

# ST PETER'S EASTERN HILL

*Diocese of Melbourne - Anglican Church of Australia  
Parish Church of the City since 1847*



## ANNUAL REPORT - 2015

[stpeters.org.au](http://stpeters.org.au)

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Parish Governance Act 2013:  
Schedule 1 (3.4)

Notice of Statutory Parish Meeting  
**Parish of St Peter, Melbourne**

to be held on Sunday 22 November 2015  
at 11:45 am in the Parish Hall.



AGENDA:

1. Convening of Meeting and Prayer.
  - 1.1. The reading of this notice
2. Attendance List & Apologies.
  - 2.1. Tabling of the Parish Electoral Roll
3. Minutes of the previous Annual Meeting & Matters Arising.  
23 November 2014
4. Minutes of Special Meeting to Consider the Parish Rules & Matters Arising  
23 November 2014
5. Vicar's Report.
6. Mission Action Plan 2015-18.
7. Parish Council and Churchwardens' Report.
  - 6.1. Audited Accounts for 1 October 2014 – 30 September 2015
  - 6.2. Parish Budget 2015-16
8. Elections.
  - 7.1. Churchwardens & Parish Council
  - 7.2. Auditor(s)
  - 7.3. Incumbency Committee
  - 7.4. Vicar's appointments
9. General Business.
  - 8.1. Receipt of Annual Reports
  - 8.2. Reconciliation Action Plan
  - 8.3. Welcoming congregation (Changing Attitude Australia)
10. Closing.

*Helen Drummond, Stephen Duckett, Stuart Hibberd*  
*Churchwardens*

## **Motions with Notice:**

### **1) Receipt of Annual Reports**

That the Annual Reports, as circulated, be received.

Moved: Helen Drummond

Seconded:

### **2) Reconciliation Action Plan**

That the 2015-16 Reconciliation Action Plan for St Peter's, as circulated, be received.

Moved: Alae Taule'alo

Seconded:

### **3) Welcoming congregation (Changing Attitude Australia)**

Noting:

- a. That Changing Attitude Australia was established to move forward the debate about human sexuality in the Anglican Church and beyond;
- b. That Changing Attitude Australia has invited parishes to identify themselves as 'Welcoming Congregations'; this designation is intended to signal that the congregation is one where gay, lesbian, bisexual, transgender and intersex people can be guaranteed a welcome;

That this Annual Meeting confirms our St Peter's membership of Changing Attitude Australia and reaffirms our wish to be designated as a 'Welcoming Congregation'.

Moved: Stephen Duckett

Seconded:



## Parish of St Peter, Melbourne

Minutes of Annual Meeting held  
on Sunday 23rd November 2014

in the Parish Hall.



### 1. Convening of Meeting and Prayer:

The Vicar welcomed everyone and opened the meeting with prayer at 12:39pm.

#### 1.1 Reading of the Notice of Meeting

The notice of the Annual General Meeting of the parish, as displayed and published in the Annual Reports was taken as read.

### 2. Attendance List & Apologies:

Present :

Fr J. H. Kempster (chair)

R. Stuckey (Secretary)

D. Moseley; C. Angus; L. Savige; D. Savige; D. Spriggs; C. Cheng; J. Taaff; S. Hibberd; K. Barnett; A. Blackmore; D. Clark; P. Oakley; A. Schepis; S. Biggs; P. Harvey; M. Collins; V. Hawker; S. Southall; S. Duncan; B. Kellett; N. Kellett; C. O'Connor; N. Missen; Y. Zheng; R. Rei; C. Rutherford; T. Porter; J. Leslie; Fr. G. Brennan; D. Down; D. Aspin; M. Armour; J. Chapman; C. Cowie; R. Mach; S. Duckett; C. McGovern; P. Anderson; C. Farrell; C. Parry; G. Wratten; P. Bryce; C. Wilson; L. Eggington; H. Hughes; E. Newton; J. Newton; S. Thompson; G. Cooker; J. White; J. Sasse; R. Ellyard; S. Wuttke; D. Collins; Sr. A. Dover; H. Drummond; A. Taule'alo  
(and 6 others – signatures illegible)

Apologies:

J. Gordon-Clark; D. Mitterdorfer; R. Holland; Fr. P. Gill; P. Ondaatje; D. Hodges; A. Raiskums; N. Browne; M. Clark; J. Sturgess; J. Flemming.

*The apologies were noted.*

#### 2.1 Tabling of the Parish Electoral Roll

The Electoral Roll of the parish, as of 22 November 2014, containing 129 parishioners was tabled.

### **3. Minutes of the Previous Annual General Meeting:**

It was moved by John Taaff and seconded by Helen Drummond that the minutes of the Annual General Meeting held on 23<sup>rd</sup> November 2013 be accepted and confirmed.  
CARRIED

There were no matters arising.

### **4. Vicar's Report:**

The Vicar tabled his report to parish as printed in the Annual Reports and it was taken as read.

Report moved by Fr. Hugh, seconded by John Taaff. All agreed. Passed.

### **5. Vestry / Churchwarden's Report.**

#### *Churchwardens report*

John Taaff tabled his report as printed in the Annual Reports and it was taken as read.  
Report moved by John Taaff; seconded Helen Drummond. All agreed Passed.

### **6. Treasurers report**

#### 6.1 Accounts for 1 October 2013 – 30 September 2014

The Treasurer's report and the parish accounts (unaudited at time of printing) were tabled as printed in the Annual Reports and they were taken as read. Catherine reported that the parish financial position is very difficult at present. Di Clark advised that there is a brochure being produced which outlines manners in which members can support the parish. There were no questions.

It was moved by C McGovern and seconded by D Clark that the Treasurer's Report and accounts summary (unaudited) for the Church financial year 2013-14, and the budget for 2014-15 be received and accepted. CARRIED

### **7. Election of Churchwardens & Parish Council:**

#### 7.1 Churchwardens & Parish Council

Two nominations were received for Churchwardens and, as there was no election required, were announced as duly elected. They are:

H Drummond  
S Hibberd

7.2 Nine nominations were received for Parish Council and, as there was no election required, were announced as duly elected. They are:

J. Chapman

B Kellett

C McGovern

D Mitterdorfer

D Spriggs

C Wilson

S Wuttke

C Farrell

R Stuckey

## 7.2 Auditor(s)

- It was moved by Catherine McGovern that we appoint Andrew Fisher to audit the parish accounts CARRIED

7.3. Vicars Appointments: John Taaff – Vicar’s Warden. Adam Blackmore & Alae Taule’Alo.

## 8.0 Motions with Notice

8.1 There were no motions with notice

## **9.0 General business**

9.1 Rachel Ellyard noted that there is no report on behalf of the music team which she noted was an important aspect of the Parish and requested that a special effort be made on behalf of this team for inclusion in the report. All agreed.

9.2 Di Clark noted the omission in the hospitality team of very special welcomers who provide an important and special service. Geoff Goode noted that he feels that the whole Parish should be involved in welcoming all visitors. Fr Hugh thanked Di Clark for her initiative and leadership in this area.

9.3 Adam Blackmore noted that the Rules which we have accepted need to be revisited in 10 years time. As part of the team which represent us at the Diocese meeting, Adam noted that availability of a document which summarises the changes and rationale for the changes to the Parish Rules across the Diocese. This document will be made available to the Parish.

9.4 Liz Prideaux advised updates re the commitments of support from both major parties to the Prevention of Violence Against Women programme at a State level in terms of financial support and other strategies if they are elected next week.

9.5. Colin McCraith spoke to Fr Philips report re the Lazarus centre and involvement in the post-prison rehabilitation programme and the remarkable memorial service run

outside the Parish grounds at the State Library for homeless people who had died, and the extraordinary response that this service elicited from the homeless community.

Fr Hugh moved that all reports be accepted. Seconded Joyce Newton. All accepted. Passed.

9.6 Richard Holland: An apology sent in as item for business. Could the Vestry investigate the costs of cushioning the pews so that sitting for a long time is pleasant, not arduous. Helen noted that in current costs not an urgent priority. Suggestions that have a pile of donated cushions down the back for use – Parish Council to consider further.

9.7 Di Clark noted that December 1st is World Aids Day and that this is an important consideration for St Peters. Adam noted that this will be an item on our calender for next year.

10.0 Meeting closed with a prayer at 1.44pm  
Closing

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*The Rev'd Dr J H Kempster*  
*Vicar*





**Specially Convened  
Parish Meeting  
to Consider Parish Rules  
for Meetings and Officers  
Sunday 23rd November, 2014  
in the Parish Hall.**



## **1. Convening of Meeting and Prayer**

The Vicar welcomed everyone and opened the specially convened Parish Meeting to Consider Parish Rules at 12.16pm.

## **2. Attendance List & Apologies**

Present :

Fr J. H. Kempster (chair)

R. Stuckey (Secretary)

D. Moseley; C. Angus; L. Savige; D. Savige; D. Spriggs; C. Cheng; J. Taaff; S. Hibberd; K. Barnett; A. Blackmore; D. Clark; P. Oakley; A. Schepis; S. Biggs; P. Harvey; M. Collins; V. Hawker; S. Southall; S. Duncan; B. Kellett; N. Kellett; C. O'Connor; N. Missen; Y. Zheng; R. Rei; C. Rutherford; T. Porter; J. Leslie; Fr. G. Brennan; D. Down; D. Aspin; M. Armour; J. Chapman; C. Cowie; R. Mach; S. Duckett; C. McGovern; P. Anderson; C. Farrell; C. Parry; G. Wratten; P. Bryce; C. Wilson; L. Eggington; H. Hughes; E. Newton; J. Newton; S. Thompson; G. Cooker; J. White; J. Sasse; R. Ellyard; S. Wuttke; D. Collins; Sr. A. Dover; H. Drummond; A. Taule'alo  
(and 6 others – signatures illegible)

Apologies:

J. Gordon-Clark; D. Mitterdorfer; R. Holland; Fr. P. Gill; P. Ondaatje; D. Hodges; A. Raiskums; N. Browne; M. Clark; J. Sturgess; J. Flemming.

*The apologies were noted.*

## **3. Discussion of the Proposed Additions and Amendments to the Parish Rules**

3.1 Fr Hugh introduced the Parish Governance Act 2013 for discussion, noting that most of the rules are fixed but several items are for decision. He noted the Parish Council recommendations that were highlighted in the document circulated ahead of the meeting. Each of the suggested additions and alternatives put forward by the Parish Council were then discussed in turn, and amended if necessary by consensus of the meeting.

3.2 Summary of all additions and alternatives discussed and put forward by the meeting:

3.2.1 Addition to rule 2

2.6 In addition to the requirements of rule 2.5

- notice of any statutory parish meeting
- notice of nominations for election
- proposed modified parish rules for meetings and officers
- papers to be distributed at the meeting

must be:

- posted on the parish website
- sent as an e-mail attachment to all parishioners

Alternative to rule 4.1(c)

(c) on the written request of at least 10 parishioners.

Alternative to rule 10.1(b) and (c)

(b) three churchwardens; and

(c) 12 other persons, one-third nominated by the vicar and two-thirds elected by the parishioners.

3.2 When all optional additions and alternatives to the rules had been considered, discussed where necessary, and agreed to by consensus, Stuart Hibberd (church warden) moved that: the above-mentioned additions and alternatives to the Parish Rules for Meetings and Officers take effect from the end of the meeting. Seconded John Taaff (vicar's warden). All agreed. CARRIED.

