

# New Lay Parish Council Workshop

**20 SEPTEMBER 2025** 





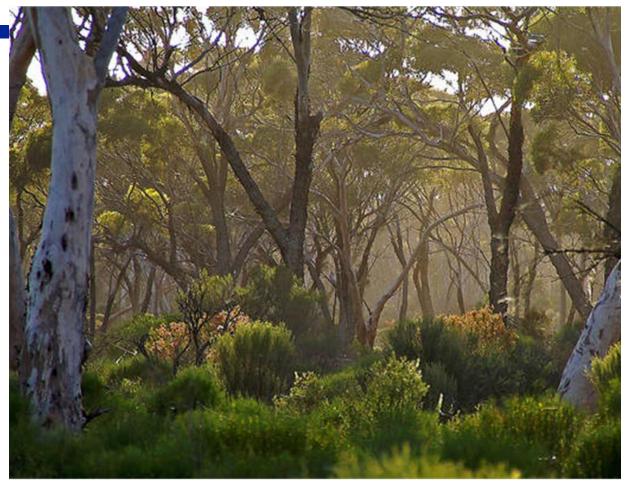
## Acknowledgement of Country & Opening Prayer

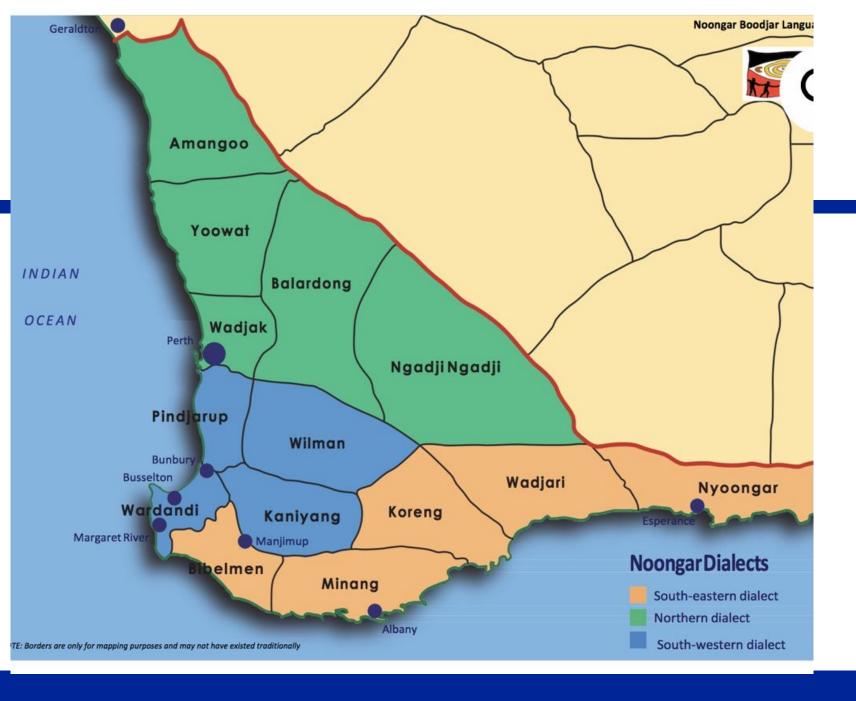
THE VENERABLE JUSTINE COVERDALE

## **Acknowledgement of Country & Opening Prayer**



We acknowledge the WHADJAK NOONGAR people as the traditional custodians of the Perth Region and we pay our respects to their elders, past, present and future.













