

## Staff additions



### Sarah Watson PERSONAL ASSISTANT TO GENERAL MANAGER, PARISH SERVICES

Sarah Watson is contracted to the role of Personal Assistant to Mark Payne while Kim McMahon is on maternity leave.

Sarah worked for SDS in 2004-2005 as Personal Assistant to the Corporate Secretary and Compliance Manager. She resigned from this position to travel across Europe and the UK.

While living in London, Sarah worked as Human Resources Assistant for Saatchi & Saatchi. The role involved coordinating the agency's graduate recruitment and induction program.

Returning to Australia, Sarah continued to build her career in Human Resources by working with Campbell Page Employment Services, Bowral. The role gave Sarah the opportunity to assist long-term unemployed jobseekers overcome their barriers to employment. "It was a really challenging role," said Sarah. "Bowral is a semi-rural community and sadly there aren't a lot of employment opportunities."

Sarah says she is very pleased to return to work for SDS. Even though she has noticed a few changes Sarah says, "it feels like I never left!"

Moving to Sydney means looking for a new church and Sarah is considering Naremburn Cammeray Anglican Church where her friend, Alissia Galbraith, a Kidzlink Ministry Consultant, also attends.

Kim McMahon started handing over to Sarah earlier this month and Sarah says she will "try" to fill Kim's shoes while she is on 16 months leave.



### Scott Lincoln PROPERTY STRATEGIST

Town Planner, Scott Lincoln, joined the Parish Services team in September. Scott has 15 years' experience in the assessment of development applications and strategic planning at a local government level and says the thing that attracted him to the position was the opportunity to contribute to the Diocesan Mission.

"I was a member of Synod when the Mission Strategy was first accepted. It's great to be able to apply my experience in property development and planning to help further the Mission. The personal and the professional have come together," he said.

Scott's main project over the next 12 months is the asbestos inspection program. The program involves engaging expert consultants, coordinating the inspection of church property and maintaining a permanent centralised asbestos inspection register.

"I'll be building on the great work of Warren Stanley and the Parish Services team to manage this program. Instead of parishes having to deal with a number of consultants who may not understand how the parish system works, I'll be the single consistent point of contact to help manage expectations and help support those serving in the parish," Scott said.

Scott, his wife Mandy and son Joshua, 5, attend St George North Anglican Church. The congregation meets in Carlton Public School – just a few blocks from Scott and Mandy's house. "It is so encouraging to meet with other Christians living in the area," said Scott. Scott's main ministries are sound and looking after a Bible study home group.

## Isaac's big, red, Indian wedding



Chrissy and Isaac Kuruvilla on their wedding day

Performance Analyst, Isaac Kuruvilla, married fiancée, Christina Brown, in a special Christian Indian service at St Clement's, Mosman in August.

Isaac and Chrissy's wedding included elements from Isaac's Malayalam (Indian) heritage that were compatible with their shared Christian faith.

"The Malayalam parts of the service signified Christ's sacrificial death for his bride, the church, and how the two are united forever," Isaac said.

"The joining of two families is significant in Malayalam culture, so a female

from my side of the family stood next to Chrissy during the ceremony, as a way of welcoming her in. I also tied seven strands from Chrissy's wedding sari around her to represent our union as husband and wife."

After the ceremony, the bride surprised guests by changing into a fuchsia and lime sari. Isaac wore a traditional Indian suit - complete with red sash - to both the ceremony and the reception.

Banking Operations Administrator, Millie Lytton, attended the celebration and said, "It was exciting to see a great friend marry an awesome, godly woman. Isaac and Chrissy are really blessed to have each other."

After returning from his honeymoon in Tropical North Queensland, Isaac said, "God has given me a huge gift in Chrissy. Her godliness, beauty and warmth are so wonderful. I can't wait to embark on our life together as we work out our roles within the framework of marriage."

Isaac met Chrissy at an Ecom meeting at St Andrew's Cathedral. We warmly congratulate them on their marriage.

