

The Refurb Rolls On



The revamped southern foyer area.



Work continues on the ground floor "staging area".

Boards, scaffolding and the tell-tale sounds of construction workers underway with tools and machines have been a clear sign that the refurbishment of St Andrew's House is moving forward.

The southern foyer area is accessible once again, providing access to the auditorium from

Sydney Square. This room currently accommodates over 20 people seated at tables or 80 in a theatre style and will act as a helpful alternative to the Talbot, Cowper and Archbishop's Dining Rooms, which are all currently closed for refurbishment.

The ground floor "staging

area", which will house each lot of staff as their respective areas are refurbished, is still under construction, but should be ready for the Archbishop and the Endowment of the See team to move in before Easter. Level One offices will be refurbished at this time and the new IT server

room installed on Level One.

The food court area on the Arcade level will have 2 new shops – Kebab Express and Hokka Hokka – open for trade on March 6. St Andrew's Cathedral School is also undergoing temporary changes as a new membrane is installed on the roof of the building, leaving the school playground area currently inaccessible. To compensate, some students have been given permission to use the former food court on the ground floor level as a temporary lunch area until the end of February. Work has also begun on the new Sydney Square school foyer.

Look out for more updates in future editions of SDS News!

Lifts

Over the next 9 months the lifts servicing our floors will be out of service at different times. Each lift will require about 3 months of construction work. Be aware that lifts might take longer than usual during their refurbishment. Your patience is appreciated.

Meeting rooms

Every department of SDS uses our meeting rooms, all of which will be refurbished throughout the process. While the Cowper, Talbot and

Archbishops Dining rooms are currently unavailable, Corporate Services Supervisor Linda McLean is making arrangements to meet everyone's needs with alternative meeting spaces. Our catering services will be fully functional through

out the refurbishment. Please continue to use Linda as your central point of contact, by phone on ext 642 or email at reception@sydney.anglican.asn.au for all your meeting and catering needs.

New Man at SDS!

Meet Michael Newman, who joined SDS in late January as Manager, Clergy and Church Support Services! In the coming year, Michael's role will be a vital part of work of SDS Clergy Services, headed up by Mark Payne. For many parishes, Michael will be the 'face' of the Secretariat as he undertakes a number of visits to clergy throughout the year, to gain a good understanding of how parish ministry is going and then determine how SDS can help parishes.

Mark Payne is enthusiastic about the contribution Michael will make. "Michael's skills, drive and faith will ensure that SDS Clergy Services will continually strive to improve its support of clergy

and parishes in the area of clergy remuneration," he says. Michael hopes to meet with clergy and volunteers, such as churchwardens, treasurers and administration staff, to make sure they understand how SDS can help them. He serves as a churchwarden at St Matthias', Centennial Park, which will naturally help him to better understand the situations of volunteers. "These roles have a lot of responsibility and can be time consuming," he says, "so I want volunteers like churchwardens and treasurers to know they too can come to us."

Michael has found his time at the Secretariat so far

to be a refreshing change from the secular working environment and is excited to consider how his role will unfold. "I'm looking forward to the opportunity of adding value to what we do with the proclamation of the gospel as the end goal," he says. "Unlike the commercial world, it's not about personal achievement or competing with your colleagues – it's driven by the gospel," he says.

Michael is quick to acknowledge that the greatest challenge will come after the visits. "We want to be a servant to clergy so I'm really looking forward to these visits," he says. "The real work

will be in following through from these visits and making it all happen."



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SDS News

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Guiding clergy to benefits

Information kits on remuneration and related benefits for parish clergy have recently been distributed to parishes, as SDS Clergy Services heads into its first full year of operation, under General Manager, Mark Payne.

The kits, which contain brochures on such topics as long service leave, annual leave, income protection cover and superannuation, are part of an initiative to improve communication with parishes and ease the 'pain' of administration for clergy.

The release also coincides with the appointment of Michael Newman as Manager, Clergy & Support Services. As Michael visits parishes throughout the year, he expects the packs to be a useful resource.

"SDS Clergy Services' intention is to enhance the relationship with our clergy and parishes by providing a 'one-stop' service for all their remuneration-related information and queries," he says. "The pack is intended to demystify the rules applying to clergy remuneration and benefits, and Colin Murphy and I are pleased to assist with any additional queries."

The Right Rev Glenn Davies, Bishop of the Northern Region, endorses the packs and expects they will make life easier for parish clergy seeking to clarify their entitlements. "I'm delighted with these new packs for clergy, as they present important information for ministers in a way that is clear, accessible and attractive."