## Strategic and Operating Environment

**KEITH STEPHENS**DIOCESAN SECRETARY & EXECUTIVE OFFICER

## Introduction

### Anglican Church Diocese of Perth



#### **PRESENTERS**

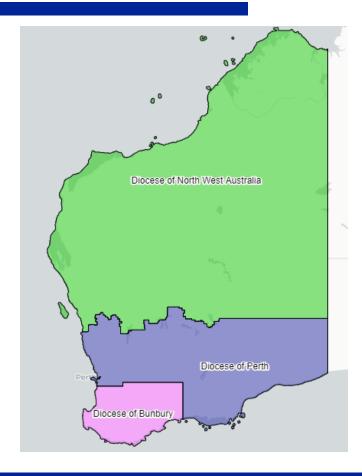
Time	Location	Activity
8.30	Courtyard	Registration - 30 Min
9.00	DSR	Common Stream 1 - Acknowledgement of Country & Opening Prayer - The Venerable Justine Coverdale
9.05	DSR	Common Stream 2 - Introduction - Keith Stephens
9.10	DSR	Common Stream 3 - Role of Archdeacon and Parish Council - The Venerable Justine Coverdale
9.20	DSR	Common Stream 4 - HR – Mike Brown
9.25	DSR	Common Stream 5 - ADP Website - Samantha Chan
9.35	DSR	Common Stream 6 - Safe Ministry - Davina Goldthorpe
9.45	DSR	Common Stream 7 – WHS and Insurance - Mike Brown
9.55	DSR	Common Stream 8 - ACF – Ian Leverington
10.00	Courtyard	Morning Tea - 30 Min
10.30	DSR	Warden Induction - Kirsten Rhoades
10.30	GNR	Treasurer Induction- Torsten Marsden
10.30	Chapel	Secretary Induction - Mike Brown
10.30	Dinning	Safe Contact Induction - Davina Goldthorpe
	_	
11.30	DSR	Common Stream 9 - Open Panel Questions – All Presenters
12.00		Close

## Introduction

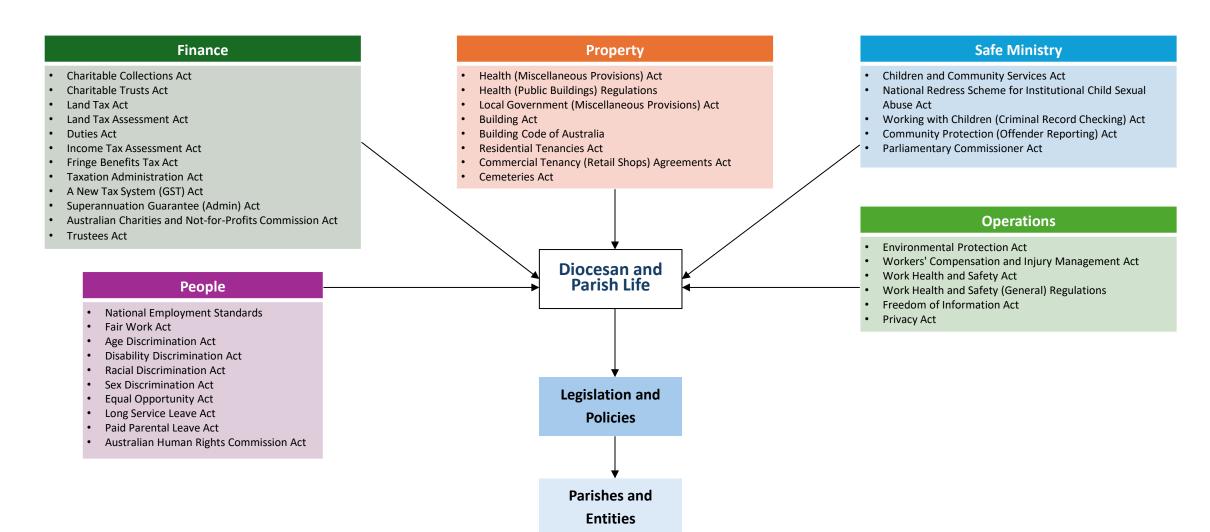
#### ANGLICAN DIOCESE OF PERTH



- Province / Diocese / Deaneries / Parishes
- Synod
- The Perth Diocesan Trustees
- Diocesan Council
- Episcopal Office
- Diocesan Office
- Statutes
- Policies



#### **Governance and Compliance Environment (What)**



#### **Understanding our Accountability for Governance and Compliance (Why)**

Jesus' life exemplified unwavering accountability to God, acceptance of authority, and recognition of the transformative power of being accountable.