3.3 The meeting closed 12.37pm.

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*The Rev'd Dr J H Kempster*  
*Vicar*

## Parish Statistics : for the year ended 30<sup>th</sup> September 2015

	2014-15	2013-14
Number of public services held	654	651
Number of public Sunday services held	254	258
Number of public services held in residential facilities	0	0
Total yearly attendance at all public services	12,944	12,789
Total yearly attendance at all Sunday services	8,526	8,455
Total number of acts of Communion in public services	11,133	11,538
Total number of Sunday Acts of Communion	7,643	6,766
Total other Acts of Communion	549	436
Total attendance at Christmas Day / Eve services	585	565
Total number of Acts of Communion at Christmas Day / Eve services	421	382
Total attendance at Easter Day / Eve	360	332
Total acts of Communion at Easter Day / Eve services	304	274
Number on the Church Electoral Roll presented at Annual Parish Meeting	153	129
Total number of Baptisms	12	26
Number of children admitted to Holy Communion	2	2
Number of persons (non-children) admitted to Anglican Communion	0	1
Number of funerals conducted in the churches of the parish	14	9
Number of funerals conducted elsewhere	1	2
Number of marriages conducted in the churches of the parish	10	6
Number of marriages conducted elsewhere	0	0
No. of continuing home / small groups	7	4
Total No. of persons in continuing home/small groups	93	72
No. of children/youth groups	3	3
Estimated No. of frequent attenders - Pre-school	15	25
Estimated No. of frequent attenders - Primary School	5	12
Estimated No. of frequent attenders - Secondary School	2	4

## Parish Council Attendance 2014-15

<i>Name</i>	28 Jan	25 Feb	18 Mar	22 Apr	27 May	24 Jun	29 Jul	19 Aug	23 Sep	MAP 10 Oct	28 Oct	Ratio
Kempster, The Rev'd Dr J H	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> *	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	11/11
Drummond, H	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	11/11
Duckett, S					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	6/7
Hibberd, S	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	9/11
Taaff, J	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Resign							4/4
Blackmore, A	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	11/11
Chapman, J	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	11/11
Farrell, C	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Resign							2/4
Kellett, B	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	11/11
McGovern, C	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	9/11
Mitterdorfer, D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	9/11
Spriggs, D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	6/11
Stuckey, R	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	6/11
Taule'alo, A	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	7/11
Wilson, C	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	9/11
Wuttke, S	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	8/11
VACANT												

\* Also attending, The Rev'd G A Brennan

## Vicar's Report

Firstly my sincere thanks must go to John Taaff, Vicar's Warden for 14 years, who handed on the baton in the middle of the year to Stephen Duckett. John worked tirelessly in this role and has been enormously supportive to me personally since I took up the role of Vicar of St Peter's in 2012. I am delighted that John decided to continue as Chair of the St Peter's Charitable Foundation. Stephen has got off to a good start facilitating the Mission Action planning process with Parish Council over the last couple of months.

There have been 14 funerals at St Peter's this year, considerably more than in previous years, and we have lost some dearly loved and faithful members and supporters of the church, such as Derek Loveday, Stuart Hall, Laurence Eyers SSM, Pauline Oakley, Margaret Robbins, Mavis Yewers, Frank Callaway, Heather Murray and Doug Dowe. On 15th February it was a great shock to hear that Bp Barbara Darling had died, just a short time after her retirement. May they rest in peace, and rise in glory.

Alongside death, there have been preliminary but promising signs of new life in our church. The 2015 Parish Mission was a particular highlight, the first in 20 years. The Rt Rev'd Stephen Cottrell, Bishop of Chelmsford, was our Missioner, bringing an energy and an ability to communicate the gospel to both young and old. The opening Mass of the Mission was with the Cell of Our Lady of Walsingham just hours after Bp Stephen landed in Australia, and then Archbishop Philip Freier joined us for an orchestral High Mass on the Sunday. Two study days for clergy followed, with nearly 100 attending each, from across the Archdiocese. The remainder of the week was filled with three Mission Services on the themes of Incarnation, Passion and Resurrection, and three outreach events aimed at business people, families and the homeless. Our hall was filled with children for the play "Where is the Green Sheep?" and the launch of the coffee cart social enterprise was a true celebration on the last day of the Mission.

After the Mission there was a sense of exhaustion in the parish. I think many of us became aware of our fragility. Bp Cottrell had set the bar high. We jumped it, and caught a vision of how things might be, but then returning to normality we perhaps became overwhelmed with the task ahead. And it is true, the challenge facing St Peter's is huge. But we have been given a vision, and that is a precious gift for us to pray with, and draw from, as we move forward in God's love. The 2015-18 Mission Action Plan is a concrete way in which we are doing this. The process began at a Parish Council planning day last month, and a report on progress will be given to the Annual Meeting. Having decided on seven broad mission areas, the task now is to work with the parish staff, lay leaders and committees to work out concrete mission goals. There is no quick-fix solution to the problems we face as a twenty-first century Anglo-Catholic Church, but by God's grace, and with a lot of hard work on our part, I am confident that St Peter's will continue to flourish for another 170 years.

This year's budgeting process has been a painful one. As a gathered congregation and an Anglo-Catholic shrine church, we have expectations and expenses that suburban churches do not. For years, and thanks to the generosity of parishioners' bequests, we have operated with a deficit budget. I fully support the growing desire of Parish Council, and a number of other parishioners, to live within our means. But this is a big change to our way of operating as a parish, and it is unrealistic to expect this to happen overnight. We have a highly skilled and hard-working paid staff of clergy, musicians, sacristan, bookroom manager and administrator. Cutting our staff is a brutal way of saving money, and at a time when we are planning for mission and growth, in my opinion it would be foolish to take this path ahead. I am sure that we can find more organic and creative ways of balancing our budget and journeying together into the future that God has for us. Please pray for me as I do for you.

*"All will be well, yes all will be well; and every manner of thing will be well."* Julian of Norwich

## Churchwarden's Report

It has been the worst of years and the best of years. The vexed matter of a budget that will not balance. The loss of faithful parishioners of long standing called to their Maker. The renewal of hope and the strengthening of faith in the message of our missioner in Bishop Cottrell. The ongoing fellowship of our parish community and the welcoming of new members. The return of Bishop Graeme from his sojourn in the diocesan wilderness. The launching of the social enterprise coffee cart initiative. The plans for a new doorway into the community in the form of the so-called plaza. There has been much activity and promise, despite the reservations and hesitations.

### *Property*

The cost of care and maintenance of the beautiful old buildings at St Peter's is one of our greatest expenses. We spent more than \$150,000 in 2015 on property related expenses including about \$35,000 on insurance and a similar amount on maintenance. More significantly, however, was the receipt of a report from architects Lovell Chen (supported by engineers) which identified substantial drainage issues on the site and some structural concerns (cracking in buildings). The total cost foreshadowed in the report was over \$500,000 but the first stage is cleaning up gutters and drains and inspecting them more thoroughly before this estimate can be finalised. In addition, the church transept roofs are close to the time when they must be re-slatted. Property issues will continue to be important for the wardens and Parish Council in 2016. Thank you to Craig Wilson as Chair of the Property Committee for his valuable and tireless assistance without whom we would be left bereft or cursing or both.

### *With Thanks*

Sadly our very long standing Vicar's warden, John Taaff, who we think may possibly have been appointed by St Peter himself, it was so long ago, retired to a well-earned rest this year. In partial recognition of all his work over the years, the newly renovated downstairs lavatory in the Vicarage has been named the "Taaff Toilet". In all seriousness, though, the parish owes John an enormous amount of gratitude for his many years of unstinting service not only as Vicar's Warden but also, for his sins, as Property Warden, and we thank him and God, wholeheartedly and sincerely, for all he has done for God and this parish with such good humour and forbearance.

Special thanks go also for another lengthy tenure from Sue Wuttke as vestry member and now parish council member. She too is taking a much deserved break after a start lost in the mists of time; St Peter was an astute judge of character here too. Sue has proven to be a devoted industrious parishioner and her efforts have been manifold over the years. We will miss her experience but hopefully not for long.

Our parish treasurer of a number of years, Catherine McGovern, has resigned in the face of mounting demands on her time. Thank you, thank you for your thankless work in trying to bring us into line. You have done a stirring (pun intended) job. We would acknowledge our indebtedness to you as a parish but are in enough already so please simply accept our heartfelt thanks for all your assiduous efforts.

The list of 'thank yous' extends further to the unsung supporters of this place of God. To David Morrell, our unofficial verger, for his invaluable assistance whenever asked, and often simply when he observes the need; may God call him closer soon so we can make his title official. To Carol O'Connor, Kosta Soteriou and Adam Blackmore for their hard work for the parish and not just because they are paid to do it but because they care.

To those who give of their time so freely for the glory of God, perhaps most noticeably to Sue Wuttke, Andrew Raiskums, our harmonic choristers and our most magnificent organist, Rhys Arvidson, thank you for your angelic music making, long may it continue; we await, though, your Mozarabic chant for Lent.

Not least are our team of servers, readers and intercessors who mark each mass with such unobtrusive precision, a skill that often leaves them unnoticed but, rest assured, not unappreciated, thank you. To the sidespeople, the face of the worshipping parish, thank you for your quiet support and welcoming, a valuable outreach. Thanks especially for the work of the hospitality group led by Judith Chapman who feed and water us each week and on those special occasions that punctuate our year. It is their munificence and the efforts of Di Clark's band of Welcomers that help us to respond to "...I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me..." (Matt. 25:35). God bless you and your continued labours in salutation and comfort.

To the members of the Parish Council, those generous souls who give of their time sitting in meetings and debating all manner of things to help this place continue, not an easy role but much needed; God give you the wisdom to do what is right for the advance of the Kingdom of Heaven in this place. To our clergy, you are loved and respected in a job that is not easy. Thank you to Fr Hugh for all your patient and diligent endeavours. Well done with a brilliantly-orchestrated parish mission, we look forward to the manifest signs of its success. In the meantime, what would we do without you? Thank you to our Graemes, who are more precious than rubies. To Fr Philip in your challenging endeavours with the homeless and the imprisoned, God give you strength for such important work! Lastly, for then you are first, thank you to Fr Richard for your undertakings with the business community, a necessary and much needed way for realising Christ's love in the world. Thank you to the pastoral care team Sister Avril, Di Clark, Elizabeth Pemberton and Terri Porter, and for your ministrations, you are the rock of ages.

Finally, we thank all of you, the parishioners of St Peter's, for your continuing support, and for your continuing gentle reminders we sometimes receive of our shortcomings!

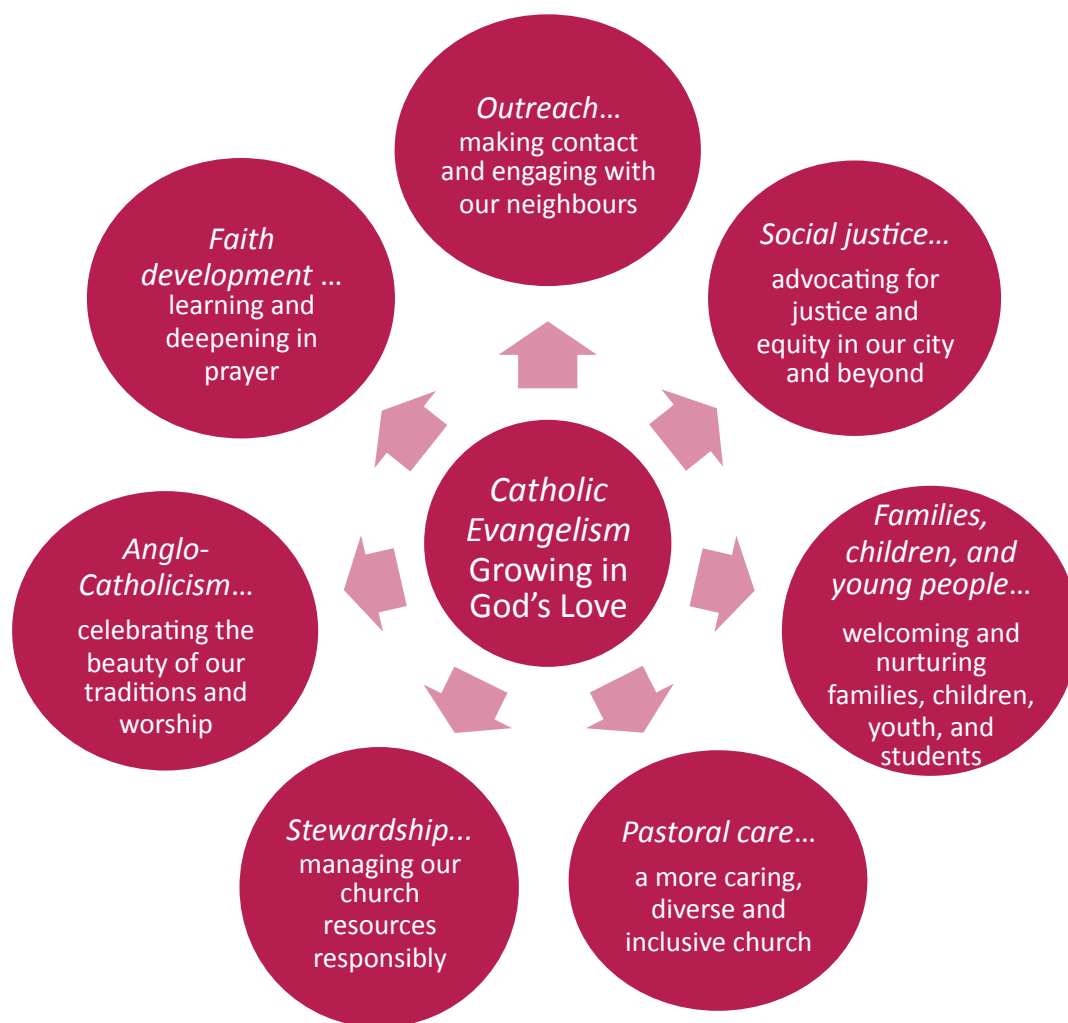
*Stephen Duckett, Helen Drummond and Stuart Hibberd  
Churchwardens*



## Mission Action Plan Progress

A significant activity for Parish Council in 2015 was the redevelopment of the Parish's three-year Mission Action Plan. This sets both a broad agenda for the Parish for the medium term and is fleshed out in terms of specific steps to be taken in 2016 as part of the first meeting of Parish Council.

