

Diocesan Income and Expenditure Ordinance 1994

(A report from the Standing Committee on the Diocesan Budget for 1995.)

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1. A Review of the Budget

1.1 The Diocese of Sydney has been greatly blessed by God through the provision of resources, which are distributed through the Diocesan Budget each year. We acknowledge this provision with gratitude and are deeply conscious of the responsibility we have in the administration of these resources.

1.2 The major thrusts of this budget are -

- (a) A \$646,000 reduction in parish assessments after requiring parishes and provisional parishes to meet the full superannuation costs of their clergy and lay ministers (16% of stipend instead of 11% of stipend) as part of the assessment.
- (b) The payment by the Synod of most parish ministry staff superannuation costs, and payment of assessments by parochial units by the direct debit method in 10 instalments.
- (c) A special grant of \$250,000 for student housing renovations at Moore Theological College.
- (d) Special initiatives in parish ministry to youth.
- (e) The maintenance and improvement of our parish insurance cover in a hardening insurance market.
- (f) The expansion of office space requirements in St Andrew's House for the organisations of the Church.
- (g) The support of chaplaincies at the University of Technology and the Quakers Hill campus of the University of Western Sydney.
- (h) An increase in funding to help Vision 2001 make a special promotion.
- (i) A new roof for the Chapter House.
- (j) Extra funding for the Anglican Media Council.

(k) The funding of ongoing mission and ministry.

1.2 The following table provides a quick overview. The 1994 figures in this table and in the bill have been adjusted so that they are comparable with the treatment of superannuation in the recommended 1995 budget.

	Approved Sought		Recm'd 1995 \$000's	Increase (Decrease) %
	1994 \$000's	1995 \$000's		
Income				
Parish Assessments (including Superannuation)	3,026	-	2,380	(21)
Income from Trusts	9,113	-	10,635	17
Total Income	12,139	-	13,015	7
Less Expenditure				
Diocesan Services - Parish Related	74	77	77	4
Diocesan Services - Diocesan	616	663	663	8
Purposes	3,749	4,063	3,938	5
Commitments and Obligations - Parish Related				
Commitments and Obligations - Diocesan Purposes	460	490	475	3
Assessments etc for Extra-Diocesan Purposes	160	239	238	49
Training for Ministry	1,249	1,461	1,404	12
Parish Based Area Ministry Initiatives	1,273	1,611	1,370	8
Cross-Cultural Ministries	385	470	395	3
Parish Support Projects	225	327	272	21
Media	620	834	700	13
Youth Ministries	547	722	650	19
Extra-Parochial Purposes	951	1,407	1,252	32
Church-Related Activities	83	80	72	(13)
Special Grants	1,650	2,620	1,370	(17)
Contingencies	97	100	119	23
Total Expenditure	12,139	15,164	12,995	7

2. Mission and Vision/Budget Concepts

2.1 The budget is based on the statement of principles in recital B of the bill. We have noted the Archbishop's mission statement -

"To develop disciples and churches that are -

- Observably God's People
- Pastorally effective
- Evangelistically enterprising
- Genuinely caring
- Dynamically Anglican."

2.2 Further we have noted the Archbishop's broad strategy for church growth -

"First, prayer

Second, to develop fresh approaches to ministry, mission and service...

Thirdly, make our smaller diocesan areas of episcopal oversight work

Fourthly, to continue significant restructuring of parishes and church property

Fifthly, to increase the number of living agents of the Gospel

Lastly, that these new initiatives have the full cooperation and focussed resources of our central organisations."

2.3 The Synod endorsed this strategy through resolution 15/93. We believe that the resources allocated through this budget will help to further the Archbishop's mission and strategy for church growth.

2.4 The Diocesan Budget is not the only measure of diocesan resources. There are other sources of funding (Vision 2001, HMS, private donors, estates, government grants, and parishes etc) and many of our organisations are ideally placed to take advantage of those sources. The Standing Committee is not simply a fund raiser for diocesan or other organisations.

3. Windows of Opportunity?

The Diocesan Endowment

3.1 The Diocesan Endowment has produced an excellent result for 1993 with a surplus of \$1.1m (see item 4.5). While this gives us scope for Special Grants in 1995, forecasts show that we cannot rely on this level of surplus for 1994 to 1997, and we are cautious about the introduction of new programmes with ongoing funding requirements as the estimates for 1996 in the 17th Schedule of the bill show a deficit of \$423,000.

Sydney Diocesan Superannuation Fund

3.2 Government regulation will require *employee* superannuation contributions to be made monthly in 1995. While it is fairly clear that this does not apply to most of our parish ministry staff, who are on "stipend sacrifice" arrangements, more frequent contributions would improve benefits (see item 5.10).

A Better Assessment Basis?

3.3 We have been trying to move from an "income-driven" assessment on parishes to a "user-pays" basis and, over time, to reduce the level of assessments. This budget sees another decrease in assessments for most parishes, a fundamental change in the assessment formula, and the streamlining of parish and diocesan administration through paying assessments (including superannuation) by the "direct debit" method in 10 instalments (see item 5).

Regionalism

3.4 At budget preparation time, we had no idea where the regionalism debate will be in 1995. We have tried to preserve options by bringing all funding for the episcopal areas into the 9th Schedule, to reduce inconsistencies in funding and to give area bishops direct financial backing for ministry initiatives (see item 6.21).

General Synod Special Assessment

3.5 Payment of the Special Assessment is recommended but subject to the proviso in clause 8 of the Ordinance.

Gospel Purposes Outside the Diocese

3.6 Continued support to the Diocese of North West Australia is provided (see items 6.11 and 6.12).

Time, Says the Youth Department?

3.7 Our youth group work is lagging, says the Anglican Youth Department, and a special effort is needed to help parishes to get on with the job. (The Youth Department surveyed 50% of churches and found that 34% have no youth groups or groups that have little Christian impact). The Department wants to increase the number of local churches "able to provide long term youth ministry to their local youth" (see items 6.33 and 6.34).