We To For (are accountable) Our personal righteousness before God - '...continue to work out your salvation with fear and trembling' (Philippians 2:12b) God The great commission - 'Therefore go and make disciples of all nation...' (Mathew 28:19a) **Submission to Authority** - 'Give therefore to the emperor the things that are the emperor's...' (Matthew 22:21) **Diocesan Council** Respect and Honour - 'Therefore, one must be subject, not only because of wrath but also because of conscience. For Trustees Government the same reason you also pay taxes, for the authorities are God's servants, busy with this very thing. Pay to all what is due to them—taxes to whom taxes are due, revenue to whom revenue is due, respect to whom respect is due, honour **Bishops** to whom honour is due.' (Romans 13:5-7) **Episcopal Office Diocesan Office Anglican Communion** Good stewards of our people, assets and finances - 'Who then is the faithful and wise manager, whom the master **Parish Priests** puts in charge of his servants to give them their food allowance at the proper time? It will be good for that servant National Church Wardens whom the master finds doing so when he returns' (Luke 12:42-43). Diocese **Parish Councillors** Reputation – 'Give no offense, either to the Jews or to the Greeks or to the church of God, just as I also, please all men in all things, not seeking my own profit, but the profit of many, that they may be saved.' (I Corinthians 10:32) Parish Community Spiritual Guidance – '...and teaching them to obey everything I have commanded you.' (Mathew 28:20a) **Parishioners Common Good** - 'In everything do to others as you would have them do to you...' (Matthew 7.12)

## Introduction

#### BENEFICIAL OWNERSHIP



 The PDT are the legal owners of all land and property and hold the legal liability;

#### however,

beneficial ownership is granted to the parish;

#### these means,

 the parish council must exercise responsibility for the maintenance and operating costs (except for limited grants and loans);

#### and that the parish cannot,

- sell the land or property; nor,
- make certain changes to the properties;

#### without the approval of DC and the PDT.

#### Reference:

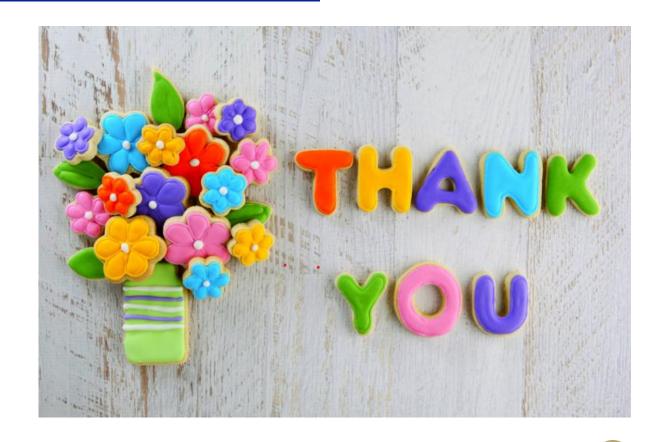
- Diocesan Council Funds Statute 2016 (Section 8)
- Parish Governance Statute 2016 (Section 59)

### Introduction



Luke 10 v 2

He told them, "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.