Parishioners were asked to contribute their ideas to the process during the latter part of the year and there was a Parish Council Planning Day to outline the broad general directions for the plan in October. The plan asks us to focus on seven broad goals that we should be pursuing, summarised in the diagram below.



These broad goals are supported by 24 action steps that we will pursue over the next three years which are listed in the attached table. These are still subject to minor refinements, remember though that these are three year goals, not something to be done and completed in 2016!

Comments to any member of Parish Council about the Plan are still most welcome



## Catholic evangelism: Growing in God's Love

### St Peter's Mission Action Plan for 2016-18

In 2018 St Peter's will be	Action steps over the next three years
1. <i>Outreach...</i>  making contact and engaging with our neighbours	1.1 Identify opportunities to grow our membership
	1.2 Build on St Peter's strong music tradition and reputation
	1.3 Seek to engage more with the city and its community
2. <i>Pastoral care...</i>  a more caring, diverse and inclusive church	2.1 Build a culture which is welcoming, affirming, engaging and caring
	2.2 Develop our pastoral care program
	2.3 Strengthen our hospitality program
	2.4 Affirm our role as an inclusive caring community
3. <i>Families, children, and young people...</i>  welcoming and nurturing families, children, youth, and students	3.1 Children and youth included and celebrated in our planning for services and growth
	3.2 Establish an active outreach program
4. <i>Anglo-Catholicism...</i>  celebrating the beauty of our traditions and worship	4.1 Teach the Anglo-Catholic tradition throughout the year
	4.2 Preserving/restoring the ceremonial
	4.3 Build the 9:30 experience
	4.4 Provide support to the Anglo-Catholic presence in Melbourne
5. <i>Faith development ...</i>  learning and deepening in prayer	5.1 Develop a comprehensive annual program incorporating the needs of: <ul style="list-style-type: none"> <li>• seekers</li> <li>• travellers</li> <li>• pilgrims</li> <li>• apostles</li> </ul>
	5.2 Establish a spiritual direction program
6. <i>Social justice...</i>  advocating for justice and equity in our city and beyond	6.1 Continue our support for 'social enterprise' activities
	6.2 Strengthen links with other local agencies committed to social justice e.g. BSL, Anglicare
	6.3 Sustain co-operative relationship with St Peter's Charitable Foundation
7. <i>Stewardship...</i>  managing our church resources responsibly	7.1 Achieve financial balance in 2018
	7.2 Grow parish giving
	7.3 Grow external income
	7.4 Improve accountability for expenditure
	7.5 Develop a clear plan for the future of the site in terms of use, conservation and finance
	7.6 Implement rolling maintenance action plan

## **Finance Report : for the year ended 30<sup>th</sup> September 2015**

### *Report on 2014-15 Accounts*

Once again, this year's accounts suggest a relatively healthy end of year result, returning an apparent surplus of \$1,600. Once again, however, this masks the fact that, in order to achieve this result, the Parish has sold \$48,000 in shares to fund our ongoing operations. As stated several times in the last few years, this situation is not sustainable in the longer term. This is amply demonstrated by the Balance Sheet which shows the Parish's Total Equity as \$1.623 million compared to last year's result of \$1.765 million, a difference of \$142,000.

Despite this significant issue of sustainability, there is some good news in our accounts.

In regards to Offertory, which we adjusted last year with the hope of encouraging people to donate money through the tax-deductible Music Fund or the National Trust, has held up well and funds donated through the National Trust have likewise performed well. We have performed far more weddings than anticipated and our choir performed the Messiah in Sorrento which attracted an appreciative financial gift from the parish there. Our dividends were also higher than anticipated – an always welcome occurrence.

Overall, despite some income lines falling below budget, our overall profit was \$70,000 above forecast at \$726,000 although once adjusted for share sales that figure is around \$22,000 .

In relation to expenditure, significant effort was put in by many people across a variety of areas in ensuring a tight rein on our expenditure. This paid off however with it being the first year in many that maintenance expenditure has actually come under budget!!! Last year at the AGM we indicated that a number of measures and procedures had been introduced to ensure appropriate maintenance expenditure and this year we have seen this really pay off with tight control in this traditionally difficult area. This is a significant achievement and our Property expenditure overall has delivered under budget.

In other areas, such as staffing, we did run over budget with some of that overrun relating to the increased number of weddings performed. At the same time, Ministry Costs (excluding the Mission) and Other Parish Support Costs ran under budget. The Mission, despite having higher expenditure than first thought, also attracted more financial support, reporting a surplus overall.

Overall, expenses ran around \$23,000 over forecast with our final result (excluding shares sales) being within \$200 of our original forecast. Whilst a 'real' deficit of \$46,000 is not something about which we can be pleased, the accuracy of our forecasting and our efforts in reining in expenditure is an achievement in itself. Selling shares to meet our daily operations is not however a sustainable outcome and one which the Parish needs to address.

*Catherine McGovern*

### **Budget 2015-16**

Members of St Peter's will be aware by now that Parish Council struggled with formulating a budget for 2016. Quite frankly, we have been living beyond our means for several years now. The outcome of the 2015 year is that we had to sell \$48,000 of shares to pay our day to day expenses. 2016 looks worse, we have budgeted to sell down \$60,000 of assets.

This is to be the first year of a three year plan to get us back into balance. Parish Council is fully committed to bringing us back into balance over time. This year we are looking for increased parish giving – our stewardship campaign this year asked for a 15% increase in giving – as well as increased

external income.. Everyone on Parish Council hoped that this year our asset sales this year would thus be less than last year but, given the expenses we face, that is not the case.

We have budgeted conservatively on income e.g. we have assumed no increase in parish giving, partly because that has been the trend over the last few years and partly because we have not yet seen the impact of the more explicit giving request, and we won't until early next calendar year. If income increases that will be used to reduce the foreshadowed deficit but at this time we cannot 'book' income we don't know we have. We have assumed \$5,000 from some form of fundraising activity (e.g. a fete). Our projected dividend income for 2016 is lower than 2015 because of the sale of shares in previous years.

We have been tight on the expenditure side. We start 2016 with the same clergy and lay staff profile as we ended 2015. Last year we lost +Graeme for a significant proportion of the year as he helped out the diocese as an acting regional bishop. This year +Graeme is scheduled to be away for two months in another diocese. At the instigation of the diocese, we are providing a pay uplift of slightly over 2% for all staff. We have tightened up on sessional musician costs.

An increase in maintenance expenditure is anticipated. Given our restraint in this area in recent years, there are a number of items, such as storm water drains and so forth, that need to be investigated and funds have been set aside to enable those investigations to take place.

Nevertheless the outcome is that projected spending again exceeds income. Parish Council reluctantly (i.e. by the narrowest voting margin of one vote) approved a deficit budget which is now presented to the Annual Meeting.

*Stephen Duckett*  
*Vicar's Warden*

St Peter's 2014- 2015 Actual vs Budget with 2015-2016 Projection

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Accrual Basis

**St Peter's Eastern Hill**  
**Profit & Loss Budget vs. Actual**  
October 2014 through September 2015

**St Peter's 2014- 2015 Actual vs Budget with 2015-2016 Projection**

	October 2014 to September 2015			Oct 15 - Sep 16
	Actual	Budget	\$ Over Budget	Budget
Ordinary Income/Expense				
Income				
4000 · Income				
4100 · Revenue from Church Ministries				
4110 · Offertory				
4111 · Offertory - Pledged	37,861.75	39,445.00	-1,583.25	37,861.75
4112 · Offertory - Open Collection	50,291.90	43,463.00	6,828.90	50,291.90
4113 · ADF Planned Giving	46,488.09	46,592.00	-103.91	46,488.09
<b>Total 4110 · Offertory</b>	<b>134,641.74</b>	<b>129,500.00</b>	<b>5,141.74</b>	<b>134,641.74</b>
4120 · Donations & Grants				
4122 · Grants - Diocese	3,087.50	28,000.00	-24,912.50	3,100.00
4124 · Grants - Clergy Related	113,541.30	68,954.00	44,587.30	90,407.60
4125 · Grants - Other	13,908.88	15,474.00	-1,565.12	16,333.33
4127 · Donations - Mission & Outreach	0.00	20,000.00	-20,000.00	20,000.00
<b>Total 4120 · Donations &amp; Grants</b>	<b>130,537.68</b>	<b>132,428.00</b>	<b>-1,890.32</b>	<b>129,840.93</b>
4130 · Sundry Church Income				
4133 · Fundraising - Other	12,501.61	9,500.00	3,001.61	12,500.00
4134 · Fundraising -Concerts/Recitals	14,265.00	6,300.00	7,965.00	5,300.00
4135 · Weddings & Funerals	27,348.00	12,250.00	15,098.00	27,348.00
4136 · Christian Seminars & Courses	1,854.65	2,300.00	-445.35	1,850.00
4140 · Donations-General	9,847.30	10,000.00	-152.70	9,900.00
4145 · Donations - Specified	11,915.30	11,100.00	815.30	3,550.00
4150 · Flowers Income	2,487.00	1,500.00	987.00	2,500.00
4155 · Children & Youth	191.70	775.00	-583.30	200.00
<b>Total 4130 · Sundry Church Income</b>	<b>80,410.56</b>	<b>53,725.00</b>	<b>26,685.56</b>	<b>63,148.00</b>
<b>Total 4100 · Revenue from Church Ministries</b>	<b>345,589.98</b>	<b>315,653.00</b>	<b>29,936.98</b>	<b>327,630.67</b>
4200 · Commercial Income				
4210 · Property				
4211 · Hall Rent from Non Related Org	31,166.68	28,000.00	3,166.68	33,000.00
4212 · Other Rent - Non Related Org	110,129.42	112,636.00	-2,506.58	110,000.00
4213 · Other Rent	14,800.00	20,000.00	-5,200.00	20,000.00
<b>Total 4210 · Property</b>	<b>156,096.10</b>	<b>160,636.00</b>	<b>-4,539.90</b>	<b>163,000.00</b>
4220 · Bookroom				
4221 · Bookroom Sales	160,759.00	170,311.23	-9,552.23	161,000.00
<b>Total 4220 · Bookroom</b>	<b>160,759.00</b>	<b>170,311.23</b>	<b>-9,552.23</b>	<b>161,000.00</b>
4230 · Dividends, Interest & Other				
4231 · ADF Interest	386.85	441.25	-54.40	400.00
4233 · Bank & Other Interest	15.68	40.30	-24.62	25.00
4235 · Dividend External Investments	97,048.62	91,936.84	5,111.78	93,776.96
4236 · Ang Funds Distributions	2,276.19			2,200.00
4245 · Realisation on Asset Sale	47,983.83			
<b>Total 4230 · Dividends, Interest &amp; Other</b>	<b>147,711.17</b>	<b>92,418.39</b>	<b>55,292.78</b>	<b>96,401.96</b>
<b>Total 4200 · Commercial Income</b>	<b>464,566.27</b>	<b>423,365.62</b>	<b>41,200.65</b>	<b>96,401.96</b>
4300 · Donations for Missions				

St Peter's 2014- 2015 Actual vs Budget with 2015-2016 Projection (continued)