Mark says inspiration for the kit came from the difficulties experienced by clergy in understanding and finding out about their remuneration entitlements. "In talking to clergy, I came to the realisation that there was no systematic way of providing the information they need," he says. "We want to be clear about these things up front and empower clergy by giving them this information." He hopes that the brochures will give new and existing clergy a clear understanding of their entitlements. "People want and expect this information from St Andrew's House," he says, "and as we provide the services, it is appropriate that we provide this kit." Mark says the strategy behind the question/answer format was to try to think like a



Clergy Services Officer Colin Murphy, Manager, Clergy & Support Services Michael Newman & the Right Rev Glenn Davies look forward to seeing clergy life made easier through the new kits.

member of clergy. Communications Officer Natasha Percy, who worked with Mark and Anglican Media on the brochures, hopes the kits will make a genuine difference to parishes. "For me, the key concerns were good presentation and the use of plain English, so that clergy can be spared time and confusion."



The information in these brochures will also be posted on the new SDS web site.

Passion in Profile

Alan Woods: Team Leader, Accounting Operations



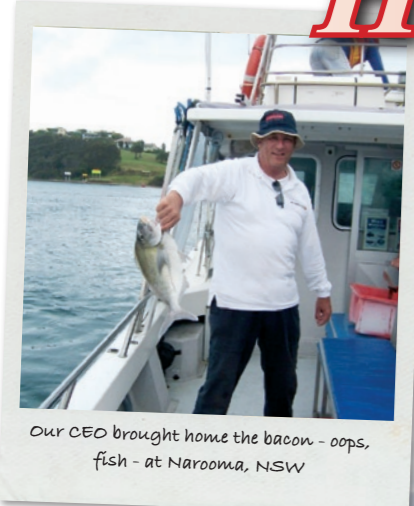
What does your job involve?
My area includes Accounts Payable, Accounts Receivable and banking processes. These accounting functions are the basis of almost all our accounting, so getting transactions right here makes life easier for the other accountants. I am also Fund Accountant for the Endowment of the See.

What motivates you as you work? Being able to express my Christian viewpoint in my work place. I still get a big kick when we pray before a meeting, particularly when we have non-Christian visitors there, when we pray about something as mundane as accounting functions and especially when our visitors suggest we pray before new projects.

How do you express your faith outside of work? I am a member of Narwee Baptist Church. My wife and I co-lead a home group, and I taught Sunday school up until the end of last year. I try to express my faith through the relationships I have and am always striving to be more Christ-like in my attitudes towards others.



Holiday Snaps



Our CEO brought home the bacon - oops, fish - at Narooma, NSW



Helena Zugeo took in the beauties of the Great Ocean Road.



Joe Raduva (right) caught up with his extended family in Fiji

On The Board

Visitors to Martin Thearle's office can't miss the sailboarding photos on his wall. Our Manager, Diocesan & Policy Services grew up near the water in Gladesville and has always been a sailing enthusiast. Martin continued the sport with his children, Coralie and then Rodney, but it was only 3 years ago, when Rodney's cricketing commitments took over, that he decided to look for a form of sailing he could do on his own. It was then that he discovered sailboarding.

He is now quite accomplished at the art. In the recent Australian Raceboard and RS-X championships, Martin came first in his subcategory, the modern hybrid style. He speaks modestly of the win, but the result shows how far he's come since he first tried the sport. While he had a good understanding of the interaction between the wind and the sail, Martin says it took him a while to master the art



John Chapman visited his homeland of New Zealand.



Jim Anderson and his family went skiing in val d'Isere in Northern France

of standing on a board and steering with his feet. "At the start, you fall off a lot but the challenge is rewarded when you get there." Now Martin says he can sailboard at speeds of up to 40 kms an hour - "it's an amazing buzz!" While he is happy with the result, Martin says the real thrill comes from competing with others in what is essentially a solo sport. In fact, Martin is surprised that the sport is not more popular as the sailboard is easy for one person to transport, and

a low-cost way to have fun on the water. "A purpose-built sailboard currently holds the world speed sailing record - just over 90kms per hour!" he enthuses. Most of all though, Martin loves the freedom of being out on the water and the different directions the board can take him. "It's a great way to experience God's creation and the wonder of His design with the wind, water and waves," he says. "It also lets me turn off from anything else I'm doing - it's a great escape."



Martin Thearle sailboards to victory



From the CEO

Since early January the senior staff have been working intensely on a series of major projects, in particular on the restructuring of our investment operations. So focused have we been that we have hardly had anything else on our minds.

So when a member of our Board remarked last week, "You've been kicking a few goals this year haven't you?" I had to think carefully about what he meant. Then the penny dropped - we have kicked a few goals already this year. In many ways it is the best start to a year that I can recall.

The 'goals' to which our Board member was referring were the results of two very important regulatory matters and our financial result in January.

