

Staff additions



Jessica Joseph BANKING OPERATIONS ADMINISTRATOR

The Banking Operations Administrator supports Glebe's Income Accounts and the Planned Giving system. Jessica has recently graduated from UNSW and will use the skills gained from her Bachelor of Commerce/Science degree to open accounts, process transactions and respond to enquires through the Glebe Investor Centre.

"I was interested in working for a Christian organisation but wasn't sure I'd find any finance-related work," Jessica said. "This position allows me to use my background in finance and my experience in customer contact over the telephone."

Team Leader, Romina Camilleri, says Jessica is a welcome addition to the Banking Operations team. "Jessica's warm personality and professional skills are a great asset to Glebe," Romina remarked. "I'm looking forward to seeing the team grow again, not just in number but also in talent."

Jessica is excited to be a part of UNSW Unichurch and would like to complete a ministry apprenticeship, like the Ministry Training Strategy, with the student and graduate based church in the future.



Elizabeth Morrison TECHNOLOGY ADMINISTRATION COORDINATOR

Technology Administration Coordinator, Elizabeth Morrison, provides administrative and business management support to SDS's Technology division. Her specialisations in business systems planning and financial control reflect her 20 years' experience as a bookkeeper.

"Running a small company has helped me manage the variety of tasks I perform," explains Elizabeth. "Overall, I try to enhance communication between Technology and other departments within the diocese. When I'm in contact with parishes whose websites we are hosting or building, I keep them informed about our progress and provide them with a high level of customer service."

Elizabeth and her husband, John, attend Cherrybrook Community Life Church. Elizabeth's passion and mission focus is the local Scripture Association. As well as acting as Treasurer, Elizabeth coordinates support for the two-and-half scripture teachers spreading the gospel in local schools.

"Cherrybrook Technical High is the largest high school in NSW. It's difficult for scripture teachers [working in secular schools] but they know there's a network of churches supporting them prayerfully and financially."



Blossom Vickers ARCHBISHOP'S PERSONAL ASSISTANT

Blossom Vickers's primary role is to ensure the smooth running of the Archbishop's very busy office. Blossom describes her role as a serving role that allows Archbishop Peter Jensen room to fully concentrate on his huge responsibilities.

"The Archbishop's work takes him away from the office most of the time but in this day and age he is only a phone call or email away. In spite of his busy schedule he is an extremely attentive boss encouraging and supportive all of the time. He is an amazing person. I have the highest respect and regard for all he does."

Blossom is a very experienced PA having worked for the CEO of Wesley Mission, The Rev Dr Gordon Moyes, for nearly nine years. "I feel that God has placed me in this role at a key time in my life," says Blossom. "In some ways I feel I have been preparing for this role my entire working life. As an Anglican, I feel very blessed to be working for the leader of my Church. I am looking forward to seeing what God has in store for me here."

Blossom has been worshipping at St John's, Parramatta since emigrating from India to Australia in 1987 and says her Christian faith is integral to the person that she is. "My husband Michael and I are committed Christians. Michael is the Rector's Warden and we are both members of the Missionary Committee and are on the roster to welcome engaged couples looking to marry at St John's. Michael and I enjoy opening our home up for meetings and enjoy fellowship and hospitality. We have a saying, 'If we are blessed, we must share.'"



The Rt Rev Yong Chen Fah

Malaysian church leader seconded to Sydney

The Diocese of Sydney has engaged The Assistant Bishop of Sabah, The Rt Rev Yong Chen Fah, to support Bishop Peter Tasker and Bishop Ivan Lee's Chinese ministry over the next two years.

Bishop Yong's association with the Sydney Diocese goes back to 1973 when he completed his ministry training at Moore College. Bishop Yong, who speaks Hakka, Hokkien, Mandarin, Cantonese, Bahasa Malaysia and English, is eager to promote South East Asia as a mission destination to Moore College graduates seeking opportunities to teach or translate the Bible.



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New loan for New College



Artist's impression of New College's Postgraduate Village

The Glebe Administration Board approved the Diocese's largest ever loan to help New College at UNSW.

This loan will allow the college to build a dedicated Postgraduate Village to accommodate older students in self-catered studio apartments. The total cost of the development, which includes function space, meeting rooms, business centre and convenience store, is estimated at \$36 million.

"The college's original vision was for 250 rooms with shared bathrooms and kitchens," said Glebe's Lending Manager, Warren Richards. "When [New College Master] Professor Trevor Cairney returned from a tour of university halls in the UK he said he wanted to build for the next century. Plans escalated and 250 rooms became 319 rooms with air

conditioning, ensuites and kitchenettes."

New College first approached Glebe in April, 2006. The original loan was for \$17 million with AMP, who Glebe introduced to New College as a potential subordinated lender, funding the shortfall of \$7.5 million. "AMP have good experience with student accommodation, having financed a similar project for Sydney University, and felt comfortable with the risk," Warren said. The revised plans required Glebe's loan to increase to \$25 million and AMP's to \$12 million.