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Accrual Basis

**St Peter's Eastern Hill**  
**Profit & Loss Budget vs. Actual**  
October 2014 through September 2015

	October 2014 to September 2015			Oct 15 - Sep 16
	Actual	Budget	\$ Over Budget	Budget
4360 · Donation - Special Appeals	1,073.30			
4370 · Monies on Behalf of Others	2,682.95			2,700.00
<b>Total 4300 · Donations for Missions</b>	<b>3,756.25</b>			<b>2,700.00</b>
<b>Total 4000 · Income</b>	<b>813,912.50</b>	<b>739,018.62</b>	<b>74,893.88</b>	<b>750,732.63</b>
<b>Total Income</b>	<b>813,912.50</b>	<b>739,018.62</b>	<b>74,893.88</b>	<b>750,732.63</b>
<b>Cost of Goods Sold</b>				
5000 · Cost of Sales				
5141 · Bookroom Cost of Sales	88,373.47	83,859.73	4,513.74	90,140.94
<b>Total 5000 · Cost of Sales</b>	<b>88,373.47</b>	<b>83,859.73</b>	<b>4,513.74</b>	<b>90,140.94</b>
<b>Total COGS</b>	<b>88,373.47</b>	<b>83,859.73</b>	<b>4,513.74</b>	<b>90,140.94</b>
<b>Gross Profit</b>	<b>725,539.03</b>	<b>655,158.89</b>	<b>70,380.14</b>	<b>660,591.69</b>
<b>Expense</b>				
6000 · Expenses				
6100 · Church Ministry Costs				
6110 · Clergy Costs				
6121 · Clergy -Stipends	114,856.64	100,148.00	14,708.64	111,247.67
6122 · Clergy - Fringe Benefits	60,538.92	67,526.00	-6,987.08	78,285.64
6123 · Clergy - Superannuation	45,128.44	37,773.00	7,355.44	41,703.59
6131 · Locum & Casual Clergy Stipends	1,276.00	7,000.00	-5,724.00	
6134 · Clergy - Long Service Leave	1,163.63	3,998.00	-2,834.37	4,075.35
6135 · Sickness & Accident Insurance	1,347.05	1,623.00	-275.95	1,584.60
6136 · Stipend Continuance Insurance	1,102.82	2,594.00	-1,491.18	2,594.10
6141 · Clergy - Utility Costs	9,419.04	4,599.00	4,820.04	4,611.30
6161 · MV Depreciation Costs	11,529.20	7,600.00	3,929.20	8,740.00
6163 · MV Running Costs	1,741.30	4,362.00	-2,620.70	4,287.27
6162 · MV Standing Costs	3,541.93	3,864.00	-322.07	3,812.22
6170 · Training - Clergy	800.00			800.00
6171 · Conferences & Seminars -Clergy	206.14	157.73	48.41	210.00
<b>Total 6110 · Clergy Costs</b>	<b>252,651.11</b>	<b>241,244.73</b>	<b>11,406.38</b>	<b>261,951.74</b>
6230 · Other Ministry Costs				
6231 · Ministry Related Costs	1,762.18	1,400.00	362.18	1,797.42
6232 · Church Worship Supplies	8,079.43	10,591.69	-2,512.26	11,661.00
6235 · Other	18,551.82	10,150.00	8,401.82	
<b>Total 6230 · Other Ministry Costs</b>	<b>28,393.43</b>	<b>22,141.69</b>	<b>6,251.74</b>	<b>13,458.42</b>
6100 · Church Ministry Costs - Other	519.19	109.98	409.21	
<b>Total 6100 · Church Ministry Costs</b>	<b>281,563.73</b>	<b>263,496.40</b>	<b>18,067.33</b>	<b>275,410.16</b>
6240 · Parish Support Costs				
6245 · Lay Employee Costs				
6248 · Permanent Lay Emp Salaries	115,867.13	109,304.28	6,562.85	132,917.69
6249 · Permanent Lay Emp Super	11,417.79	10,383.72	1,034.07	13,384.08
6250 · Casual Musician Costs	14,720.00	15,780.00	-1,060.00	13,248.00
6251 · Contract Costs	19,927.48	17,501.55	2,425.93	
6253 · Workcover	1,726.52	1,100.00	626.52	1,750.00
6258 · Honorarium Payments	984.80	550.00	434.80	950.00

St Peter's 2014- 2015 Actual vs Budget with 2015-2016 Projection (continued)

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Accrual Basis

**St Peter's Eastern Hill**  
**Profit & Loss Budget vs. Actual**  
October 2014 through September 2015

	October 2014 to September 2015			Oct 15 - Sep 16
	Actual	Budget	\$ Over Budget	Budget
<b>Total 6245 · Lay Employee Costs</b>	164,643.72	154,619.55	10,024.17	162,249.77
<b>6260 · Other Parish Support Costs</b>				
6261 · Assessments Paid	32,456.00	42,000.00	-9,544.00	32,500.00
6262 · Travel Expenses	451.40	325.00	126.40	450.00
6263 · Bank Charges	55.31	12.50	42.81	55.00
6265 · Telephone & Other Communicatio	7,886.61	7,150.00	736.61	8,000.00
6267 · Minor Equipment Purchases	1,464.11	1,500.00	-35.89	600.00
6269 · Maint & Repairs - Equipment	280.00	3,250.00	-2,970.00	750.00
6272 · Hospitality Expenses	8,152.74	7,600.00	552.74	9,652.74
6274 · Flowers Exp	5,912.86	3,650.00	2,262.86	5,912.86
6275 · Bookkeeping Fees	18,708.00	18,708.00	0.00	19,119.58
6276 · Sundry Expenses	1,542.13	2,800.00	-1,257.87	1,572.97
6277 · Fundraising Expenses	12,301.90	7,400.00	4,901.90	7,750.00
6280 · Advertising & Promotion	2,395.39	3,000.00	-604.61	2,000.00
6285 · Copywright Fees	250.00			250.00
6286 · Subscriptions & Publications	0.00	250.00	-250.00	2,729.83
6290 · Stationery	2,702.80	3,649.65	-946.85	
6291 · Photocopier	8,853.69	8,655.25	198.44	9,030.76
6292 · TMA Publication Charge	550.00	600.00	-50.00	600.00
6294 · Postage	262.32	200.00	62.32	275.00
6295 · Computer Software	569.88	275.00	294.88	600.00
<b>Total 6260 · Other Parish Support Costs</b>	104,795.14	111,025.40	-6,230.26	101,848.74
<b>6240 · Parish Support Costs - Other</b>	5.50			0.00
<b>Total 6240 · Parish Support Costs</b>	269,444.36	265,644.95	3,799.41	264,098.51
<b>6300 · Commercial Costs</b>				
<b>6310 · Property</b>				
6311 · Lighting Heating & Cooling	17,310.80	19,250.77	-1,939.97	17,657.02
6312 · Land Tax	6,522.22	6,300.00	222.22	6,550.00
6314 · Cleaning Costs	26,755.45	24,860.95	1,894.50	26,800.00
6320 · Council & Water Rates	7,057.74	7,316.29	-258.55	7,100.00
6321 · Parish Insurance Premiums	34,947.45	36,000.00	-1,052.55	35,646.40
6325 · Other Services	3,271.21	4,100.64	-829.43	3,336.63
6330 · Maintenance Garden & Grounds	233.38	650.00	-416.62	500.00
6331 · Property - Ongoing Maintenance	33,587.38	35,000.00	-1,412.62	42,536.69
6332 · Property - Project maintenance	8,644.64	10,000.00	-1,355.36	10,000.00
6335 · Property Agent Fees	9,011.51	5,601.27	3,410.24	6,511.51
6340 · Interest Paid to ADF	6,798.46	7,800.00	-1,001.54	6,800.00
<b>Total 6310 · Property</b>	154,140.24	156,879.92	-2,739.68	163,438.25
<b>6350 · Bookroom</b>				
6355 · Bookroom General Admin	10,587.57	9,428.71	1,158.86	10,799.32
<b>Total 6350 · Bookroom</b>	10,587.57	9,428.71	1,158.86	10,799.32
<b>6360 · Brokerage on Share Sales</b>	199.85			0.00
<b>Total 6300 · Commercial Costs</b>	164,927.66	166,308.63	-1,380.97	174,237.57
<b>6500 · Donations paid to Missions</b>				
<b>6510 · Anglican Missions</b>				
6511 · ABM	0.00	775.00	-775.00	
6516 · CHN	4,050.00	4,236.00	-186.00	3,244.50

St Peter's 2014- 2015 Actual vs Budget with 2015-2016 Projection (continued)

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Accrual Basis

**St Peter's Eastern Hill**  
**Profit & Loss Budget vs. Actual**  
October 2014 through September 2015

	October 2014 to September 2015			Oct 15 - Sep 16
	Actual	Budget	\$ Over Budget	Budget
Total 6510 · Anglican Missions	4,050.00	5,011.00	-961.00	3,244.50
6520 · Other Missions and Appeals				
6522 · Other Mission/Outreach	0.00	500.00	-500.00	
6523 · Monies on behalf of Others	1,142.36	459.40	682.96	
6525 · Court Funds	2,860.29			3,000.00
Total 6520 · Other Missions and Appeals	4,002.65	959.40	3,043.25	3,000.00
Total 6500 · Donations paid to Missions	8,052.65	5,970.40	2,082.25	6,244.50
Total 6000 · Expenses	723,988.40	701,420.38	22,568.02	719,990.74
Total Expense	723,988.40	701,420.38	22,568.02	719,990.74
Net Ordinary Income	1,550.63	-46,261.49	47,812.12	-59,399.05
<b>Other Income/Expense</b>				
<b>Other Income</b>				
8000 · Other Income				
8100 · Klingner Interest Received	727.05	744.34	-17.29	635.00
8110 · Klingner ADF Distributions	7,961.16	5,014.95	2,946.21	4782.00
8120 · Klingner Dividends	20,332.56	14,722.04	5,610.52	19972.00
Total 8000 · Other Income	29,020.77	20,481.33	8,539.44	25389.00
Total Other Income	29,020.77	20,481.33	8,539.44	
<b>Other Expense</b>				
9000 · Other Expenses				
9110 · Klingner Scholarships	24,000.00	18,000.00	6,000.00	24000.00
9200 · Adjustments	-988.56			
Total 9000 · Other Expenses	23,011.44	18,000.00	5,011.44	24000.00
Total Other Expense	23,011.44	18,000.00	5,011.44	24000.00
Net Other Income	6,009.33	2,481.33	3,528.00	1389.00



## Property Committee of the Parish Council

During 2015, the Property Committee considered a range of church property matters with recommendations to Parish Council.

Members of the Property Committee in 2014-15 were John Taaff (Vicar's Warden), Helen Drummond (People's Warden), Stuart Hibberd (People's Warden), The Vicar, Craig Wilson (Committee Secretary) and more recently Adam Blackmore (PC).

John Taaff chaired the committee until his retirement from Parish Council in May 2015. Helen Drummond then chaired the Committee for the remainder of 2015.

The Property Committee would like to express its deep appreciation to John Taaff for his tireless contribution over many years to ensure that important recurrent maintenance, and major building restoration and renovation works have occurred within a highly constrained financial environment. His awareness of the need to better use and improve returns from the church property remains an essential part of planning for a more financial sustainable parish.

The Property Committee met nine times to October 2015, reporting to the monthly meetings of Parish Council. Its work has focused on day-to-day maintenance needs, better understanding and prioritising works to solve significant structural problems with the buildings, heritage approval processes (many of which are yet to be finalised) and planning options for future use and development of the site. These considerations have included:

### Structural matters –

- Advice from Conservation Architects, Lovell Chen; and sub-consultants Mark Hodkinson, Structural Engineer; Hardrock Geotechnical, Geotechnical Engineers; and Rebecca Ramsden, Horticulturist; on the extent and possible causes of cracking in the walls of the church and parish hall (ongoing)
- Addressing a range of church security problems that have resulted in the church being closed to the public other than for services  
Improved safety –
- A handrail to the lectern steps in order to improve user safety
- Advancing provision of a new temporary assisted access ramp to the church transept doors
- Improved switching arrangements for the lighting in order to extend bulb life
- Issues relating to a major new security fence along the site boundaries with Parliament House (ongoing)

### Residential improvements –

- Renovation of the downstairs toilet in the vicarage, to improve visitor facilities
- New floor coverings and painting at 473A Albert Street
- Painting the stairwell to 473A Albert Street



Routine matters –

- New flammable liquids cabinet in the Sacristy
- Corrective work to the Wentzel chamber organ
- Patch painting deteriorated areas of the church external doors
- New A-frame signs for the Albert Street entrance, to be employed once the church is able to be reopened on week days
- Appointment of a new garbage collection contractor

Urgent issues being progressed with Heritage Victoria, but not finalised –

- A new CCTV and alarm security system for the church
- External protective window grilles on the nave windows
- Infill of the voids in the church gallery balustrade. Children are currently prohibited from being in the gallery for safety reasons
- Roof repairs to the Parish Hall to prevent water entry have been deferred to early 2016 due to financial considerations
- Provision for additional memorial plaques in the sanctuary, including the St. Anselm's memorial (this work will also require a Faculty from the Diocese).

The Property Committee wishes to thank:

- The St Peter's Charitable Foundation and several parishioners for their willingness to meet the costs of particular works
- Parishioners who drew attention to emerging maintenance needs
- The Parish Administrator for implementing various matters before the Property Committee.

The Wardens and John Taaff also wish to acknowledge, with gratitude, the many hours of work carried out by Craig Wilson in drawing up plans and making substantial submissions to Heritage Victoria. His minute attention to detail with regard to property matters, providing guidelines to potential contractors to obtain relevant quotes for works on site and his comprehensive minutes of all matters before the committee is invaluable.