4. Income from Trusts

CENEf Ordinance 1978

4.1 Under this Ordinance, a capital sum is held upon trust for a national emergency fund, but until such time as the Standing Committee declares that a national emergency exists, 75% of the income (or such greater proportion as the Synod may decide) is for one or more of the following as the Synod determines by ordinance-

- (a) Anglican Youth Department: Diocese of Sydney.
- (b) Any organisation which is supported or assisted from time to time by the Youth Department.
- (c) Anglican Education Commission.

4.2 Any income not so applied is capitalised. Grants must be used for capital purposes, repaying money borrowed for capital purposes or paying the interest, unless the Standing Committee directs otherwise. The Standing Committee reported to the Synod in 1979 that every effort should be made to provide the Youth Department with \$50,000 per annum from this source for 20 years or as long as it takes to put the Department's properties in reasonable condition. Between 1979 and 1994, \$1.41m was allocated to the Department and on this occasion we recommend that all of the available income (\$89,039) be paid to the Department for capital purposes.

Diocesan Endowment Ordinance 1984

4.3 From the income of the Diocesan Endowment, of which the Glebe Administration Board is trustee, 75% of the previous year's operating surplus (or less if determined by the Standing Committee) is available for distribution by the Synod, together with any further amount volunteered by the Board.

4.4 This Endowment is the major source of income to the Synod and the Synod has withheld \$7.999m from past distributions to protect the income flow in years with poor distributions.

4.5 1993 was an unexpectedly good year, and the Committee has recorded its thanks for the outstanding efforts of the Chief Executive Officer (David Fairfull), the General Manager, Investments (Bob Wright, who has now retired), the Treasurer (James McSkimming) and the Investment Division staff. But estimates for 1994 to 1997 are not so optimistic.

4.6 We have taken 90% of the operating surpluses for 1991 and 1992 (in the Synod budget years 1993 and 1994) instead of 75%, and it is time to let the endowment recover. We recommend a 61.5% appropriation from the 1993 operating surplus in the 1994 bill, for application in 1995. By using the undistributed surpluses and by not making any special grants from 1996 to 1998, we should be able to maintain a small increase in appropriations year by year until 1998, as the following table shows.

Year of Distribution	1994	1995	1996	1997	1998
(000's)	\$	\$	\$	\$	\$
Brought Forward	5,551	7,999	5,982	4,920	3,959
Distribution: 90% of the 1992 surplus in 1994, 61.5% of the 1993 surplus in 1995 then 75% each year	9,898	6,853	6,668	6,999	6,845
Total	15,449	14,852	12,650	11,919	10,804
Carried Forward	(7,999)	(5,982)	(4,920)	(3,959)	(2,604)
Available to Synod	7,450	8,870	7,730	7,960	8,200

Income from Other Ordinances etc.

4.7 Almost all of these amounts are less than 1994 due to the economic conditions but overall income from trusts is increased due to the Diocesan Endowment, the St Anne's Ryde income and 2 legacies.

5. Parish Assessments

The Basis for Assessment in 1995

5.8 The recommendations in the 1st Schedule of the Ordinance are based on a contribution towards parish "on-costs" paid by the Synod, plus the full cost of superannuation for parish ministry staff, and a reduction in the assessment rate from 8% to 3.5%. They assume that the superannuation cost of the minister is not reducible if there is a vacancy. But the superannuation costs of assistant ministers and lay ministers will be reduced or increased as staff move from parish to parish.

5.9 Any reduction in assessment rates benefits the parishes which pay high assessments. Bearing in mind the need to meet basic ministry expenses, we have recommended a minimum parish assessment of \$7,000 (\$2,270 towards parish "on-costs" plus the full 16% superannuation of \$4,730 for the minister). In 1994 a parish on the minimum assessment is paying \$7,174, being the minimum assessment of \$4,000 plus the minister's 11% superannuation of \$3,174.

5.10 The table in item 9 has the estimates by parish for our recommended assessment basis. This will produce sufficient income to subsidise an estimated 10 parishes and 10 provisional parishes which, but for the provisos to the 1st Schedule, would pay increased assessments, and the 9 assisted provisional parishes. So far as we are aware, no other diocese in Australia or New Zealand has a lower percentage assessment rate than the 3.5% recommended.

5.11 We estimated parish "on-costs" for 1995 for each parochial unit (270) as -

	Total \$	Per Unit \$
Long Service Leave (clergy and deaconesses)	339,000	1,256
Stipend Continuance Plan *	60,000	222
Sickness and Accident Fund	35,000	130
Insurances: Legal Liability, Property and Contents, Directors and Officers, Fidelity Guarantee, Cash in Transit, Voluntary Workers etc	1,750,000	6,481
	<u>2,184,200</u>	<u>8,089</u>

* Nil in the 1995 budget due to past savings, but usually about \$60,000 pa.

5.12 Simply averaging costs over 270 parochial units is artificial as they vary in size and structure. So we decided that the most equitable system would be to move towards an expense-driven system.

Objectives

5.13 Parishes will receive or benefit from Synod expenditure of around \$7.7m in 1995 and will be asked to contribute \$2.4m. To make the parish assessment procedure more efficient and less confrontational, our agenda is -

- to redeploy further funds to parishes by reducing the quantum of assessments in 1995;
- to eliminate the "parish annual return" process (but churches would still have to lodge their audited accounts);
- to move from an income-driven assessment system to an expense-driven assessment system;
- to streamline the collection of parish staff superannuation contributions as part of the assessment; and
- to streamline the payment of parish assessments by collecting them on the direct debit method.

5.14 Our recommendations come close to achieving this agenda.

Assessment Systems

5.15 An expense-driven assessment system, provided it is not too detailed in charging for small benefits and services -

- will not need a parish annual return, like the present return;
- will help with the disclosure of costs at all levels;
- will help with rational decision-making about the use of cash resources; and
- will help eliminate hidden subsidies and subsidies given to those who may not need them.

