplains (continued)

Campus	Students	College Stud.	Intl Stud.	Students Involved in Min.	Chaplains	Who	Funded by Region
Wollongong	15,000	1,400		200+		Copland	Y
UWS – Penrith	8,000	120		70	1 FT (0.8) 1 PT	Elder Rector Kingswood	Y
UWS – Parra	9,300			50		Riley	Y
UWS Bankstown	7,200	90		40	1 PT	Blight	N
UWS C'town	4,800				1 PT	Blake	N
UWS Hawks	2,400					Mackenzie Rector Richmond	Y
UWS Blacktown	2,800					Blacket Rector Quakers Hill	Y
(UWS Total)	35,000		4,000				
TAFES?	400,000?						

Summary of Survey Results – Other Staff and Funding

Campus	Other Senior Staff	Trainees	Theolog Train 2 years	2009 \$	2008 \$	2000 \$	Intnl Min.
U Syd – Main	2 FT 3 PT	9 (5M 4F)	48	\$0	- ? 49,190	- ? 47,000	Y
U Syd – Cumb	2 (AFES)	4 ?	?	?	?	?	
U Syd – Con	?	?		?	?	?	
UNSW – Main	4 FT 3 PT	17 (7M, 10 F)	21	45,000	49,190	?	
UNSW – COFA	1 ?			?	?	?	
UTS – Main	4	6	?	45,000	49,190	35,250	Y
UTS –Kuring		1 ?		Nil	Nil	Nil	
Macquarie	?	?	?	20,000	?	?	
Macq - RMC				20,000	20,000	0	Y

Summary of Survey Results – Other Staff and Funding (continued)

Campus	Other Senior Staff	Trainees	Theolog Train 2 years	2009 \$	2008 \$	2000 \$	Intl Min.
Wollongong	4 FT	7 (3M 4F)	7	25,000	25,000	35,000	Y
UWS – Penrith	0		9	35,000	35,000	50,000	
UWS – Parra	0	3 ?		35,000	35,000	?	
UWS Bankstown	2 PT	1 (1 M PT)	2	0	0	0	Some
UWS C'town	-	-		0	0	25,000	
UWS Hawks	-	-		10,000	10,000	?	
UWS Blacktown	-	2 ?	?	5,000	5,000	5,000	
(UWS Total)							
TAFES?				\$30,000	\$30,000		