## Role of your Archdeacon and Parish Council

THE VENERABLE JUSTINE COVERDALE

## Role of Archdeacon

#### **GEOGRAPHIC ARCHDEACONS**

- Assist the Archbishop and Assistant Bishops in the Archdeaconry with:
  - the management of strategic issues and implementation of strategic objectives
  - pastoral care and support of clergy and their families
  - pastoral oversight of parishes
  - in conjunction with Diocesan Office staff assist on matters of property, finance and administration
  - the clergy nomination process and assisting vacant parishes to develop Parish Profiles and advertisements
  - good communication to and from the parishes

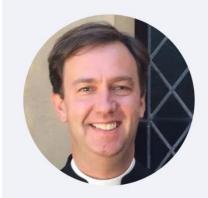






The Venerable Justine Coverdale

Archdeacon of Perth and Archbishop's Registrar



The Venerable Peter Boyland

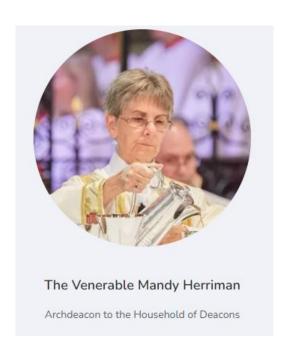
## Role of Archdeacon

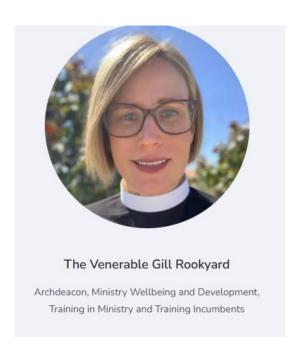
#### SPECIAL PURPOSE ARCHDEACONS











## What / Who is Parish Council



- Parish Council means the authoritative administrative body of a parish
- Every parish must have a council comprising:
  - the Rector;
  - any other clergy licensed to work in the parish;
  - two or three wardens;
  - no fewer than four councillors and no more than eight councillors including a secretary and treasurer, and
  - the parish's lay members of Synod, who may also hold office as wardens or councillors.

## **Role of Parish Council**



- support the Rector in the mission of the Church;
- assist each other in the discharge of duties;
- act on all matters referred by Diocesan Council;
- complete annual returns;
- maintenance, repair and insurance of all properties;
- good stewardship of all collections, rents and other money;
- monthly remittance of stipend, salaries and entitlements;
- authorise and pay for all works and measures necessary for the welfare of the parish;
- handover of the custody of parish's funds and movable property to successors.





## **Human Resources**

VIJAY KRISHNAN

### **Human Resources**

#### **OVERVIEW**



- The employment of anyone must be supported by a resolution of parish council with confirmation the parish can afford the salary.
- Contracting (Full-time, Part-time and Casual) and pre-employment checks must be coordinate through HR using recruitment requestion form.
- Payment of salary must be though Diocesan payroll.
- Supervisor must be identified.
- Supervisor must monitor work hours, performance reviews, employee wellbeing, training and leave.
- Completion of employment must be coordinated through HR.

### **Human Resources**

#### RESOURCES

Policies: Policies for Lay & Operational Employees

**Resources**: Diocesan Website / Resources / Human Resources

**Human Force:** To ensure compliance and for better record

keeping – introduced an online solution for timesheets and leave

requests

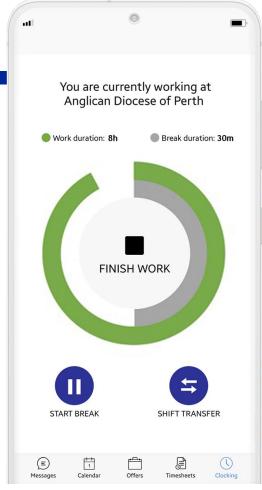
Training: <a href="mailto:learning@perth.anglican.org">learning@perth.anglican.org</a>

Contact: HR@perth.anglican.org

**EAP:** Employee Assistance Program











SAMANTHA CHAN

#### Quick links:

- Find a Church
- Redress
- Contact us
- Life Events
- News and Events
- About the Church
- Archbishop of Perth
- Prayer Diary