5.16 The present income-driven assessment system, while it has served well for many years, has serious flaws.

- Perceptions of "the diocese" as "tax collector" and "the parish" as "taxpayer" are a barrier to good relationships.
- An income-driven system requires churchwards to complete annual returns and claim deductions and exclusions. This takes time, especially for multi-church parishes, and returns are often incorrect or lodged late.
- The checking of returns in the Diocesan Office is essential but takes time. The scope for arguments over deductions and exclusions is considerable and sometimes leads to disputes which are sent to the Chancellor for determination.
- There is a strong disincentive to raise funds within the parish structure. Some parishes believe they are forced to be generous while others are subsidised.
- The system provides temptations to engage in avoidance and evasion schemes.
- The system has hidden subsidies and the deductions best benefit the higher-income parishes.

Assessment Payments

5.17 Regardless of the assessment system used and whether parishes pay superannuation at 11% or 16% of stipend, for 1995 there should be a more frequent payment of superannuation contributions (see item 3.2) and the inclusion of superannuation in the assessments will simplify collection administration. We will need to ensure there are adequate contingencies or back-up funds if parishes are unable to pay in time.

5.18 We recommend the payment of assessments by 10 equal instalments payable on the 1st of each month from 1 March. For a parish in arrears, the Synod will pay superannuation contributions only to the extent of available funds.

5.19 The Superannuation Fund holds \$25,000 for the Synod, which amount was going to be applied to reduce the 1995 superannuation contributions. We recommend that this \$25,000 be held instead against any shortfalls in monthly superannuation payments.

5.20 The technology exists for the streamlining of assessment payments by the direct debit method. However, this system depends on most churchwardens signing authorities before the end of 1994 and their accounts being "in funds" no later than the first day of each month from March 1995. A single statement will be given to each parish for 1995 setting out the amounts payable and, if the direct debit method is not used, the churchwardens will need to make regular payments on that invoice. An assessment will be adjusted monthly for changes of superannuation due to transfers of assistant ministers and lay ministers and amended assessment notices will be issued.

6. Expenditure Schedules: Major Outcomes

Philosophy

6.1 Like programmes are grouped in the 3rd to the 16th Schedules to the bill. A programme which can be classified under 2 or more schedules has been put in the most likely schedule. Each schedule has major expected outcomes.

6.2 Within each schedule, the order of programmes was set by the Financial Priorities Committee by ballot. There are a few exceptions, for example, we do not rate the programmes in the 3rd to 6th Schedules against each other, the programmes in the 9th Schedule are grouped in 3 layers (see item 6.17), a programme may be listed out of order for linkage reasons (see "Gospel Purposes" in the 7th Schedule) or a late application missed the ballot.

3rd Schedule: Diocesan Services for Parishes, \$77,100 (\$73,600 for 1994)

6.3 The ordinances regulating the parish system will be administered, the stipends and allowances system will be maintained, the 1995 Year Book will be published and limited car parking will be provided for members of the Cathedral Chapter.

4th Schedule: Diocesan Services, \$662,900 (\$616,400 for 1994)

6.4 This is to enable the Synod, the Archbishop-in-Council and the Standing Committee to carry out their functions. It includes \$5,000 to assist in the car parking costs of members of diocesan committees which meet in St Andrew's House.

5th Schedule: Commitments and Obligations for Parishes,

\$3,938,000 (\$3,749,315 for 1994)

6.5 Legal liability and parish property and contents insurance will be effected, contributions will be paid for the superannuation and stipend continuance insurance of clergy and lay ministers, contributions will be paid for the long service leave of clergy and deaconesses, and financial help will be available for parishes (after a qualifying period) when a clergyman or lay minister is partially or totally incapacitated due to sickness or accident.

6th Schedule: Diocesan Commitments and Obligations, \$475,208 (\$459,947 for 1994)

6.6 The travel and accommodation costs of our representatives on General Synod will be met, the central registry costs of the Property Trust will be met, long service leave contributions will be paid for non-parish clergy, non-parish clergy and lay ministers will be insured for stipend continuance, superannuation contributions will be paid for clergy of this Diocese on missionary service and for clergy and authorised lay ministers at Deaconess House, and rent subsidies will be provided for church organisations in St Andrew's House.

7th Schedule: Assessments etc for Extra-Diocesan Purposes, \$237,657 (\$159,992 for 1994)

6.7 We recommend the payment of the assessments levied by the General and Provincial Synods. The General Synod Special Assessment is a non-mandatory charge: Sydney did not pay the Special Assessment for 1994 (\$63,357) and short-paid the Special Assessment for 1993 (by \$5,602).

6.8 The General Synod's Statutory Fund Budget for 1995 is comprised of the following elements (Sydney's share is \$99,587) - \$000's

Income -	
Assessments	460
Other Income	107
	<hr/>
	567

Less Expenditure -	
Constitutional Review	15
Primate's Assistance & Travel	54
General Synod Meetings Provision	47
Standing Committee Meetings	20
Executive Meetings	6
Finance Committee Meetings	2
Boards and Commissions etc	117
Secretariat Costs	382
AAPB2 Editorial Costs	22
Archbishop of Canterbury	2
	<u>667</u>
Deficit	(100)

6.9 The General Synod's Special Fund Budget for 1995 is comprised of the following elements (Sydney's share is \$63,476) -

	\$000's
Inter-Anglican Grants -	
Anglican Consultative Council	188.0
Council of the Church of East Asia	3.8
Ecumenical Grants -	
Australian Council of Churches	45.0
ACC Aboriginal Affairs	7.3
Christian Conference of Asia	3.8
World Council of Churches	16.0 *
Grant to Defence Force Board	7.8
Conferences -	
Overseas Conferences	12.0
Within Australia	3.5
Australian Anglican/Roman Catholic Conversations	2.0
Contingencies	4.0
	<u>293.2</u>
Total	

* Clause 8 of the Ordinance refers to this item.

6.10 The information requested by our Standing Committee was provided by the General Secretary of the General Synod -

- (a) Easy identification of Statutory Assessment items in terms of Section 32 of the 1961 Constitution.
- (b) Background material on each item of the Special Assessment.