Warren says the project excited him from day one. "I was primarily interested in the venture from a credit and cash flow point of view but it's an excellent mission concept. The university has given the college a prime site at the end of the Mall where they can replicate their community and advance mission opportunities on the campus," he said.

Legal Services Manager and New College alumni member, Steve Lucas, says he is happy his 'student digs' have been given the chance to expand.

"New College is such an effective ground for ministry. The Christians living there are a very visible and effective group. Living side-by-side with people, sharing your whole lives creates many opportunities to share the gospel. One of the ministry limitations I encountered in my time at New was that students would

typically move out after 2-3 years. This new development means older Christians will be able to stay within the College community for longer and exercise leadership," he said.

New College was founded in 1969 by the Diocese's New University Colleges Council. The original vision of the council was to build new colleges at other locations. Each year the college receives some 400 applications from students looking to fill one of 100 vacancies.

Building of the New College Postgraduate Village began in late August for opening at the beginning of the 2009 academic year.



From right to left: Glebe Lending Manager, Warren Richards with New College Master, Prof Trevor Cairney and Bursar Ken Barnes

Moving closer to *The Edge*



User Acceptance Testing Manager, Alan Wood

Regular readers will remember 'The Edge' as the name given to our new financial and property system. *The Edge* affects virtually every department and is the single most important system in the SDS.

I am pleased to report the design and build phases of the project are nearly complete and the Project Team is preparing to enter User Acceptance Testing (UAT).

UAT is crucial to the success of *The Edge*. During UAT representatives from SDS will trial elements of the new system to confirm it supports their requirements. They will also be evaluating the usability of *The Edge* training program.

UAT will start on September 24 and conclude on October 10. At the conclusion of UAT a special Project Control Group meeting will be called for go-live approval – when real data will be

entered into the system.

If you would like more information about *The Edge*, please contact the appropriate SDS Team Leader:

- UAT Manager**, Alan Woods
- Finance Team Leader**, Majella David
- Property Services Team Leader**, Sharyn Miller
- Parish Services/Secretarial**, Warren Stanley
- Interface Development/System Administration**, Lesley Lim
- Infrastructure**, Paul Semple.

Alan Woods



Church Offices celebrate new headquarters

The Anglican Church Offices have a newly refurbished corporate headquarters. Ninety SDS and EOS staff came together last month to celebrate the completion of their new premises by sharing a meal in the new breakout room.

Reflecting on the refurbishment, Dr Selden said the physical and metaphorical barrier that once separated SDS and EOS had now been removed. "It's a great delight to walk from one end of the floor to the other without ever opening a door," he said.

Property Portfolio Manager, Sharyn Miller, said the lunch was a good example of how the room can be used for relaxed gatherings. "I think the staff lunch showed the breakout room is a great space for people to meet informally. Previously, we could only ever invite people to use the ground floor foyer and that's a much more formal space."

The aim of the refit was to optimise the inefficient use of floor space on levels one and two of St Andrew's House and to update the old fitout. "We now have more meeting rooms and are using space in a more efficient way. With the lease of Ground Floor South to the school next year, we have also increased the amount of lettable space which boosts St Andrew's House revenue and increases the valuation of the property," Sharyn said.

The issue of security was also addressed during the office upgrade with the expansion of the swipe card system. "The new system allows visitors access to public spaces like the foyer and certain meeting rooms but restricts them from moving in and out of offices without a security pass," Sharyn said.

Building Contractor, Stephan Tulk, and Technology Services' Paul Semple, Nathan McQueen, and Mark Rowan worked after hours and over the weekend to relocate workstations and reinstall computers and telephones to ensure all staff were "back on deck" by the next working day.



SDS and EOS staff share lunch in the new breakout room

"Property Services and IT have done a terrific job but all staff deserve to be thanked for being so patient and helpful during the move," said Sharyn Miller.

The next stage of development involves transforming Ground Floor North into the Cowper Room, building office suites and commencing works on the Ground Floor café.

"The growth of the Standing Committee means there is need for a larger meeting room. The new Cowper Room will be available for use in the first half of next year."

Our new address
SDS, EOS, PSU and MT&D are located on:
Level 2, St Andrew's House.

SDS's Investment Services, Property Services and Technology Service are located on: Level 1, St Andrew's House.



From the CEO

First impressions

In my first column I would like to acknowledge the significant contribution of Rodney Dredge. The quality of the team is testament to Rod's leadership over the last seven years. I have been very appreciative of the warm welcome that I have received and the effort put into my induction by Rod and the team.

Current issues

You may be aware of the volatility of the financial markets over the last month. While we are not immune, we are confident our long-term investment focus will continue to serve us well in managing the Endowment for the ongoing benefit of the Mission. The team is doing some great work refining our investment policy and the Standing Committee has supported us by recently agreeing to a change in distribution rate.