*Craig Wilson & Helen Drummond*

## **St Peter's Eastern Hill Charitable Foundation**

Lady Potter has stepped down as Trustee, however we are delighted that she has accepted our invitation to be Patron.

The annual appeal this year raised \$42,980.00. We are most grateful to all who donated. This allows us to continue to support Fr. Philip Gill as chaplain to the Lazarus Breakfast Programme. We continue to get feedback from staff, volunteers and clients of just how much they appreciate Fr. Philip's contribution. The Foundation also covers the cost of the Lazarus Christmas Lunch and purchased a clothes dryer for clientele.

We will also cover the costs of installing grills on the eastern side windows of the church. This cost was quoted at \$13, 000.00, however Heritage Victoria has requested changes to the original design and we expect the cost to increase by several thousand dollars.

The Property Committee is arranging quotes for a new security system for the church and the Foundation will assist in funding this.

The outside toilets continue to require ongoing maintenance such as replacement of cisterns, toilet seats, lights and hand dryers. As reported last year closing this toilet block after the breakfast programme has been most beneficial.

The Foundation, together with representatives of the Property Committee and Social Enterprise Committee have met with the Lord Mayor and representatives of the City of Melbourne to discuss the plaza and opening of the St Peter's precinct gardens for the coffee cart social enterprise. Both the Lord Mayor and City of Melbourne were most supportive and we are jointly pursuing all options. The Foundation continues to pay PMS Property Maintenance \$2684.69 per month, which is a substantial part of our annual income. This payment is for some \$300K's worth of work carried out in the church and hall 7 years ago. This contract will be completed in 2018.

We continue to be thankful to those people who have left bequests that enable us to continue the valuable contribution that the Foundation is able to make to the church and the surrounding community. We remind you that gifts to the Foundation are fully tax deductible. The Trustees would be most pleased to discuss any proposed bequests or gifts with you. Alternatively you can go to our website: [www.spehcharitablefoundation.com.au](http://www.spehcharitablefoundation.com.au)

The Trustees would also like to acknowledge the valuable contribution of Kosta Soteriou as the Honorary Secretary/Treasurer.

Trustees: Judith Chapman, Rachel Ellyard, Fr Hugh Kempster, Michael Gronow, Canon Dr Raymond Cleary, John Taaff.

## Music at St Peter's

The current membership of the Choir at St Peter's stands at fourteen: three sopranos, five altos, three tenors and three basses. There are currently four scholars- one soprano, two altos and one tenor. Our second tenor scholar, Matthew Thompson, relinquished his scholarship when he relocated overseas in September of this year. He held his position for a number of years and made an admirable contribution to the musical life of the Parish in that time. His scholarship was transferred over to Alison David, one of our altos.

In December 2014 the Choir presented two performances of Handel's Messiah: one at St Peter's and one at St Mary's Sorrento. For the second time, the Choir was invited to sing at St Mary's to a capacity audience who warmly appreciated the Choir's work and our unique take on Handel's masterpiece. Among our soloists were Sally-Anne Russell, one of Australia's most celebrated singers, and Maximilian Riebl, a young countertenor who this year won the encouragement award at the Herald-Sun Aria Awards. Max returns to sing with us this year.

For Midnight Mass, the choir performed Charpentier's *Messe de Minuit* with a small group of baroque strings. Our Carol Service continues to be a popular event in the Parish Calendar, attracting many people from outside the parish who enjoy the service of Nine Lessons and Carols and the music choices that highlight the breadth and range of the choir's repertoire. The choir continued to sing at services through January when many other inner city parishes have choir holidays.

Holy Week services provided a number of highlights for the Choir, most especially Maundy Thursday, the Vigil, and Tenebrae- where the choir continues to present the Allegri *Miserere* at the conclusion of the service, with soloists singing from the gallery stairwell.

St Peter's Day saw an expanded choir sing Charpentier's *Messe à quatre chœurs*, with singers on both sides of the gallery supported by a continuo team that included baroque triple harp and theorbo.

The Parish Mission services that were led by visiting Bishop Stephen Cottrell were well supported by the Choir. Each of the High Masses through this time featured orchestral masses- Schubert in G and the Haydn *Kleine Orgelmesse*- and for these the Choir was accompanied by our organist and an excellent team of string players. Soloists were drawn from the Choir.

A number of new masses and motets have been introduced into our repertoire this year, in editions prepared by me, and choristers Will Evans and Cathy Xanthé. The Choir's willingness to read through new works, often with little rehearsal time is always a credit to the calibre of sight-reading and vocal strengths of the singers.

Special thanks to our indefatigable organist Rhys Arvidson, whose work coordinating the music for Evensong services, weddings, funerals and of course playing for the 9:30am and 11am services on Sundays is vital to the success of the Music ministry within the Parish. Thanks also to our Administrator, Sue Wuttke, whose coordination of the choristers for each service is invaluable.

The culture of music within the parish is something that brings us all together- Choir, Clergy and congregation. We are a small Choir at St Peter's, comparatively speaking. At certain times of the year, for example Holy Week, finding enough singers to cover all the services can be problematic. Yet, we always do. It is a credit to the commitment and the skills of the singers ultimately that makes the music at St Peter's as vibrant and distinguished as it is

Andrew Raiskums  
Director of Music

## St Peter's Bookroom & Church Supplier

### *Mission statement*

St Peter's Bookroom, a ministry within St Peter's Church, is a place of social outreach and welcome for the public. We provide high quality religious books, gifts cards and sanctuary supplies for Clergy and the general public.

### *Trading Result*

The contribution to the Parish in the form of rental donation was \$14,860 for this financial year. The balance sheet has remained sound with net assets after liabilities of \$28,569.

The Bookroom recorded a loss of \$12,826 against a budgeted profit of \$4,173. A key factor which emerged during 2014-15 was the need to ensure that the Bookroom Manager's long service leave was properly recognized in the Bookroom's financial reporting arrangements. There was also a shortfall in this future allowance resulting in a once-off charge of \$5,301 to Bookroom costs to meet this future cost. Without this item factored in, the loss would have been of the order of \$7,500 which may be considered a close to break even result from a turnover of \$161,000 for the year.

Each year now, under the direction of our Treasurer, we have based the budget on the previous year's performance. The previous financial year reflected trading conditions that were more buoyant. This year's performance reveals the difficult economic and trading conditions in the retail area and particularly in the book trade where cheaper online purchases and electronic devices are continuing to gain market share. Another factor is falling church attendance.

Consideration will be given during 2015-16 to the adoption of an on-line sales system for the Bookroom, and an enhancement of our online marketing strategies. The \$3,588.80 raised at the Book Fair in August was given to the Parish in lieu of Bookroom Rent for 2 and a part months. This enabled us to spend more on building up stock, particularly for Christmas.

### *Ministry*

*True ministry implies a way of living and seeing reality; it implies above all a fidelity in the daily round.*  
*Jean Vanier 'Community and Growth'*

Recently a retired Anglican Clergy customer observed that what made St Peter's Bookroom unique for him, amongst the few remaining religious bookshops, was that we were 'a bookshop for ministry and not simply conversion'. We are not into proselytizing, but friendship and connection. Also, this is the only bookshop in Melbourne and Victoria where he could buy literature of the Anglo-Catholic variety. He expressed the opinion that St Peter's Bookroom served a vital ministry to all Anglican clergy and general public in Melbourne and beyond.

The Bookroom is important to the Melbourne Diocese for many reasons; one being it is a place where the voices of Anglicans are represented. With the closure of so many Anglican bookshops we are now the only outlet for local Anglican Clergy and Theological writers in the city area. The list includes: Ron Noone, Ron Browning, Graeme Rutherford, Dorothy Lee, Charles Sherlock, Roland Ashby, Abp Freier, Hedley Beare, Beryl Rule, Muriel Porter. We are a vital retail outlet for their published works and in enable the voices of such Anglican writers to be heard. Our ministry has become even more significant in the Melbourne Diocese.

On our advertising street A Frame we have the words: 'Fine Merchandise, Tranquil Setting'.

Ours is a shop which offers a place of reflection and replenishment of resources. People come in off the street and spend time browsing and buying. Or, they drive in to purchase sanctuary supplies and religious gifts. Because we are open 5 days a week, 9.30am - 4.30pm, and after church services on Sunday, when people visit outside Parish office hours and need assistance we are the place that can serve them.

Although we are now in a world where bookshops are competing with online purchases, our existence enables customers to see books before they buy. Taking the Bookroom to places has become a significant part of our ministry and trade performance. The places the Bookroom has visited to sell books this year include: Clergy Conference at Foothill's Conference Centre (twice), Clergy gathering in Ballarat, Queenscliff Clergy Conference and Queenscliff Clergy Retreat, Selby Town Fair and subsequent visit to the Selby Church, Melbourne General Synod. When we have visited all these places I am struck by how delighted clergy and lay customers are so welcoming and grateful that the books are brought to their attention. These books represent voices that we need to hear more of in our Diocese and world today. They epitomise the very best of our Anglo-Catholic tradition in terms of spirituality, social justice and theology. Customers know this and buy up well when we are out and about.

Our monthly E-List which advertises New Releases, generates trade and also continually reminds customers of our presence.

In the coming year we are working on increasing our public profile via the internet, and maximising all social media outlets at our disposal to maximise our presence in the Diocese.

### *Our Team*

Volunteers : Once more, a great big thank you to all the Bookroom volunteers without whom none of this is possible. Their constancy, commitment and flexibility means that the shop is always open during advertised hours. Their sensitivity and hospitality to all who enter the space is a gift. Customers learn a lot about the Parish life of St Peter's from our volunteers. They always project a warm, welcoming face of the parish. The team includes: Arnold Kan, Helena Hughes, Janet Lea-West, Susan Southall, Stuart Hibberd, Jan Hannon, Ross Smith, Cath Place, and Joy Freier. We have some new volunteers this year: Colleen and Chris Farrell, and Douglas Savige and Dianne Mosely. Jan Hannon and her husband Jeff, have also helped us with security by generously donating the installation of cameras in the shop. Recently too, the Hard Drive, in the Retail Programmeme failed, and they paid for the cost of repair.

Bookroom Committee : Once again, as Manager, I have valued feeling personally supported and assisted by the Bookroom Committee members: John Taaff, John Rickard and Fr Hugh Kempster. Their encouragement, keen interest in, and revitalising ideas continue to excite and challenge. Importantly, their understanding that the Bookroom is a place of ministry underlines the value of the shop in the wider social context. Each day the shop is given much support from Kosta Soteriou and David Morrell. At any time of the day, David Morrell has made himself available to help, whether it be in terms of security or unexpected parish matters. For this we are very grateful.

Thank you to Ian Retford for his translation of our figures onto the parish budget; to Catherine Mc Govern for advice and budgetary assistance and Kathleen Toal, from the Parish of St Margaret's, Eltham, has once more continued to provide backup assistance in the running of our accounting programme. Thank you too, to Bruce Kellett for all his committed and reliable ongoing work on the Bookroom internet site. Many parishioners continue to support the shop, both in terms of promotion and purchases. Know that whenever you purchase a book from St Peter's Bookroom you are supporting the Parish of St Peter's, and the Australian book trade. The ongoing public access and visibility of these books keeps a whole culture alive.

## *Second Hand books*

This section continues to run very well. People browse and purchase from this section every day. A big thank you to the many people who have made such excellent donations. In particular we wish to thank the Carmelite Library for the donations they have contributed to our second hand section, and their donations to the Book Fair earlier this year.

We are always looking for donations of second hand religious titles. Thanks to the generous offer of parishioner Jenny Sasse, we have an off site space in which to store books. They are guaranteed to go to a good home - either in the shop, or at the Book Fair.

*Carol O'Connor  
Bookroom Manager*



## Sacristy

At the risk of sounding like a broken record, I continue to give grateful thanks for all the help and support in the work of the Sacristy, especially that of Bruce Kellett and also to my partner, David Morrell, whose continual assistance with the weekly tasks I could not manage without.

I am not going to say very much at all about repairs and maintenance, lest I jinx the good fortune had this year in that there is little to report on this matter.