6.11 For 1994, the Standing Committee gave \$61,357 to the Diocese of North West Australia for Gospel Purposes. For 1995 \$70,000 is provided towards -

Exmouth Ministry	\$
Episcopal Ministry	24,655
Theological Training for Clergy	36,500
	10,000
6.12 However, within the available funds, we are unable to recommend any grant for the following new programmes -	
	\$
CMS: Arnhem Land	32,300
Diocese of Riverina: University Chaplaincy	18,500
Holy Trinity Adelaide: Church Development	150,000
AFES (Perth Area) Staff Worker	12,500
	<u>214,300</u>

8th Schedule: Training for Ministry, \$1,404,000 (\$1,249,096 for 1994)

6.13 The major objective is to provide for the training of 70 ordinands for our Diocese. This will be done through grants to Moore College for general theological education and to the Ordination Training Fund for bursaries etc. There are 170 students at Moore College in 1994 but a reduction is expected by the College for 1995.

6.14 Post-Ordination Training will be provided for recently ordained clergy, and a contribution will be made towards the stipend of the Archdeacon responsible for the Promotion of Women's Ministry.

6.15 Within the available funds, we are unable to recommend grants for the following programmes -

Needy Students (Ordination Training Fund)	\$
Women's Ministry and Team Management	10,000
Liaison Officer (Archbishop)	49,000

6.16 See the 16th Schedule "Special Grants" for our recommendation on the renovation of student housing at Moore College, which includes the Liverpool Ordinance income of \$13,820.

9th Schedule: Parish Based Area Ministry Initiatives, \$1,370,400 (\$1,273,120 for 1994)

6.17 This Schedule brings together the amounts for parish grants (including some cross-cultural grants), and for university chaplaincies. It has 3 layers (all areas, specific areas and university chaplaincies), each in the order determined by the ballot, except for the funding of episcopal areas which are listed in alphabetic order.

6.18 Provision is made for substantial grants to HMS for growth areas, to HMS for special curacies nominated by the Archbishop and to the Cathedral for its ministry.

6.19 The changes in episcopal areas required an adjustment in the money flow for those areas, and MADCOM and ICCOM had to be related to as part of the episcopal areas. These changes and the multiplicity of programmes make funding by programme very difficult and we have recommended funds for episcopal area ministry initiatives, rather than for specific programmes.

6.20 To get reasonable comparisons for 1994 and to give a better picture of what is happening, we have transferred to the 9th Schedule all episcopal area programmes (cross-cultural or otherwise) from the 10th, 11th and 14th Schedules.

6.21 The following table shows the programmes proposed by each Area -

	Approved 1994	Sought 1995	Rec'd 1995
	\$	\$	\$
<i>Georges River -</i>			
Arabic speaking worker (Bankstown Deanery)	47,500	48,925	
ESL Co-ordinator (Marrickville Deanery)	10,000	25,359	
Catechists, youth workers (Liverpool/Strathfield Deaneries)	42,100	43,370	
Cross-cultural, Arabic ministry (MADCOM)	30,000	36,000	
	<u>129,600</u>	<u>153,654</u>	<u>133,500</u>
<i>North Sydney -</i>			
Catechists, youth ministry	12,000	22,000	22,000
<i>PARC -</i>			
Catechists, youth workers	66,900	74,150	
Cross-cultural ministry	11,320	11,600	
Regional development officer	-	50,000	
Regional evangelist	-	50,000	
	<u>78,220</u>	<u>185,750</u>	<u>96,500</u>
<i>South Sydney -</i>			
Catechists, youth workers	-	20,000	
Aboriginal ministry, Cross Roads, Redfern (Inner City Committee)	43,900	46,500	
Parish outreach co-ordinator, Kings Cross (Inner City Committee)	30,100	31,000	
	<u>74,000</u>	<u>97,500</u>	<u>96,500</u>

WARC -

Catechists	17,500	22,500
General counsellor (Shoalhaven)	35,000	40,000
Cross-cultural director	50,000	51,250
	<u>102,500</u>	<u>113,750</u>
		<u>96,500</u>

6.22 We recommend that the amounts for the episcopal areas without regional councils be paid to HMS and distributed for area ministry initiatives on the direction of the Area Bishop or, in his absence, the Archdeacon.

6.23 Through the university section of the 9th Schedule, support will be given to anglican chaplaincies at all universities in the Diocese of Sydney. The University of New South Wales, Macquarie University and the various campuses of Wollongong University are extra-parochial. Otherwise a university campus remains part of the parish in which it is situated. UTS may need to be declared extra-parochial or have a boundary alteration to put it within the Parish of Broadway.

6.24 Some universities have greater numbers of students than others. Provision is made for chaplaincy assistance late in 1995 for the newly created Quakers Hill campus of Western Sydney. The estimated enrolment positions for 1995 are -

University	Full-time Students	Part-time Students
Sydney	19,901	6,447
NSW	17,602	8,130
UTS	10,500	10,500
Macquarie	9,000	7,000
Wollongong	7,840	4,221
Western Sydney	13,582	6,855

6.25 Grants for university chaplaincy work are intended as "seeding" funds in the expectation that a chaplaincy will help to support itself. We are unable to recommend a separate grant to the Parish of Bomaderry for the Graham Park campus of the University of Wollongong.

10th Schedule: Cross-Cultural Ministries, \$394,600 (\$384,600 for 1994)

6.26 Funds will be provided to HMS for Cross-Cultural Ministries: coordination, grants to parishes and chaplaincies. Funding will be provided towards the cost of the Migrant Services Team at Cabramatta, which serves 300 clients each month. Other cross-

cultural grants may be made through the episcopal area grants in the 9th Schedule.

6.27 Within the available funds we are unable to recommend a substantially increased grant for coordination work.

11th Schedule: Parish Support Projects, \$272,200 (\$225,000 for 1994)

6.28 A contribution will be made towards the administration costs of Vision 2001 for a promotional boost, the Anglican Education Commission will provide parish consultancy and training, and the Department of Evangelism will engage in City evangelism. Within the available funds we are unable to recommend a separate grant for the Department of Evangelism to train congregations in evangelism.