## Passion in profile: Penny Barletta continued from page 1

I wrote statements of evidence for ordinances and worked with parish councillors, so I understand how parishes operate. I also know how SDS and the ACPT fit together. As a result I hope I can be a good internal advocate for parishes and use my experience to help simplify some processes.

### Are you still involved in St John's, East Sydney?

Yes, I am. I attend evening church with my husband, Gino, and am also involved in a Bible study group.



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# SDS News

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## Property Trust splits Diocese

Assisting parishes manage over 1000 church properties and having oversight responsibility for some 200 separate trust funds is a rewarding ministry task for a small but dedicated team in the Anglican Church Property Trust (ACPT). Recent changes to the organisational structure of the ACPT will significantly enhance the ability of the team to help parishes manage their property needs.

Astute readers will recognise Penny Barletta (below, right) as the former Business Manager for the parish of East Sydney (*SDS News*, issue four). Penny joined SDS in October and has taken on the joint role of Manager, ACPT with James Cartwright.

Penny says that her experience as a generalist parish administrator – where she did everything from property maintenance to parish council reporting – gave her the desire to expand her depth of knowledge in a particular area. "I'm looking forward to leveraging my experience at East Sydney," said Penny. "There I was able to do a good job for one parish. Now my experience can benefit a wide range of parishes and organisations."

In the medium term, James and Penny will have separate portfolios, covering different geographical regions within the Diocese. They

will be supported in their work by the Assistant Manager, ACPT, Robyn Manning who has been a key member of the ACPT team for over five years by providing direct technical and administrative assistance. "As Managers of the ACPT, it is my vision that James and Penny will be the principal points of contact for parishes with leasing, licensing, heritage, fire safety, construction documentation and payment matters; a 'one stop shop'," said Greg Ellem, Head of Property Trust.

In recent years, the ACPT's annual aggregate insurance deductible has risen to \$0.5M. Insurance Services Manager, Cindy Wong, has coped with the changes and has also assumed the claims management role from the Diocesan Insurance Broker. "Cindy has an enormous responsibility and, unlike her counterparts in other denominations, operates without associate support and I have been very conscious of the need to provide Cindy with extra support," said Greg. "To that end, the ACPT Board has approved an administrative support role and pending the filling of the role, we've engaged a contractor to provide Cindy and the wider team with administrative support. This lightens the load to enable each of



us to focus more strategically and effectively on our parish customers."

As you'll have gleaned, the driving force behind the changes to the ACPT is a desire to provide enhanced customer service and continuity of service to parishes. "We think that providing a single point of contact to support parishes in all church property matters is an effective way to serve the parish community," says Greg. "There are five people leading the work of the Property Trust and the changes to the team and their responsibilities reflect our desire to improve the way we partner with parishes. With our new structure in place we are going to be much better equipped to assist parishes manage and maintain their property."

## Passion in profile: Penny Barletta Manager, ACPT



### What is your primary role within the ACPT?

Assisting parishes to manage their property and get the best outcome – whether it's financial, ministry or

maintenance related. There's also a stewardship aspect to the role. ACPT procedures can seem onerous to parishes but our aim is to extend the value of church property beyond the current generation.

### What are you looking forward to about the role?

Dealing with parishes and being confident and helpful in the advice I am giving. If parishes have any concerns or questions about how to deal with a property issue, they should call the ACPT. That's what we're here for.

### How do you think your experience as a customer of the ACPT will affect your approach to the role?

SDS and the ACPT were a great resource for me while I was in the parish role. SDS staff were even willing to meet with parish councillors and clergy, at the parish, outside normal business hours to help us navigate some difficult property issues. As Business Manager I was responsible for arranging leases and completing parish returns;

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# FAQs on film copyright



SDS's Secretarial division provides advice and support to senior clergy, parish officers and workers. This month, Legal Officer, Priti Pasupuleti, answers some commonly asked questions about film copyright and licensing.

**Q: We'd like to show *The Chronicles of Narnia* as a Sunday school event. Is this a public screening? Do we need a Church Video Licence (CVL)?**

**A: Any screening of a film outside the home is generally regarded as a 'public screening', even if no fee is charged for viewing. Under copyright law, a public screening of a film requires copyright permission.**

The CVL allows churches and ministry organisations to show films by over 60 producers (ranging from an excerpt to the entire feature) as part of a sermon or other church related activity.