While the essential work of the Sacristy continues to be carried out, there are several events this year that warrant special mention:

- The working bees at Christmas and Easter have a core of committed volunteers, and even though one could always do with more helping hands, I give thanks to those whose support and willingness to donate their time, one could simply not carry out most of the many tasks to be undertaken for these major seasonal changes.
- Shrove Tuesday– it is great to see a revival of this lovely tradition to mark the beginning of Lent, with a simple liturgy of palm cross burning and cooking pancakes for Shrove Tuesday. Please do mark this in your calendars for next year (9 February) as it is another lovely (and not late) evening for all.
- Simnel cakes – well done again to the faithful team of bakers, including some new cooks this year – yet another great example of community and generosity of spirit and maintaining our tradition.
- Palm Crosses – thanks to Warren and Margaret Collins and all the people who came and had an enjoyable morning of fellowship and learning to make crosses – perhaps next year we might be able to build a team to make enough to sell again? A big thanks to the Parliament House grounds team who supplied us with the luscious green fronds – without them we would not have had such good material to make the crosses.
- A special thank you to all those who donated prunings of palm fronds and olive branches which helped with the lovely decorations in the church and hall.
- A big thank you to Bruce & Natalie Kellett for their continued assistance with linen: laundering amices, constructing new lavabo towels and purificators, as well as the repair/restoration of many of the kneelers in the church, thus ensuring their continued use for many years to come.
- As mentioned in last year's report, I am continually grateful for the continued commitment of Mary Armour with the weekly laundering of lavabo towels, purificators, corporals and the like.

Work has begun to re-establish the Embroiders' Guild of yester-year, continuing the intentions of the late Pauline Oakley. With the grateful and expert guidance of Jenny Sasse, a small band of merry people held an initial information session recently, getting their creative juices flowing with ideas for designs for kneelers.

With the continuing budgetary constraints, I am beginning to plan for a special project to appeal for funds to offset the cost of new server robes, as this committed band of servers give considerably of their time to assist in serving at the altar and new garments are required to replace ageing and dilapidated old stock. As an aside, if anyone is interested in joining the Servers' Guild in this important ministry, I would encourage you to contact the Head Server, Peter Bryce.

In conclusion, I would like to extend an offer to anyone who would like to become involved in the ministry of the Sacristy, whether it is in laundering, helping with the weekly maintenance or the setup requirements for services. This is not in any way a relinquishment of service to the parish but I believe it an integral part of knowledge sharing and succession planning so that the traditions of the parish be maintained by several people.

With grateful thanks,

*Adam Blackmore*  
*Sacristan*



## **Institute for Spiritual Studies**

Our programme for 2015 opened with a quiet day conducted by Fr Peter Martin at St James Anglican Church, Point Lonsdale. The main programme included presentations by Fr David Moore on 'Evolution & Christ in the Mystical Theology of Teilhard de Chardin'; 'Great hymn writers & a chance to sing their hymns' by Rowan Callick & Elizabeth Braithwaite; 'Merton'; 'Eating heaven: food and Spirituality' by Dr Simon Carey Holt; 'Mission-shaped buildings? Re-thinking the parish church in a post-parochial world' by the Rev'd Dr Craig D'Alton: an icon for a post-monastic, post-theistic mysticism' by Fr Robert Walley; Vespers for Pentecost at St Dominic's Church, Camberwell; 'The poetry of Studdert Kennedy – World War 1 padre' by Charles Sherlock; 'Religion and the media' by Barney Swartz; 'Deepening our Prayer life & Spiritual Direction' by Fr John Stewart; 'Using the Scriptures Today' and yesterday, 'The metaphor of 'ground': a conception of God for a secular age'. Numbers attending have averaged between 15 and 30 people. At the time of writing, the following arrangements have been made for 2016. When the programme for the New Year has been finalised it will be advertised on the Parish web site and in brochure form as usual.

### **2016 Programme AT A GLANCE**

#### **Quiet Day**

Holy Saturday, 26<sup>th</sup> March, led by Bishop Genieve Blackwell  
10.30 to 3.30pm at St James Anglican Church, Point Lonsdale,

#### **The Inescapability of T. S. Eliot**

Thursday, 21<sup>st</sup> April, 7.30 to 9.30pm  
Presenters: Professor William Johnston, Philip Harvey & Professor Robert Gribben

#### **The anchoress**

Saturday, 14<sup>th</sup> May, 9.30am to 12.30pm  
Robyn Cadwallader

#### **Mary in the light of ARCIC**

Thursday, 18<sup>th</sup> August, 7.30 to 9.30pm  
Presenter: Bishop Lindsay Urwin

#### **The Paradise Garden**

Saturday, 18<sup>th</sup> September, 9.30 to 3.00pm  
Presenter: Fr Ken Parker

#### **Science and Faith**

Thursday, 20<sup>th</sup> October, 7.30 to 9.30pm  
Presenter: The Rev'd Dr Chris. Mulherin

Once again, I thank the members of the committee and Di Clarke, for their reliable support in setting up the hall, preparing supper, opening the Book Shop and sitting at the seat of custom! Thanks also to Bruce Kellett for advertising our events online and via the Parish Web page.

*Bp Graeme Rutherford  
Chair of ISS*

## Lazarus Centre Chaplaincy

Caring in the small things: 'Have you got your laptop here today, Phil?' One of the Lazarus Centre participants who also does a great deal to help out and didn't want to leave his 'post' asked, "Um... yes." I replied. "I just need to get onto the Centrelink website and submit a form – it will save me going over there and standing in line to tick a box." "I think we can do that!" And we did – job done in five minutes. A small thing but it is good when something simple can be achieved so quickly. Chaplaincy within the Lazarus Centre is rarely so simple or even 'successful'. Some of our people are suffering drug addiction, mental health issues or are coping with major losses such as home, intimate relationships and employment. Supporting people through these times can be frustrating because there are never any simple solutions, but accompanying them allows the privilege of witnessing great courage and resilience, often tinged with humour. 'You have to laugh, otherwise you'd go mad!' is a comment often expressed.

Encouraging participants, volunteers and staff continues to be the main focus of this ministry. Participants often express their gratitude for the generosity and hospitality of St Peter's and the helpfulness and welcome offered by staff and volunteers. We now have an added avenue of encouragement with the development and launching of the Coffee Cart, a social enterprise. As the project develops Adolf will provide opportunity for our participants to develop skills in coffee making, and just as importantly, he models an entrepreneurial spirit that is better caught than taught.

One of the distinctive aspects of this ministry is the way in which we offer dignified space and time to celebrate and commemorate the lives of participants who have died. In July we held a memorial service for Carl. Carl's service was held in the Handfield Chapel with about thirty friends and family attending. Louise Lang, the coordinator of the Breakfast Programme, presented a moving tribute for Carl.

I continue to produce the Lazarus Centre Chaplaincy Newsletter quarterly. It is now woven into the programme as a way of sharing stories and information. It has been a inspiring experience to sit with those involved with the Breakfast Programme and to hear and record their stories. The next edition of the Newsletter will be in time for Christmas and there are already several contributors lined up.

Lazarus Centre Chaplaincy continues to be funded for one day week through the St Peter's Eastern Hill Charitable Foundation. Time is split between the Breakfast Programme on Friday and liturgical involvement at St Peter's on Sunday. Friday's programme includes: 7.15 Mass; 8am Breakfast; 9.30 meetings, preparation, Newsletter; 11am Barbeque.

Conversation, encouragement, building links and relationships with and for participants, support for staff and volunteers, and liturgical involvement on Sunday - these aspects continue to make up chaplaincy at the Lazarus Centre and I continue to serve as chaplain with a great sense of privilege and delight. Thank you most sincerely for your valued support: together we are making a difference.

*Fr Philip Gill - Lazarus Center Chaplain*

## Third session of the 51<sup>st</sup> Synod, Diocese of Melbourne –2015

### *President's Address*

Highlights from the Archbishop's Charge included:

- Launch of the diocese's Reconciliation Action Plan earlier this year: the appointment of The Rev'd Helen Dwyer as Aboriginal Reconciliation Liaison Officer; the re-ordering of episcopal responsibilities into three new areas using indigenous Woi Wurrung language; raising awareness to remember the 30,000 aboriginal people who died during the frontier wars in the early history of settlement.
- Commissioning of Bp John Harrower as bishop assisting the Primate.
- Focusing strategic direction to become more mission focused to "make the Word of God fully known" to respond to changes in our society and continued growth of Melbourne and Geelong.
- Some 46 parishes have participated in the Parish Renewal Programme. This is now being trialled to an expanded three-year period instead of two. Research is continuing into pathways for parish renewal through the Bishop Perry Institute. While continuing the core of theological training as parish priests, further initiatives are being developed to foster vocations in 'specialist' ministries and new plans for Ongoing Ministry Development.
- The growth of multicultural ministries was highlighted, with congregations growing from 23 to 43 in the past eight years. This area of ministry is one of the four areas of focus in the Strategic Vision.
- The importance of clergy wellbeing is a high priority, with new initiatives and programmes being developed with archdeacons and area deans.
- Part of the restructuring to become mission shaped, a wide-ranging review will be held into diocesan operations and meetings.
- The new Melbourne Anglican Diocesan Corporation is expected to commence operations from 1 January 2016 (see earlier report from the Special Session of Synod in June this year).
- Other issues raised: exploring the potential role of the Church in the growth corridors of the city; improving the relationship with government (religious instruction in schools, proposed changes to the Marriage Act, submissions to the Royal Commissions and parliamentary inquiries); the role of the media and the 24-hour news cycle and the effect this is having in trivialising serious issues of common life in society.
- In conclusion, the Archbishop urged the Synod to continue to be filled with hope as "...we are God's children now; what we will be has not yet been revealed. What we do know is this: when he is revealed, we will be like him for we will see him as he is."

A full text of the Charge is available; please to ask one of the clergy or your lay representatives if you would like a copy.

### *Mission Shaped Structures*

- The Archbishop gave a presentation on the progress of this initiative since the Special Session of Synod in June this year, highlighting:

- The three new areas of episcopal care:
  - Marimingatha, meaning 'divine, supreme being', and encompasses the city and inner urban areas led by Bp Genieve
  - Oodthenong, meaning 'gathering', and covers the northern and western growth areas led by Bp Philip
  - Jumbunna, meaning 'speaking out, proclamation', covering the outer southern and eastern areas and the SE growth corridors
- New role descriptions for archdeacons and area deans
- Encouraging growth through Mission Action Plans by forming cohorts of groups with common objectives and simplifying templates.
- A renewed focus on clergy wellbeing (physical, mental, spiritual)
- Encouraging re-organisation by becoming more 'mission-shaped', including standardisation and efficiencies in business services In further conversation regarding the regions:
- The concept of regional geographical areas goes back further than the legislation of 1997.
- The regions have worked well in their time but it is perceived that much of the burden of regulation outweighs the outcomes achieved and are not adequately resourced.
- The structure of the diocese is likened to being the trellis supporting the vine of the Church; the new episcopal areas will add flexibility for future growth and offering more opportunities for lay leadership at parish level for mission.

Following this presentation and agreeing to the subsequent motion of support, legislation was brought forward to repeal the Regions of the Diocese Act. After some discussion and a defeated amendment to retain parts of the regional structure (referring to the trellis metaphor above), the bill was passed. This repeal also has a flow-on effect of reducing the composition of the Synod by removing regional representative membership of Synod.

#### *Parish Governance Act*

There were two pieces of amendment legislation to the Parish Governance Act. The first dealt with bringing in sections relating to Authorised Anglican Congregations and to repeal the associated Act. This now brings both parishes and non-parochial congregations under the umbrella of a single governance law.

- A new definition of a neighbouring parish being contiguous or nearby (either bordering or in the vicinity)
- Including a definition of 'parishioner' as expressed in the Interpretation Act (i.e. a lay person)
- Including provision for a parish to have a local worship centre outside its boundaries upon consultations held and permission granted
- Provision being made to fill a churchwarden vacancy on an Incumbency Committee after it has first met

- It also allows for the election of a 'reserve list' of incumbency committee members by a meeting of the parish (so electing 2 members of the committee and up to 2 members on a reserve list at the AGM)
- Another provision of incumbency committees was to ensure that consistency and continuity is maintained – to that end, once it has met, members will continue to be members until the process is complete (i.e. not requiring additional elections at an AGM during an interregnum period)
- A clarification was made to ensure that the churchwardens and the parish treasurer are 'ex officio' signatories on parish bank accounts.
- Another key amendment was to reduce the quorum required at statutory parish meetings (including AGMs) from one-third of parishioners on the Electoral Roll to one-fifth of the number of persons.
- A final clarifying point was made to the rules around filling vacancies on Parish Council to be in line with the number of persons that could have been elected, as agreed by a previous AGM.

Further review of other feedback in relation to the operation of the Act is being considered for further amendments to be brought to a future Synod.