12th Schedule: Media \$700,000 (\$620,000 for 1994)

6.29 This is to provide funds for Media Relations (\$393,000) and Media Evangelism (\$307,000).

6.30 Media Relations includes media liaison for the Diocese and the Archbishop, the Standing Committee news service, media training for senior diocesan staff, and a newspaper-style publication with a quarterly supplement.

6.31 Media Evangelism includes programmes for television (*Sing Me a Rainbow, How do You Cope?*), various "teleshots", the Archbishop's Christmas and Easter messages, an Easter or Christmas special, a radio talk-back show, a number of short radio "spots", and a correspondence course on the Christian faith.

13th Schedule: Youth Ministries, \$649,739 (\$546,903 for 1994)

6.32 The Anglican Education Commission will provide resources, train and assist parishes to undertake SRE in secondary and primary schools. There are about 1,500 scripture teachers in more than 75% of our parishes, and more than 300,000 children using the Commission's curricula and materials weekly.

6.33 The Youth Department will train about 450 people in various levels of youth work within parishes, about 76 parishes will have exposure to the Disciples Group Project to enhance Christian life and experience, 15 people will receive training for full-time youth ministry, 58 parishes will be helped to start youth groups or additional youth groups or improve youth groups, speakers will be provided for 50 houseparties and meetings etc, and oversight will be provided for all of these activities.

6.34 Funds will be provided to help meet the needs identified by the Youth Department for additional field staff to raise the quality of youth group work in parishes and help churches without youth groups to start and sustain long-term youth work. The Youth Department wants 3 workers for 3 years and seeks \$150,000 per annum for 1995 to 1997. We think this costing is high and, as we

are unable to commit expenditure unless the funds are available, the \$105,000 recommended is for 3 workers for 1995 only with a review of the effectiveness of the programme.

6.35 Funds will be provided to the Youth Department from the CENEF trust for the development of houseparty centres. The funds available have dropped from \$100,203 in 1994 to \$89,039 for 1995 due to the falls in interest rates. (See also Special Grants.)

14th Schedule: Extra-Parochial Purposes, \$1,252,150 (\$951,000 for 1994)

6.36 The core activities of the Department of Evangelism, the Anglican Counselling Centre, the HMS Chaplaincies and Research functions, the Board of Education and the Social Issues Committee will be provided for, and the Archbishop's Pastoral Relief Fund will be topped up.

6.37 The Archbishop's Special Relocation Fund and the Archbishop's Fund to help clergy retrain have been combined in the Clergy Mobility Assistance Fund to be held on trusts which enable the combined fund to be used for either purpose.

6.38 Funds are provided for new programmes to provide funds for our Olympic Games venture, for the counselling of victims of sexual abuse, to support a Women's Evangelist for the Department of Evangelism and to pay the expenses of a Sydney delegate to the International Anglican Liturgical Consultation at Dublin.

6.39 Within the available funds we are unable to recommend grants for the following purposes -

Full-time Chaplain at Royal Alexandra Children's Hospital (HMS)	\$	54,000
Administration of Personal Counselling Referrals (Anglican Counselling Centre)		7,500
Archbishop's Unemployment Relief Fund		134,390
		<u>195,890</u>

15th Schedule: Church-Related Activities, \$72,000 (\$83,300 for 1994)

6.40 Funds are provided for the National Home Mission Fund towards 17 projects in the dioceses of North West Australia, Northern Territory, Carpentaria, Willochra and North Queensland, and for the administration of the Fund.

6.41 Provision is made for our membership contribution to the NSW Council of Churches.

6.42 A contribution will be made to help ITIM staff visit our parishes to preach or speak, to distribute the publication *ITIMMISSION* to our parishes and to develop a course on the theology of work and the practice of Industrial Mission.

6.43 Support to the National Aboriginal Anglican Council is continued.

16th Schedule: Special Grants, \$1,370,050 (\$1,650,000 for 1994)

6.44 Funds will be provided towards Vision 2001 projects, the purchase of new sites, the Archbishop's working group on children's/ youth ministry, student housing renovations at Moore College, a new slate roof for the Chapter House, and the repayment of loans made to 3 assisted provisional parishes.

6.45 A further \$50,000 is recommended for the Anglican Youth Department towards the redevelopment of Deer Park at Port Hacking.

6.46 A grant of \$30,550 is provided for the Archbishop's initiative to coordinate and integrate children's youth ministries.

6.47 \$100,000 is provided to replace funds from the Synod Fund used in a clerical enquiry (see the separate report on Clerical Enquiries). This grant will be paid immediately upon the Ordinance receiving assent.

6.48 Within the available funds we are unable to recommend grants for -

	\$
Purpose-built Counselling Centre at Penrith (Anglican Counselling Centre)	100,000
Deaconess House - building fire safety upgrading	130,000
	<u>230,000</u>

17th Schedule: Contingencies

6.49 Contingencies have been included at 0.92% of income.

7. "Grants" to Bodies Outside the Control and Supervision of the "Diocese"

7.1 Synod resolution 29/93 recommended that the Standing Committee give an account of grants for "Gospel Purposes Outside the Diocese" and "grants to bodies outside the control or supervision of the Diocese" in diocesan income and expenditure ordinances.

7.2 In this bill, the following recommended "grants" for 1995 fall within the scope of resolution 29/93 -

Schedule	Programme	Amount \$
6	Superannuation for Missionaries	16,356
6	Superannuation for Certain Deaconess House Staff	5,352
7	Statutory Assessment of General Synod	99,587
7	Special Assessment of General Synod	63,476
7	Provincial Synod Assessments - Media	952
	Education	2,469
	Youth	1,173
7	Diocese of North West Australia	70,000
13	CEBS	4,000
13	GFS	4,000
15	National Home Mission Fund	56,000
15	ITIM	10,000
15	National Aboriginal Council	1,000
		<u>334,365</u>