The CVL is location specific, meaning a separate licence is required for each location in which films are to be publicly screened.

The terms of the CVL also require that the film be a "lawfully manufactured or prerecorded" video or DVD from any "legitimate service". It does not cover material that has been copied from another source (for example, a television broadcast).

Before you rely on the CVL, you need to check if the film is from a participating producer. The complete list of participating producers is available at [www.cvli.com.au](http://www.cvli.com.au).

*The Chronicles of Narnia: The Lion, the Witch and the Wardrobe* is produced by Walt Disney Pictures which is not a participating producer. In this case, it is necessary to seek permission from Walt Disney Pictures directly.

**Q: If I play a short clip from a movie to illustrate my sermon, does the church need a CVL?**

**A: If the clip constitutes a "substantial part" of the film a CVL or written permission directly from a non-participating producer is required.**

It is not easy to determine whether a short clip constitutes a substantial part of a film since the test is not wholly quantitative. A short but recognisable excerpt can still be held to be substantial. Given this, it is best to obtain a licence unless it is clear that another more objective exception applies.

Under copyright law, showing a film "in class" for the purposes of education - where all persons present are giving or receiving instruction - does not ordinarily require copyright permission. However, this exception is limited and only really applies in a setting with an identifiable curriculum. Sermons, therefore, do not come under the educational purposes exception.

An exception also applies where the clip is being shown for the purposes of critiquing or reviewing the film. However, if the clip is being shown purely to illustrate a point, this exception would not apply.

**For information and advice contact Legal Officer, Priti Pasupuleti on 9265 1613 or email [pxp@sydney.anglican.asn.au](mailto:pxp@sydney.anglican.asn.au).**



## From the CEO

What a busy month it has been. A number of our people worked very hard to facilitate the smooth operation of Synod. One particular highlight was the approval of the Connect09 initiative and the asbestos inspection program.

It is exciting to see the Diocese so focussed on outreach and evangelism. We in SDS look forward to doing what we can to support the financial and administrative aspects of Connect09.

While the asbestos inspection program may not be as inspiring as Connect09, it is very important to the protection of the people in our parishes and other facilities. We are particularly gratified by the strong support shown by the Synod. Parish Services will be working hard to ensure the effective implementation of the program.

It was also interesting to note that Synod passed a resolution on climate change and SDS has already commenced work on the development of an appropriate environmental policy.

A number of our team are working with Bishop Forsyth on the draft Parish Administration Ordinance, which was presented and will be finalised at Synod 2008.

The Board Retreat provided an excellent opportunity for me and the Senior Management Team to engage with the Board on the current and strategic issues confronting our activities. This will assist us in prioritising our work so that we focus on the areas that will best support advancement of the Diocesan Mission.

I have taken the opportunity since I have arrived to visit with a number of Diocesan organisations including Moore College, Anglican Retirement Villages, the Schools Corporation, Anglicare and Youthworks. It has been impressive to see how each of them in their own areas are working towards the common objective of the Diocesan Mission.

**Steve McKerihan**

# Managing risks that really matter

Everything we do involves a certain amount of risk. Deciding what to eat for lunch might not seem like risky behaviour but when you're holidaying in Bali - you assess the risks a little differently. (Just ask Corporate Services Manager, Andrew Tilsley!)

The existence of risk does not necessarily prevent us from undertaking certain activities. Rather, we consider the context and make decisions based on our



assessment of whether the risk makes the activity worth doing.

High risks can also mean high potential returns. If SDS is to effectively determine which business opportunities to pursue and what pitfalls to avoid, everybody needs to be involved in the decision making from the Board and the Senior Management Team down. This is the first step in implementing a robust risk management program.

A good example of a corporate risk with a high potential return is the Glebe Board's

gearing strategy. Borrowing to invest is a sensible risk if the return on investment is greater than the interest paid on the loan. But if investments don't perform as expected, the losses will be multiplied.