#### *Legislation*

Other legislation that was brought before and passed by the Synod included:

- Episcopal Standards – this new legislation brings standardised regulation in relation to the conduct for diocesan bishops following recommendations from General Synod. This now repeals earlier legislation enacted by the diocese that was used as a model for constructing the new standardised law.
- Assent was given to a General Synod Canon for a revision of entitlements to Long Service Leave to reduce the financial strain on the fund to return entitlement to previous levels. Entitlements accrued under the increased levels until assent to this canon continue to apply. Reductions in the sabbatical allowances will apply until assent that the Revised Canon takes affect whereby it will return to the previous level
- Assent was also given to agree to the new constitution of the Province of New South Wales, thus reducing the membership of their regional synod by over half the size.
- A review has been conducted and subsequent revision of the Synod's Standing Orders which governs the process of the business of the diocese was brought and agreed to, and will take effect from the new session of Synod next year.

*Adam Blackmore*

## Report on Special Session of 51st Synod – 19-20 June 2015

### *Melbourne Diocesan Corporation*

- Lawsuit of former Rector of Yarram against the Gippsland Anglican Trust and Bishop of Gippsland 2012 ruled that the priest was a worker under the (expanded) definition of the Workplace Injury Rehabilitation & Compensation (WIRC) Act
- Ruled against the bishop personally but overturned on appeal and out of court settlement.
- Clergy traditionally treated as office holders not an employee; receive a stipend (living) not a salary. Clergy are not covered by WorkCover as lay workers are.
- Workcover defines a ‘worker’ as “...agreeing with an employer to perform work at the employer’s directions, instruction or request, whether under a contract of employment (whether expressed, implied, oral or in writing) or otherwise.” Also tests an employee/ employer relationship as less whether control is exercised, rather whether there is a right to exercise control.
- Victorian Workcover Authority put the Anglican Church on notice of potential liability in future cases. Recent Royal Commission/Parliamentary Inquiry also going in direction of requiring religious to have legal bodies, thus minimising the use of the “Ellis Defense”. Courts are now prepared to hold institutions liable for the misconduct of clergy even if they are not employees.
- A number of options explored and settled on the creation of a company limited by guarantee that can be nominated as the ‘employer’ of clergy for WorkCover purposes.
- The Melbourne Anglican Diocesan Corporation (MADC) will be created as a legal entity by which the Anglican Church can be held accountable for matters such as Workcover, misconduct, etc.
- Functions of the MADDC are limited and narrow in scope with strong governance links to the Melbourne Anglican Trust Corporation (MATC).
- The MADDC to be constituted as, among other things, the formal appointer of clergy (through the exclusive agency of the Archbishop); the formal appointer of lay office holders and volunteers in parishes (through the exclusive agency of the vicar or churchwardens who currently appoint them).
- MADDC will register with the ACNC and seek advice to retain current tax exemptions as the MATC.
- A Board of Directors will be elected from Archbishop-in-Council (as members of the MADDC) and the Archbishop as chair, and will come under the regulation of the Corporations Act.
- Role of Archbishop separate to that of other directors on the MADDC Board – care was taken to ensure the integrity of the episcopal authority of the Archbishop in issuing licences to clergy.
- Assets will be made available as necessary from the MATC to provide the capital/asset base for the purposes of insurance coverage and payment of claims.



- Current clergy insurances (stipend continuance and personal accident) will remain and be self-managed under the MADC; the addition of WorkCover insurance will ensure that clergy coverage is not disadvantaged from current benefit levels.
- IMPORTANTLY TO NOTE that there is no additional charge to parishes on current insurance premiums and WorkCover will be deducted from current payments and the remainder pooled to fund future claims on self-managed insurances. As the pool of funds grows and assuming that claims history continues on the current trends, premiums may be able to be reduced over time.
- Assessment from parishes may be directed through the MADC as necessary.
- There is no change for lay workers as they are already covered by legislation.
- Legislation passed with minor amendments and expected to commence from 1 January 2016.

### *Mission Shaped Diocesan Structures*

- Part of the process of the Abp's Strategic Vision to review the structure of the diocese and how it is working in the changing landscape and culture of Melbourne & Geelong.
- Making 'mission' the organising principle of Church – transition from function based to mission shaped.
- Review core structures – be proactive as well as listen and act.
- Incremental / continual improvement process
- Appreciate autonomy of parishes – have small relational groups around key objectives.
- Identified issues with diocesan processes and compliance requirements
- Greater connection with leadership and pastoral oversight with archdeacons and bishops – focus on role of assistant bishops of the diocese.
- Proposing a repeal of regions legislation and replacing with flexible (non-legislated) areas of episcopal care built on group of Archdeacons who will be key organisational blocks.
- Diocesan budget being re-shaped through a 'missional lens'.
- Identified issues with diocesan processes and compliance requirements.
- Key priorities include relief for parishes and ease of administrative burden, better leadership and pastoral oversight, professional and spiritual development, fast track new initiatives.

### Recommendations for missional model thus far:

- 1 Create areas of episcopal care under a bishop and these, together with archdeaconries to be the missional organisational unit within the diocesan (existing archdeaconry structure works well so little change anticipated; clarity around who to look to for leadership and pastoral care).

- 2 Formality of Regions of the Diocese removed by repeal of the Regions of the Diocese Act to be brought to October Synod (existing structure seen as not working well to serve the needs of city today – governance a burden).
- 3 Diocesan leadership roles and responsibilities to be more integrated (better integrate role of bishop, archdeacon, area dean, archdeaconry mission action plan).
- 4 Bishop's role to emphasise more strategic missional leadership and to find ways for greater pastoral engagement (stronger pastoral relationship, divide diocesan responsibilities).
- 5 Territorial archdeacon roles to emphasise missional leadership rather than property and financial aspects which will revert to Business Services (re-focus on facilitating mission, possible creation of cohort/cluster groups around key objectives).
- 6 Creation of a new non-territorial Archdeacon with key responsibilities for new growth areas (church planting in new suburbs, work with parishes on growth opportunities).
- 7 Potential for non-territorial Archdeacons whose specialist responsibilities also work alongside the territorial archdeacons and bishops (such theological education, multicultural ministry, parish partnerships).
- 8 Deaneries to be supported as centres of pastoral care and prayer and clergy well-being to be a central focus in the diocese (increased focus on clergy well-being, mission support).
- 9 New professional services / business services areas created to remove some administrative and compliance burden and improve customer focus (assist parishes with compliance and administrative burden to enable to be more mission focussed).
- 10 A new contract appointment for a senior HR professional to drive a new HR and accountability framework for diocesan staff and to begin conceptualising (with theological education) a framework for continual professional development and clergy well-being (develop a framework from Continuous Professional Development; also possible flow on effect of less WorkCover claims so lower premiums).
- 11 Cohort or cluster model to be resources to foster local ministry creativity and accountability. (promotes accountability and mutual support, Archdeacon primary role in facilitation of resources).

#### Next steps

Finalise archdeaconries into the new areas of episcopal care;

Assigning of archdeacons to specialist areas;

Review of roles of bishop, archdeacon, area dean;

Appointment of HR consultant

Review policies and procedures and committees to be in line with missional objectives

Repeal of Regions Act and amendments to various other Acts

Review and restructure Registry and Business Services functions

*Adam Blackmore*



## The Server's Guild of St Peter

As some of you are aware, I have recently spent some time in London, where I attended Mass on successive Sundays at a parish church where I feel very much at home.

People to whom I spoke, both clerical and lay, expressed a degree of amazement that I should have a guild of twenty-seven people to call upon for serving duties and that four torchbearers at High Mass should regularly be part of the team.

It is true that there are twenty-seven men and women on the books, but that does not necessarily imply that the roster is able to be filled week by week. Some servers have limited availability and not all are qualified by training and experience to fill every role. In fact, as you may have noticed, we are often operating with less than a full team.

Yes - we are comparatively well off, but that does not mean that we should be complacent or that we should be satisfied with less than a full complement in the sanctuary.

That having been said, I am grateful for the commitment and co-operation of our servers and for their willingness to do more, when called upon. Likewise, I am conscious of the genuine care which our servers have one for another. Although our Guild does not have a formal structure, we are much more than just a list of names.

I acknowledge with gratitude the support and encouragement of the Vicar and the clergy team. It is our privilege to assist them in their ministry. Likewise it is right to acknowledge the good working relationship which we have with the parish musicians and choristers.

I am particularly appreciative of the support which Adam Blackmore gives, not only as Sacristan, but as an assistant to me. He and I have been working together in recent months in the preparation of rosters and he took over that responsibility while I was overseas in September and October. Both Adam and Bruce Kellett have also done their best to be available to assist at mid-week funerals.

The servers are not a "race apart". We are the representatives of the laity and are as much a part of the congregation as we are inhabitants of the sanctuary. If we are to preserve our Anglo-Catholic worship in its beauty and fulness, we need to expand our numbers. There are some promising prospects among the young people who attend Children's Church week by week, and there are plans in hand to train existing servers for added responsibilities, but our greatest need is to increase the numbers of those willing and available to serve at Sunday and weekday High Masses.

I shall be asking each member of our Guild to try to introduce a new server during the coming year, and I would encourage all our people to consider whether this special ministry might be right for them. We used to have thirty-five servers on the books - could we aim to achieve that again?

*Peter Bryce  
Head Server*

## Hospitality at St Peter's Eastern Hill

Hospitality is central to our commitment to our mission at St Peter's Eastern Hill, Melbourne, where hospitality finds expression in various aspects of our life and ministry:

- **Enjoying Fellowship in our Diverse Community** - The community of St Peters is diverse, welcoming and inclusive. Morning teas are offered after each of our three services on Sunday mornings so that we might enable parishioners to enjoy regularly a sense of friendship and fellowship at the same time as offering a warm welcome to those who are new to our parish.
- **Celebrating Feast Days in the Liturgical Calendar** - A special lunch is held each year to celebrate St Peter's Day. In addition evening meals are shared after High Mass on important feast days in our liturgical calendar, including: the Annunciation; Ascension Day; Corpus Christi; Assumption of the BVM; New Guinea Martyr's Day.
- **Being Uplifted by Glorious Organ Music and Choir Singing** - Music and the arts are at the heart of our worship at St Peter's. The quality and standards of organ and choir music of St Peter's is widely known and respected and is an inherent part of our Anglo-Catholic worship at weekly services. In addition to special recitals, annual musical events such as the Messiah and the Festival of Nine Lessons and Carols are accompanied by refreshments to provide parishioners and communities of music lovers to share in the beauty of holiness evident in the life of St Peters.
- **Addressing Inequity, Social Disadvantage and Homelessness** - The Social Enterprise Coffee Cart which provides coffee after morning services is one of the many initiatives of The Lazarus Centre and the Charitable Foundation of St Peter's Church, providing opportunities for refugees, homeless and others experiencing challenges in their lives to develop new skills, share in a sense of belonging and find new sources of hope and possibilities.
- **Belonging to a Church Enriched by History and Tradition** - St Peter's is the oldest Anglican parish church in the City of Melbourne. This historic church is located on land adjacent to the Parliament of Victoria. Governor La Trobe laid the foundation stone on 18 June 1846. Each year a special morning tea is held with the La Trobe Society to celebrate our sense of belonging, continuity and place in the history of Australia and the City of Melbourne.
- **Engaging in Learning and Growing in Faith** - throughout the year classes and 'conversations', accompanied by a light lunch and refreshments, are held to assist parishioners to deepen their understanding of theology and the Christian story and to grow in faith.
- **Seniors Lunches** - throughout the year lunches are organized for senior members of the parish to enjoy time together and strengthen bonds of friendship.

A Special Note of Appreciation: hospitality at St Peters is made possible by the generous efforts of a range of parishioners who plan activities through their membership of the parish hospitality committee ( a sub-committee of the Parish Council); prepare and organize food for morning teas, liturgical feasts, learning activities, senior lunches; conversations, and other special events; set up and clean up after hospitality activities; ensure the safety of the kitchen and food handling in the parish; and oversee parish hospitality in general. Their special ministry to St Peters is specially acknowledged and deeply appreciated.

*Judith Chapman,  
Chair of 2015 Parish Hospitality Committee*

## Flowers

It is pleasing to note that this year more people have come on board by donating money for flowers. As you know they can be offered as a memorial to loved ones, a celebration or anniversary, or donated but not acknowledged in the pew sheet at the donor's request.

For those new to the parish – there is no budget for flowers – we rely on the generosity of people donating money and from part of the overall fee for weddings and funerals. To that end we source flowers from a wholesale florist, but there have been price increases this year. As a rule of thumb, \$100 pays for one large arrangement and the seven small vases in the side chapels. \$150 pays for two large arrangements and a vase at the back of the church, plus the side chapels. \$200 - \$250 is the norm for weddings and funerals. As well, we ask for extra donations after services leading up to Christmas, Easter and St Peter's Day. We do not usually have flowers in Lent or Advent with a couple of exceptions.