For and on behalf of the Standing Committee

W.G.S. GOTLEY
Diocesan Secretary
23 August 1994

K.R. BOWDEN
Assistant Diocesan Secretary

8. Table of Assessments

Parochial Unit	1994 Assm't & 11% Super	1995 Assessments and Superannuation		Assistant Ministers & Lay Ministers at 30/6/94
		Old Basis (11% Super)	New Basis (16% Super)	
<i>Parishes</i>	\$	\$	\$	
1. Albion Park	11,115	12,574	11,256	1.00
2. Arncliffe	7,174	7,252	7,000	-
3. Artarmon	7,174	7,252	7,000	-
4. Ashfield	7,174	7,252	7,000	-
5. Asquith	7,174	7,481	7,000	-
6. Auburn/St Philip	7,174	7,252	7,000	-
7. Austimner	6,955	7,252	7,000	-
8. Avalon	12,777	13,499	11,256	1.00
9. Balgowlah	13,672	10,281	7,000	-
10. Balmain/St John	7,174	7,252	7,000	-
11. Bankstown	7,174	7,252	7,000	-
12. Baulkham Hills	12,404	12,157	7,000	-
13. Beecroft	10,969	11,600	7,000	-
14. Beacon Hill	7,174	7,252	7,000	-
15. Bellevue Hill	7,174	7,252	7,000	-
16. Belmore	15,928	14,898	14,898	2.00
17. Belrose	10,440	10,023	7,000	-
18. Berrima	11,711	11,545	11,256	1.00
19. Berry	9,314	9,510	7,000	-
20. Beverly Hills	7,174	7,252	7,000	-
21. Bexley	7,174	7,252	7,000	-
22. Bexley North	5,536	7,252	7,000	-
23. Blackheath	7,174	7,252	7,000	-
24. Blacktown	14,187	17,095	11,256	1.00
25. Blakehurst	7,174	7,252	7,000	-
26. Bomaderry	10,298	11,209	7,000	-
27. Bondi	7,174	7,252	7,000	-
28. Botany	10,030	11,112	11,112	1.00
29. Bowral	9,062	10,859	7,000	-
30. Brighton/Rockdale	13,009	13,285	11,256	1.00
31. Broadway	33,516	33,160	24,310	3.50
32. Bulli	16,214	17,041	11,256	1.00
33. Burwood	8,415	20,673	8,431	-
34. Cabramatta	15,370	13,764	11,256	1.00
35. Cambridge Park	17,684	18,132	15,512	2.00
36. Camden	21,543	22,116	15,512	2.00
37. Campbelltown	28,070	29,583	15,512	2.00

Parochial Unit	1994 Assm't & 11% Super	1995 Assessments and Superannuation		Assistant Ministers & Lay Ministers at 30/6/94
		Old Basis (11% Super)	New Basis (16% Super)	
<i>Parishes</i>	\$	\$	\$	
38. Campsie	7,082	7,252	7,000	-
39. Canterbury	7,082	7,252	7,000	-
40. Caringbah	21,016	21,932	15,512	2.00
41. Carlingford	30,493	30,270	18,581	2.00
42. Cariton	7,174	7,252	7,000	-
43. Castle Hill	47,551	50,047	27,234	2.00
44. Centennial Park	60,209	70,981	45,320	5.00
45. Chatswood	15,865	16,532	11,256	1.00
46. Chester Hill	7,174	7,252	7,000	-
47. Clovelly	7,174	7,252	7,000	-
48. Concord West/North	7,267	7,252	7,000	-
49. Concord/Burwood	6,252	7,252	7,000	-
50. Coogee	7,174	7,252	7,000	-
51. Cooks River	7,000	7,252	7,000	-
52. Corrimal	7,174	7,252	7,000	-
53. Cremorne	9,770	8,985	7,000	-
54. Cremorne Point	6,473	7,252	7,000	-
55. Cronulla	8,040	8,295	7,000	-
56. Croydon	14,006	14,105	11,256	1.00
57. Dapto	16,963	16,771	7,000	-
58. Darling Point	19,137	18,058	7,287	-
59. Dee Why	13,620	14,074	11,256	1.00
60. Denistone	16,183	16,565	11,256	1.00
61. Drummoynes	10,030	10,178	10,178	1.00
62. Dulwich Hill	10,030	10,178	10,178	1.00
63. Dundas	13,287	13,824	11,256	1.00
64. Dural	11,928	14,422	9,128	0.50
65. Earlwood	9,983	8,887	7,000	-
66. East Lindfield	7,174	7,290	7,000	-
67. East Sydney	24,679	26,672	14,031	1.00
68. Eastwood	17,451	17,451	11,256	1.00
69. Emu Plains	9,028	8,741	7,000	-
70. Enfield	6,291	7,252	7,000	-
71. Engadine	15,349	15,909	11,256	1.00
72. Enmore/Stannmore	7,174	7,252	7,000	-
73. Epping	29,081	31,666	19,192	2.00
74. Fairfield	10,030	10,178	10,178	1.00
75. Fairy Meadow	12,121	12,807	11,256	1.00

Parochial Unit	1994 Asm't & 11% Super	1995 Assessments and Superannuation		Assistant Ministers & Lay Ministers at 30/6/94
		Old Basis (11% Super)	New Basis (16% Super)	
<i>Parishes</i>	\$	\$	\$	
76. Figtree	30,159	31,635	19,179	2.00
77. Five Dock	7,267	7,252	7,000	-
78. Forestville	10,579	9,398	7,000	-
79. Frenchs Forest	7,174	7,252	7,000	-
80. Gladesville	35,457	36,095	24,106	3.00
81. Glebe	8,922	9,104	7,000	-
82. Glenbrook	21,405	21,016	15,512	2.00
83. Gordon	11,724	10,063	7,000	-
84. Granville *	7,174	7,252	7,000	-
85. Greenwich	10,319	11,004	7,000	-
86. Gymea	19,251	20,029	11,256	1.00
87. Hornsby	8,490	8,818	7,000	-
88. Hunters Hill	12,707	12,637	9,837	0.67
89. Hurstville	11,832	11,258	9,128	0.50
90. Hurstville Grove	8,406	8,787	7,000	-
91. Huskisson	9,976	10,321	7,000	-
92. Ingleburn	16,347	19,759	15,512	2.00
93. Jannali/Como	23,993	23,799	15,750	2.00
94. Keiraville	7,174	7,252	7,000	-
95. Kellyville	7,174	7,252	7,000	-
96. Kensington	7,174	7,252	7,000	-
97. Kiama	13,673	14,060	11,256	1.00
98. Killara	13,664	14,377	7,000	-
99. Kingsford	8,243	8,051	7,000	-
100. Kingsgrove	7,174	7,252	7,000	-
101. Kurralong	13,064	12,684	11,256	1.00
102. Lakemba	6,711	7,252	7,000	-
103. Lalor Park	9,439	8,668	7,000	-
104. Lane Cove	9,928	8,566	7,000	-
105. Lawson	7,599	7,252	7,000	-
106. Leura	6,372	7,252	7,000	-
107. Lindfield	19,583	20,381	11,279	1.00
108. Lithgow	9,722	9,209	7,000	-
109. Littleton	7,174	7,252	7,000	-
110. Liverpool	19,235	20,067	15,512	2.00
111. Longueville	11,414	10,686	7,000	-
112. Lugarno	7,478	7,252	7,000	-
113. Malabar	8,226	7,588	7,000	-