SDS has gained much experience over recent years in understanding how to manage risks, mainly in the context of the Glebe Investment Trusts. Now that these trusts have been closed, it is a great time to look again at how risk is managed in the Secretariat.

Next month, CEO Steve McKerihan and the Team will spend half a day identifying the top risks affecting the Secretariat. "The Senior Management workshop will provide a great opportunity for us to discuss and identify the major risks confronting our organisation and to consider whether or not we have appropriate controls in place to address them," Steve said.

Having identified our top risks, SDS will be well placed to realign our risk management program to ensure that the risks that really matter are effectively managed. In this way, risk management can become a powerful tool for value-adding to our business and contributing to the Diocesan Mission.

Your involvement in identifying SDS's top risks starts by thinking about "What keeps you awake at night?"

# Moving closer to *The Edge*

*The Edge* financial and property system is at the go-live planning phase which is critical to the successful implementation of the project.

Earlier this month, the Project Team formalised a 'cutover' strategy which details how SDS will make the transition from User

End-User Training began on October 22 and will continue to November 8. The planned go-live date is Monday, November 12. If you have any questions about the project or would like more information, please contact *The Edge* Project Manager, Gerry Taheny at [gmt@sydney.anglican.asn.au](mailto:gmt@sydney.anglican.asn.au).



*The Edge Team Leaders*

Acceptance Testing (UAT) to the live environment. The cutover strategy is now being applied across the organisation and staff impacted by the changes will receive more information ahead of the planned go-live date.

UAT was completed in mid-October and gave stakeholders the opportunity to test the property and financial system as a live simulation. The UAT phase allowed the Project Team to identify and address systems defects, examine user suggestions and clarify business processes.

# Ministry the BASIS of barbershop quartet

Philip Gerber, Director of the Professional Standards Unit, is well known as the voice of safe ministry in the Diocese. But last month Philip revealed his singing voice to a live audience of SDS and EOS staff by performing with his barbershop quartet - BASIS.

BASIS stopped by St Andrew's House ahead of the Australian Association of Men Barbershop Singers' national convention. The group entered the quartet competition for the first time this year.

Philip, who's been singing four-part harmony for three years, says he likes the a cappella style

# Banker loses nail in charity race

A banker might seem like an unlikely candidate for a 100 kilometer team-based endurance event but when the banker is David Cannings, think again!

This year, Investment Services General Manager, David Cannings, competed in the Oxfam Trailwalker Sydney for the ninth time.

The event involves teams of four walking or running 100 kilometers in under 48 hours to raise money for the Oxfam charity.

David's team of 'Berowra BushRunners' crossed the line in 14 hours and 59 minutes and raised \$2,085 to help people living in poverty. The Berowra BushRunners placed third in the sporting clubs and recreation category and fifth overall.

More than two thousand people entered this year's Oxfam Trailwalker from the Harbour to the Hawkesbury but 590 people retired from the grueling contest before crossing the finish line.

SDS News hears David lost a toe nail during the race and had very sore feet for about a week after the event.

The Oxfam Trailwalker began in 1981 as a Gurkha military exercise.



*Still smiling...David Cannings runs the Oxfam Trailwalker*

because it's fun to sing. "You don't need any instruments and it can be done anywhere. The lead sings the tune, the bass is the bass and the tenor is the floating descant. I sing baritone which is like an alto part," he said.

The group, which includes Philip's brother John, are all members of Sydney Anglican churches. They formed in March after years of practice singing in the Hills Harmony Barbershop Chorus.

BASIS was ranked in the top thirty quartet entries in this year's national competition. "We're happy with the result for a first time effort and we certainly enjoyed ourselves," said Philip. But ministry is the BASIS for this quartet's



*Philip Gerber (far right) and BASIS sing for St Andrew's House*

arrangement. "Tonight we're singing for a Kairos Prison Ministry group at Silverwater jail. This is the sort of thing we really want to do with our music."

# SDS Lightens Up!



“Do we need to tell the Arch?”

“I fully endorse the new Diocesan Artificial Indoor Palms and Cactus Ordinance.”

SDS staff member denies theft of volley ball