Having recently had a knee replacement, I am extremely grateful to Anne Bennett from the High Mass congregation, who did a wonderful job with the flowers for six weeks. Anne and I also work together to create the 'Garden' in the Handfield Chapel on Maundy Thursday and sometimes I can persuade her to join me in a collaborative effort during the long school holidays!

None of this happens through the year without a huge input by David Morell. Trust me, if I had to gather and clean all the vases and refill them with fresh water, dispose of the spent flowers, set up a trestle table, add new oasis to the buckets, or work on my own while trying to create a lovely display and then clean up after myself, I would not be doing this job now! For me it would be a physical impossibility. From the bottom of my heart David – thank you good friend!

Two wreaths are made – one for ANZAC Day in April and the other for Remembrance Day in November. The cost of flowers and greenery for these wreaths is usually sponsored by individual parishioners.

I am thinking about having a practical flower arranging session(s) for anyone who might be interested in learning how to put these arrangements together. Please let me know if you are interested. It is a chance to be hands on and to learn more about the significance of seasonal colours through the year. More about this in the pew sheet early next year. No pressure for anyone to make a regular contribution; however, I will be having another operation in 2016 and as mentioned last year, I would prefer the job was shared somehow between a group of people.

*Helen Drummond  
Warden*



## **The ‘Sixty Plus Group’ at St Peter’s**

For over 18 years, the ‘sixty plus’ group has brought together members of the various congregations of St Peter’s and visitors from outside the parish as well. We are particularly grateful for the guidance of our vicar, Fr Hugh, in our faith, fellowship and outreach and for officiating at the quarterly Mass.

Just recently the 60+ group along with the wider St Peter’s community was saddened by the death of Barrie Draper. Barrie and Pat have for many years provided an exceptional lunch for sometimes 30 or more people following Mass. Our thoughts and prayers are with Pat and her family at this time.

It is a joy to welcome the people of our sister parish of St Peter’s Fawkner along with their vicar the Reverend Jenny Inglis to our Mass and lunch. We look forward to continuing this association in 2016

I would especially like to thank David and those in our group who assist in the setting up and serving of lunch.

To all parishioners and friends we say: “Come and join us in 2016”.

*Gil Best  
Coordinator of the ‘Sixty Plus Group’*

## **The Cell of Our Lady Of Walsingham & St Peter**

The Cell of Our Lady of Walsingham has 19 members. Throughout the past year the membership of the Cell has increased by four.

Each month members attend a Mass in honour of Our Lady of Walsingham. This Mass is combined with the 9.00 a.m.. Mass on the third Saturday in the month. The Mass is followed by Marian Devotions, and then breakfast in the Hall.

In July we were pleased to welcome as celebrant the Rt Rev’d Stephen Cottrell, Bishop of Chelmsford, the Leader of St Peter’s Parish Mission, and Warden of the Community of St Mary the Virgin in Wantage and Visitor to the Society of the Precious Blood.

We thank Father Graeme for his support and we also thank June Fleming for her role as Secretary of the Cell for more than 20 years. June will continue as a member.

Each year, on the Feast of the Translation of Our Lady of Walsingham, (15th October) we remember before God, by name, the members of the Cell who have gone before us.

The Cell of Our Lady of Walsingham is a devotional group. We pray with Our Lady for those in need and for our world and our church. Through our contact with the Anglican Shrine of Our Lady of Walsingham at Walsingham, and through the quarterly magazine, we are assured of our connection with the heritage of the church in England and the richness and strength of our Anglo-Catholic family. The Cell of Our Lady of Walsingham offers a real contribution to the devotional life of St. Peter’s and to the spiritual life and growth of its members.

*Liz Prideaux  
Secretary*

## **Icon School of St Peter – Melbourne Inc.**

The 'School', founded in 1982, continues the tradition of teaching the writing of sacred icons in the Byzantine tradition using wood, linen, gesso and egg tempera, in a meditative environment which includes prayer before writing icons. We are one of at least five organisations teaching icon writing in Melbourne.

In September we changed our pattern of meeting to twice per month on Tuesdays with the hours of operation expanded to 10am – 3pm – this works well and we get more work done. The library expanded by some twenty odd volumes this year in part by purchase from the library of Bp. John Bayton. Our collection includes rare and or out of print titles as well as recent publications.

We are *actively recruiting new (adult) members* for the next year, which commences in February 2016: please contact us to arrange a no obligation visit to see the school at work.

*Brian Bubbers  
Chair & Head of School*

*Judy Bink,  
Deputy Chair & Director of Studies*



## **Reflect Reconciliation Action Plan: St Peter's Eastern Hill**

### *Reconciliation Action Plan for the Years [2015--2016]*

#### **About the Reflect RAP**

The Reflect Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. A RAP is a business plan that uses an holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program includes four types of RAPs, each offering a different level of engagement and support.

In developing a Reflect RAP, St Peter's commits to completing the following actions over the next 12 months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans.

Our future RAPs will identify relationships, respect and opportunities actions specific to our business and our sphere of influence.

This Reflect RAP will allow our organisation to focus on building relationships both internally and externally, and raise awareness with our stakeholders to ensure there is shared understanding and ownership of our RAP within St Peter's.

Development of our future RAPs will involve consultation with staff across St Peter's including Aboriginal and Torres Strait Islander staff and/or stakeholders to achieve our vision for reconciliation.





## **Our Organisation**

St Peter's Eastern Hill is a community of Anglican Christians who worship in the Anglo-Catholic tradition.

We have a rich and proud history of engagement with social justice issues in our community and the formulation of a Reflect RAP aligns very closely with our mission of Evangelical Catholicism, at the heart of which are principles of inclusivity and outreach: bearing witness to the working of the Holy Spirit in our community to bring about reconciliation, understanding and cultural change.

Our organisation employs x clergy and x laypeople. As of November 2015, while no employees have identified as Aboriginal or Torres Strait Islander, the parish employs a policy of inclusiveness, equal opportunity and non-discrimination.

Our organisation's geographic reach covers inner-city Melbourne, but we have parishioners from all over metropolitan Melbourne who regularly attend mass with us.





## **Our RAP**

Like Parliament House itself, which adjoins the grounds of St Peter's, we are built on the site of a traditional Kulin meeting place that in pre-colonial times was a favoured site for inter-clan gatherings and ceremonial purposes including corroborees.

Our RAP acknowledges the ancient history of the land on which our church is built and the Aboriginal and Torres Strait islander people who have historically been a part of our parish and who continue to be a part of our parish today.

Our RAP acknowledges the traditional custodianship of this land and works towards Reconciliation in a spirit of Christian love.

This plan is focused on practical and tangible actions and acknowledges the saving work of the Holy Spirit in fostering respectful dialogue, acknowledging past injustices and inspiring us, the parish of St Peter's Eastern Hill, to address current and continuing inequalities experienced by Indigenous people in our community to the extent of our capacity.

## **Broader context of this Action Plan in Synod of Melbourne**

In July 2015 the Anglican Diocese of Melbourne released its [Innovate Reconciliation Action Plan](#).

In the preamble to the Diocese's RAP Archbishop Philip Freier remarked:

“Reconciliation for Christians is essential to our faith, being reconciled to God and seeking reconciliation with others. Social justice demands that we love one another and that we implement policies and practices that seek to effect reconciled relationships.”

The Diocese of Melbourne's RAP is focused on making broader, strategic inter-organisational linkages and engendering cultural change in the Diocese as a whole. At this stage in development our approach at St Peter's is one of reflection and discernment but with a practical focus.

Our underlying objective is to turn good will into action: consolidate resources, focus on fostering the necessary organisational mechanisms that



will allow further growth in reconciliation efforts in the future and initiate a conversation about cultural change.

Our RAP is also in keeping with the Anglican Church of Australia's commitment to reconciliation. Several resolutions have passed relating to Indigenous people at the 1998 and 2001 General Synod meetings. They concern:

- a call for improved health outcomes (Resolution 02/01);
  - a request for the repeal of mandatory sentencing (Resolution 04/01);
  - reaffirmed the endorsement of reconciliation priorities (Resolution 07/01, 48/98);
  - a reaffirmation of the importance of implementing the recommendations from the Bringing Them Home report (Resolution 09/01, 27/98);
  - a funding commitment to the Indigenous ministries (Resolution 28/01);
  - the formal recognition of and commitment to the National Aboriginal and Torres Strait Islander Anglican Council (Resolution 36/01); and
  - the recognition that matters of native title require resolution (48/98).
- The 1998 Synod also passed a bill that ensures that Indigenous people will have representation at General Synod. An Aboriginal and a Torres Strait Islander representative for each of the three houses of synod – bishops, clergy and laity - are to be elected (Canon 17, 1998).

Internally, our RAP is championed by St Peter's vicar Fr Hugh Kempster, who has also suggested the formulation of an RAP Working Group and the tabling of this RAP at the Annual General Meeting in November for parish wide discussion.



### **Our partnerships/current activities**

St Peter's Eastern Hill currently has no formal reconciliation partners but some potential partners include:

1. Wurundjeri Tribe Land Cultural Heritage Council Inc
2. National Aboriginal and Torres Strait Islander Anglican Council
3. Victorian Aboriginal Community Controlled Health Organisation

Current Reconciliation activities in place include:

1. Initiation of an Acknowledgement of Country at every parish council meeting
2. Formulation of the RAP and RAP Working Group
3. Invitation of Aboriginal Reconciliation Liaison Officer Helen Dwyer to preach and then lead an inclusive discussion about Reconciliation.



**Over the next 12 months, St Peter's Eastern Hill commits to:**

	<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Deliverables</b>
Relationships	Establish a RAP Working Group	Fr Hugh Kempfers and Alae Taule'alo	December 2015	1. An working group is established to work on the RAP in the lead up to its ratification and also identify possible opportunities for developing external relationships.
	Develop external relationships		Ongoing	2. A list of Aboriginal and Torres Strait Islander communities, organisations and stakeholders within our local area or sphere of influence that we could approach to assist us in our understanding of the potential activities in our future RAPs is developed.
	Celebrate National Reconciliation Week (NRW) Raise internal awareness of the RAP		27 <sup>th</sup> May-3 <sup>rd</sup> June	3. Our Working Group will attend a community event or organised an internal event to recognise and celebrate NRW (27 <sup>th</sup> May – 3 <sup>rd</sup> June annually). 4. A plan is developed and executed to raise awareness across the organisation about the RAP commitment, particularly with key internal stakeholders. 5. A presentation on our RAP commitment is given to all relevant areas of our business to ensure they have an understanding of how their area can contribute to our RAP.
Respec	Investigate cultural development		Ongoing	6. A business case for cultural awareness, capability and development based on our core business is developed, with findings presented to relevant HR/Learning and Development area for their input.



					<p>7. We have captured baseline data on our employee's current level of understanding around Aboriginal and Torres Strait Islander history, cultures and contributions.</p> <p>8. Our Working Group participates in a community NAIDOC Week event, or held an internal event (1<sup>st</sup> Sunday – 2<sup>nd</sup> Sunday in July each year).</p> <p>9. The plan that is developed to raise awareness includes opportunities to raise understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country and Acknowledgement of Country, to our employees.</p> <p>10. A business case for Aboriginal and Torres Strait Islander employment within our organisation is scoped.</p> <p>11. We have captured baseline data on current Aboriginal and Torres Strait Islander employees to inform future developments.</p> <p>12. A business case for Aboriginal and Torres Strait Islander supplier diversity and how our organisation can develop an Aboriginal and Torres Strait Islander supplier diversity program is scoped.</p> <p>13. A paper is presented to the RAP Working Group outlining other opportunities, such as around education, that have been identified throughout our consultation with internal and external stakeholders. This paper will assist in defining actions for subsequent RAPs for our organisation.</p>
	Celebrate NAIDOC Week		July 2016		
	Raise internal understanding of protocols		Ongoing		
	Consider Aboriginal and Torres Strait Islander employment		Ongoing		
	Consider supplier diversity		Ongoing		
	Other opportunities		Ongoing		
Opportunities					



Tracking Progress	Build support for the RAP		Ongoing	<p>14. We will have defined available resourcing for our RAP.</p> <p>15. Our data collection is able to measure our progress and successes.</p> <p>16. We have submitted our annual report on our achievements to Reconciliation Australia.</p>
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**Contact details**

For internal and external stakeholder seeking assistance to discuss the RAP and associated activities please contact:

Fr Hugh Kempster [hkempster@stpeters.org.au](mailto:hkempster@stpeters.org.au)

Alae Taule'alo [alaetaulealo@gmail.com](mailto:alaetaulealo@gmail.com)

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