Parochial Unit	1994 Asm't & 11% Super	1995 Assessments and Superannuation		Assistant Ministers & Lay Ministers at 30/6/94
		Old Basis (11% Super)	New Basis (16% Super)	
<i>Parishes</i>	\$	\$	\$	
114. Manly	45,189	36,181	18,192	1.00
115. Manly Vale	7,174	7,252	7,000	-
116. Maroubra	7,174	7,252	7,000	-
117. Marrickville	11,248	14,213	11,256	1.00
118. Merrylands West	7,174	7,252	7,000	-
119. Milton	16,124	13,342	11,256	1.00
120. Miranda	23,699	25,584	13,555	1.00
121. Mittagong	9,336	10,373	7,000	-
122. Mona Vale	7,174	7,252	7,000	-
123. Moorebank	7,174	7,507	7,000	-
124. Mortdale	7,174	7,252	7,000	-
125. Mosman/St Clement	25,620	29,258	15,163	1.00
126. Mosman/St Luke	12,410	11,435	7,000	-
127. Mowbray	7,174	7,252	7,000	-
128. Mt Druitt	16,517	16,772	15,512	2.00
129. Mulgoa	8,450	8,640	7,000	-
130. Naremburn/Cammeray	7,174	7,252	7,000	-
131. Narrabeen	19,141	19,863	11,256	1.00
132. Neutral Bay	22,842	19,537	15,512	2.00
133. Newport	7,174	7,873	7,000	-
134. Newtown	6,720	7,252	7,000	-
135. Normanhurst	11,341	11,457	7,000	-
136. North Epping	7,174	7,252	7,000	-
137. North Ryde	7,174	7,252	7,000	-
138. N Sydney/St Thomas	30,314	34,355	17,393	1.00
139. Northbridge	7,174	7,252	7,000	-
140. Northmead	18,384	19,899	11,256	1.00
141. Nowra	13,813	14,200	11,256	1.00
142. Oak Flats	7,321	8,071	7,000	-
143. Oatley	8,802	9,067	7,000	-
144. Oatley West	6,269	7,252	7,000	-
145. Paddington	7,174	7,252	7,000	-
146. Padstow	7,174	7,252	7,000	-
147. Pagewood	7,174	7,252	7,000	-
148. Panania	13,718	14,374	11,256	1.00
149. Parramatta	40,835	41,910	26,650	3.00
150. Parramatta North	13,182	13,491	11,256	1.00
151. Peakhurst	12,678	12,337	11,256	1.00

Parochial Unit	1994 Assem't & 11% Super	1995 Assessments and Superannuation		Assistant Ministers & Lay Ministers at 30/6/94
		Old Basis (11% Super)	New Basis (16% Super)	
<i>Parishes</i>	\$	\$	\$	
152. Penrith	16,587	17,998	15,512	2.00
153. Penshurst	7,174	7,252	7,000	-
154. Picton	11,971	13,175	11,256	1.00
155. Port Kembla	9,518	10,178	10,178	1.00
156. Punchbowl	6,933	7,252	7,000	-
157. Punchbowl/Greenacre	10,030	10,178	10,178	1.00
158. Pymble	18,563	17,337	7,000	-
159. Randwick	13,802	15,007	11,256	1.00
160. Regents Park	6,809	7,252	7,000	-
161. Richmond	11,734	12,942	11,256	1.00
162. Riverwood	10,030	10,664	10,664	1.00
163. Robertson	7,174	7,252	7,000	-
164. Roseville	16,097	16,853	11,256	1.00
165. Roseville East	13,222	13,029	11,256	1.00
166. Ryde	24,746	31,250	13,059	-
167. Sans Souci	11,885	11,952	11,256	1.00
168. Seaforth	9,381	8,839	7,000	-
169. Shellharbour	13,546	13,150	11,256	1.00
170. Smithfield	7,174	7,252	7,000	-
171. South Carlton	7,174	7,441	7,000	-
172. South Coogee	7,174	7,252	7,000	-
173. South Hurstville	8,132	7,281	7,000	-
174. South Sydney	15,898	16,388	15,512	2.00
175. Springwood	22,996	24,739	16,162	2.00
176. St George (Kogarah)	7,174	7,252	7,000	-
177. St Ives	37,343	39,319	25,516	3.00
178. St Marys	7,174	7,252	7,000	-
179. Strathfield/St Anne	13,447	10,833	7,000	-
180. Summer Hill	7,174	7,252	7,000	-
181. Sutherland	13,986	14,719	11,256	1.00
182. Sutton Forest	9,631	9,090	7,000	-
183. Sydney/Christ Church	23,939	21,151	11,616	1.00
184. Sydney/Holy Trinity *	7,174	7,252	7,000	-
185. Sydney/St Philip	36,999	31,728	16,244	1.00
186. Sydney/St James	43,393	50,190	27,296	2.00
187. Sydney/St Michael	10,290	10,756	7,000	-
188. Sylvania	12,562	14,743	11,256	1.00
189. The Oaks	7,116	7,252	7,000	-