Most of us have now participated in the latest module of Graeme Marks's customer service training. It is a great opportunity to sharpen our skills in this important area. All of us are serving customers every day and it is vital we remain focused on giving them the best experience we can.

We are all thankful to God for our great new offices. Congratulations to the Property and IT teams for all their hard work. The celebratory lunch in the new breakout room provided an excellent opportunity for SDS, EOS and our friends on levels one and two to get together and mark the occasion.

Future developments

The Senior Management Team and I are conducting a one day Strategy Offsite as part of our planning process. Some of the outputs from this session will be presented at a Board Retreat in October. I am excited about the many opportunities that we have to contribute to the Diocesan Mission and value your suggestions and prayerful support as we continue in our planning.

Steve McKerihan

Parish opens new doors

Visitors to Robertson's new parish centre receive a warm welcome in more ways than one.

It may have taken 20 years to finance and \$1.2 million to construct but The Rev Barry Lee, Rector of St John's, Robertson says their new Christian Education Centre has been worth the wait.

The mission-minded parish first drew-up plans for a multi-purpose centre in the early 1980s. Land sales eventually allowed them to finance the building, and it was officially opened by former Bishop of Wollongong, Reg Piper, and Bishop of Wollongong, Al Stewart, last month. Manager of the Anglican Church Property Trust, James Cartwright, attended the ceremony which attracted 150 people.

Mr Lee says the new centre's warm and comfortable feel is encouraging people to stay and talk to one another after the service. "There's a real sense of opportunity about this building. We're running *Introducing God* next year which is something we couldn't do before without an appropriate building or kitchen," Mr Lee said.

The congregation reached capacity (60 people) in the old stone church many years

ago and tried a number of creative solutions to address the lack of space. "We took the pews from the church at Kangaloon to create more seats but people's knees were touching the pew in front. It got to the point where there were more people standing outside the church at funerals

"There's a real sense of opportunity about this building. We're running *Introducing God* next year which is something we couldn't do before without an appropriate building or kitchen,"

The Rev Barry Lee

than were seated inside."

Past members of the church, who had the original vision for the centre, and former rectors who spearheaded the building project also attended the opening. "They were clearly excited about the building," said Mr Lee. "The church has looked forward to this for such a long time. It's

been a great step of faith."

The Property Trust's James Cartwright said the parish satisfied their building criteria on a limited budget and "created a space that can play many functions." The architect-designed building is also centrally heated; a point Mr Lee happily concedes has already attracted newcomers to the small Southern Highlands church.

The new centre can accommodate 200 people or 20% of the village of Robertson and is designed to be extended. But for now, Mr Lee says the church will be pleased if they can reach 10% of their community.



Robertson's new Christian Education Centre

FAQ's on copyright

Legal Officer, Priti Pasupuleti provides advice to parishes and Anglican organisations on a range of issues. Copyright is one area Priti is often asked to explain. This month, Priti addresses some commonly asked questions about song copyright from parishes, ministry organisations and colleagues. Next month, we will look at film copyright.

Q: Do we need a Church Copyright Licence (CCL)? Why can't SDS take out a CCL for the diocese?

A: Each parish should have its own CCL.

A CCL allows parishes to legally copy song lyrics for orders of service, overhead transparencies and projection. It covers church services and related activities like youth groups, Sunday schools, weekends away and bible studies.

Whenever song words are reproduced, permission should be sought from the owner of the words. Given the number of songs used by churches, it would be arduous to seek permission from every songwriter. By taking out a CCL, a parish has permission to reproduce lyrics to over 150,000 songs in Christian Copyright Licensing International's (CCLI) Authorised Catalogue Library.

Each CCL covers the activities of one parish; therefore SDS is unable to take out a CCL for the entire Diocese. When a parish applies for a CCL it must specify its average attendance. The greater the number of people, the higher the fee for the CCL.

Q: We've purchased a new song book and would like to make copies for our musicians. We have a Church Copyright Licence. Do we need a Photocopy Licence too?

A: Yes, in this situation you must have a Photocopy Licence (PL) in order to make copies of the song book for your musicians and singers.

The CCL covers the reproduction of lyrics but it does not cover photocopying of lyrics and music for musicians and singers. With a PL, you can make multiple copies of an original provided that the song owner is on CCLI's Authorised Song Owner List. The annual fee for the PL is based on an estimate of how many photocopies you will make for the year. You need to keep a record of the copies you make and send this to CCLI at the end of the year. The fee is then re-calculated according to actual usage.

Q: What acknowledgments do we need to make when we reproduce song lyrics in an order of service or on an overhead?

A: You should note the title and the song and music writers at the beginning of the lyrics. At the end you should give the year and the copyright owner's name. The words 'used by permission' should also be given and if the song is covered under a CCL, the CCL license number.



Legal Officer, Priti Pasupuleti

SDS Lightens Up!

“The loan is for how much?!”



HR Manager more Fonzie than Footy Show



“Do you do weddings?”