In the regulatory arena we have won two big decisions that allow us to continue to provide unfettered financial services to our parishes and organisations. Many of our people were involved in those outcomes and are worthy of our sincerest thanks. The January result is not yet final but looks like being about +\$6 million. By any standard an excellent result.

None of us are in any danger of expecting that all outcomes in our work will be just as good. Most of you know that complacency is only a short step from disaster. The next few months are going to be very hard work as we restructure investment operations. That, of course, has to take place while we maintain 'normal' activities. Rest on the grace of God and we will kick many more goals.

Rodney Dredge

Keeping GIA In Cheque

SDS received the news in January with the decision from the Administrative Appeals Tribunal that Glebe Income Accounts (GIA) could retain its chequebook facility for parishes, Diocesan organisations and trustees of church property, without the need for costly licencing requirements. The decision rewarded the hard work of David Cannings, Robert Wicks, Carmen Titterton and 13 witnesses from parishes and organisations within and outside the Diocese.

The mid-November hearing at the Administrative Appeals Tribunal was a response to a decision from the Australian Securities & Investments Commission (ASIC) to refuse GIA this exemption. Although we strive to be a good corporate citizen in all our activities, Legal Services Manager Robert Wicks says the restrictive nature of this decision on our dealings with parishes, Diocesan organisations and trustees of church property meant it was important to contest. Through the hearing, we were able to demonstrate

that the cheque facilities offered by GIA do not put us in real competition with banks and that the necessary checks and balances are in place to operate the facilities. "What is important about this result is that it establishes the important principle that internal dealings within the Diocese do not warrant the same level of regulatory intervention as external dealings," says Robert.

During the hearing, David Cannings gave evidence outlining the nature of GIA's operation, parish witnesses explained how their GIA accounts work and the Right Rev Robert Forsyth explained the complex structure of the Diocese. This was a stressful time for the witnesses, especially as most had never been in that situation before and had initially hoped their signed affidavits would be sufficient evidence.

Rex Garbutt, Churchwarden at St Paul's, Emu Plains, is one of them. "Although I knew I was speaking truthfully, I was quite anxious about the process," he recalls. Rex



(l to r) Robert Wicks, Carmen Titterton and Rex Garbutt of St Paul's, Emu Plains, are delighted that GIA can continue to provide its cheque account facility to parishes and Diocesan organisations within the Sydney Diocese.

says he was willing to endure cross-examination to support a facility his parish finds useful. "I felt it was a positive way to help the Mission," he says. Robert says the input of witnesses like Rex was invaluable. "We're grateful to parishioners who were prepared to come and support Glebe. ASIC was tough on them but the outcome indicates that the evidence they gave was sufficient to convince the Tribunal," says Robert.

David Cannings adds: "The way Carmen and Robert worked during the hearing was great and we built the best case we could," he says. Adds Carmen, "It's a relief to know we can continue to provide our chequebook facility," she says. "We can take away the hassle of dealing with banks who don't understand the life and livelihood of parishes the way we do."

Back In Training

We have just completed a year of 9 modules of intensive communications training with Human Synthesis, which covered topics such as different modes of communication, empathy, assertiveness, negotiation skills and conflict resolution. Most staff managed to complete all 9 modules, despite a busy year.

"Attendance throughout the year was excellent considering the challenging nature of the delivery schedule," says HR Manager, Andrew Tilsley.

We are about to embark on a less intensive training program this year, which will consolidate and enhance last year's learning. The sessions will be interactive and custom-designed with exercises and

examples relevant to our organisation. This year's sessions will move us closer to achieving the objective of a new and improved level of communications at SDS. Training will run every second month, with a longer break in the middle of the year. Workshops will explore the topics of last year's training in more detail, looking at how we can implement the theory we learnt last year.

The course material will include our organisational structure and the function of different departments, presentations, communication tools, problem-solving techniques, questioning skills and tips for providing feedback.



Communications training this year will include exercises to help us implement last year's learning.

Groups will be slightly larger this year, with 6 groups overall. HR Manager, Andrew Tilsley is looking forward to seeing the benefits of the training. "I am very confident of

building upon the solid work already done in 2005, and with Human Synthesis, designing and delivering an even more effective learning and development program in 2006."

Diary Dates Diary Dates Diary Dates

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| March 7 Communications training begins | March 28 & 30 Management Development Process Group 1 |
| March 8 Finance & Loans meeting | April 3 & 4 Management Development Process Group 2 |
| March 14 ALCO meeting
Glebe Australia Ltd meeting | April 6 & 7 Management Development Process Group 3 |
| March 17 Church Property Trust meeting | April 11 ALCO meeting
Glebe Australia Ltd meeting |
| March 22 Secretariat Board meeting | April 12 Finance & Loans Board meeting |
| March 27 Mission Property Committee meeting
Mission Taskforce meeting
Standing Committee meeting | |