Parochial Unit	1994 Assem't & 11% Super	1995 Assessments and Superannuation		Assistant Ministers & Lay Ministers at 30/6/94
		Old Basis (11% Super)	New Basis (16% Super)	
<i>Parishes</i>	\$	\$	\$	
190. Thornleigh	12,259	13,392	7,000	-
191. Toongabbie	12,370	13,092	11,256	1.00
192. Turrumurra	21,201	21,180	11,629	1.00
193. Turrumurra South	14,262	14,935	11,256	1.00
194. Vaucluse	10,030	13,369	11,256	1.00
195. Wahroonga/St Andrew	21,152	19,258	11,256	1.00
196. Wahroonga/St Paul	14,065	14,493	7,000	-
197. Waitara	7,174	7,252	7,000	-
198. Watsons Bay	14,341	16,188	11,256	1.00
199. Waverley	8,339	7,252	7,000	-
200. Wentworth Falls	10,030	10,600	10,600	1.00
201. Wentworthville	7,174	7,252	7,000	-
202. West Lindfield	10,335	8,137	7,000	-
203. West Pennant Hills	28,330	29,042	18,044	2.00
204. West Pymble	7,174	7,252	7,000	-
205. West Wollongong	19,957	19,823	15,512	2.00
206. Westmead	7,174	7,252	7,000	-
207. Willoughby	17,758	15,723	7,000	-
208. Willoughby East	9,417	9,432	7,000	-
209. Windsor	12,252	25,761	13,633	1.00
210. Wollongong	27,376	28,430	20,752	3.00
211. Woollahra	8,116	8,836	7,000	-
212. Yagoona	13,753	14,029	11,256	1.00
Total Parishes	2,764,327	2,855,756	2,113,501	123.17

Parochial Unit	1994 Ass'tment & 11% Super	1995 Assessments and Superannuation		Assistant Ministers & Lay Ministers at 30/6/94
		Old Basis (11% Super)	New Basis (16% Super)	
<i>Provisional Parishes</i>	\$	\$	\$	
213. Abbotsford	3,494	3,572	3,500	-
214. Annandale	3,695	3,572	3,500	-
215. Ashbury	1,907	1,946	1,946	-
216. Auburn/St Thomas	3,494	3,583	3,500	-
217. Balmain/St Mary	3,600	3,572	3,500	-
218. Berowra	4,759	6,406	3,500	-
219. Canley Heights	10,043	10,412	3,500	-
220. Cataract/Ambarvale	8,401	8,433	7,756	1.00
221. Crestwood	3,494	4,316	3,500	-
222. Croydon Park	3,494	3,572	3,500	-
223. Culburra Beach *	3,494	3,572	3,500	-
224. Ermington	3,494	3,572	3,500	-
225. Erskineville	3,494	3,572	3,500	-
226. Gerringong	3,494	6,162	3,500	-
227. Glenquarie	7,938	7,527	7,527	1.00
228. Guildford	3,494	3,572	3,500	-
229. Haberfield	3,494	3,572	3,500	-
230. Harbord	3,494	3,572	3,500	-
231. Harris Park	3,494	3,572	3,500	-
232. Helensburgh	3,827	3,784	3,500	-
233. Homebush West	3,494	3,572	3,500	-
234. Hornsby Heights	4,144	4,598	3,500	-
235. Jamberoo	3,494	3,572	3,500	-
236. Katoomba	3,673	3,657	3,500	-
237. Kenthurst	3,494	3,572	3,500	-
238. Kingswood	7,210	6,966	6,966	1.00
239. Kirribilli	3,494	4,239	3,500	-
240. Leichhardt	3,494	3,572	3,500	-
241. Lidcombe/Berala	6,350	6,498	6,498	1.00
242. Liverpool South	3,494	3,572	3,500	-
243. Menai	19,198	21,308	13,311	2.00
244. Merrylands/S Granville	10,428	11,182	7,756	1.00
245. Minto	9,041	8,104	7,756	1.00
246. Narellan	13,892	14,628	7,756	1.00
247. N Sydney/C Church	6,658	7,226	3,500	-
248. Petersham	3,530	3,572	3,500	-
249. Pitt Town	3,866	3,880	3,500	-

* Return not received - Assessment estimated

Parochial Unit	1994 Ass'tment & 11% Super	1995 Assessments and Superannuation		Assistant Ministers & Lay Ministers at 30/6/94
		Old Basis (11% Super)	New Basis (16% Super)	
<i>Provisional Parishes</i>	\$	\$	\$	
250. Putney	3,494	3,572	3,500	-
251. Revesby	3,596	3,792	3,500	-
252. Riverstone	3,494	3,572	3,500	-
253. Rooty Hill	3,494	3,572	3,500	-
254. Rozelle	7,780	8,911	7,756	1.00
255. Sadleir	9,300	9,550	9,550	2.00
256. Seven Hills	3,494	3,842	3,500	-
257. St Clair	6,350	6,498	6,498	1.00
258. Strathfield/St Andrew	3,494	3,572	3,500	-
259. Villawood	3,494	3,572	3,500	-
260. West Ryde	3,494	3,572	3,500	-
261. Wilberforce	7,146	6,593	3,500	-
Total P Parishes	253,682	266,197	220,576	13.00
<i>A P Parishes</i>	\$	\$	\$	
262. Bossley Park	3,494	3,572	3,500	-
263. Doonside	3,494	3,572	3,500	-
264. Eagle Vale	3,494	3,572	3,500	-
265. Georges Hall	3,494	3,572	3,500	-
266. Lord Howe Island *	3,494	3,572	3,500	-
267. Oakhurst	6,350	6,498	6,426	1.00
268. Quakers Hill	9,206	9,424	9,352	2.00
269. St Johns Park	9,206	9,424	9,352	2.00
270. Tregear	3,494	3,572	3,500	-
Total A P Parishes	45,726	46,778	46,130	5.00
Grand Total	3,063,735	3,168,731	2,380,207	141.17
Allowance for Diminution			20,207	
			2,360,000	

* Return not received - Assessment estimated