News and Events highlights



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Life Events

News & Events

About the Church

Redress

Find a Church

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Contact Us

Prayer Diary

Parish and Clergy Portal

## Djilba

Season of conception

Acknowledgement of Country

NEWS

An outside journey

10 September, 2025



Read more

EVENTS

New Lay Parish Councillor Workshop, September 2025

20 September, 2025



Read more

More News & Events

100th Anniversary of the Ordination of The

**Revd James Noble** 

10 September, 2025

Doing Theology Together: Bible 101

2 October, 2025

See all News & Events



Learn how to organise

**PUBLIC SITE** 

#### Quick links:

- Find a Church
- Life Events

**Anglican Agency Directory** 





A+ A-Find a Church Redress

Contact Us

Parish and Clergy Portal

Life Events

**News & Events** 

About the Church

Archbishop of Perth

**Prayer Diary** 

#### **Our Anglican Community**



#### Anglicare WA

Each year, Anglicare WA assists more than 43,000 West Australians to experience improved conditions of well being, by seeking ways to drive positive outcomes for us all and challenging barriers.



Learn more





#### Anglican EcoCare Commission

The Anglican EcoCare Commission is the environmental advocacy and education body for the Diocese of Perth, created to pursue the Fifth Mark of Mission.



Learn more



#### **Anglican Social Responsibilities Commission**

The Anglican Social Responsibilities Commission initiates and facilitates education which informs and supports social justice advocacy in the community and diocese.



Learn more



Next

Life Events

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**Baptisms** 

COVID-19

All News

**News & Events** 

**About the Church** 

Mission and Values

What we Believe

**Prayer Diary** 

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PARISH AND CLERGY PORTAL

#### Accessed by toggle button

#### Explore by document type:

- Statutes and Canons
- Policies
- Forms
- Resources

#### Explore by role:

- Clergy
- Lay and Operational Employees
- Parish Office Bearers
- Church Volunteers



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See all News & Events -

PARISH AND CLERGY PORTAL

#### **Resources Portal**

#### Resources for Parish Office Bearers

- **Statutes and Canons**
- **Policies**
- **Forms**
- **Parish Resources** 
  - **Annual Meeting**





Statutes & Canons

Resources

Diocesan Office

Visit the Public site



Lay & Operational Employees

Parish Office Bearers Church Volunteers



#### Resources

#### Safe Ministry & Professional Standards

The Diocese is committed to providing a safe and secure environment for all its members and leaders. and especially its children. We do this through adhering to Professional Standards and Safe Ministry.



Read more

Safe Ministry



#### WHS & Risk Management

This section contains useful information and resources to assist parishes to foster good practices in work health and safety and risk management.



Read more

#### Property

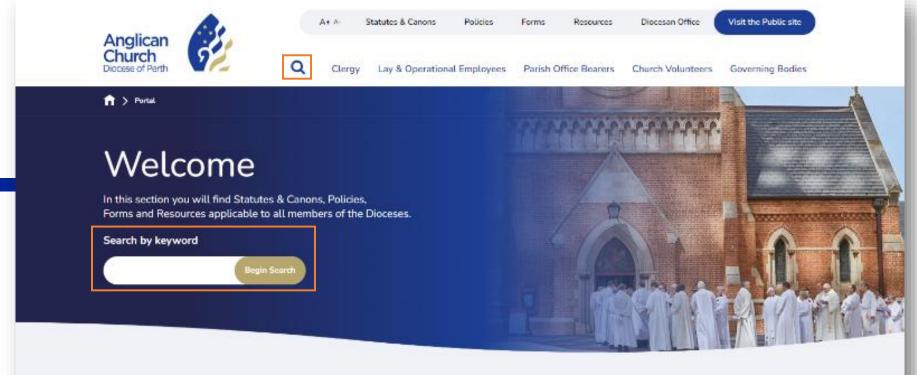
This section contains useful information and resources to assist parishes and wardens to foster good practices in property matters.



Read more



Site-wide search function



#### Important Information



#### **News and Events**

Your source for all the latest Messenger editions, news and events from the Diocese.



#### Calendar of Special Dates

A valuable resource to use to find details of important events. Christian festivals and national and international days.





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More News & Events



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Statutes & Canons

Policies

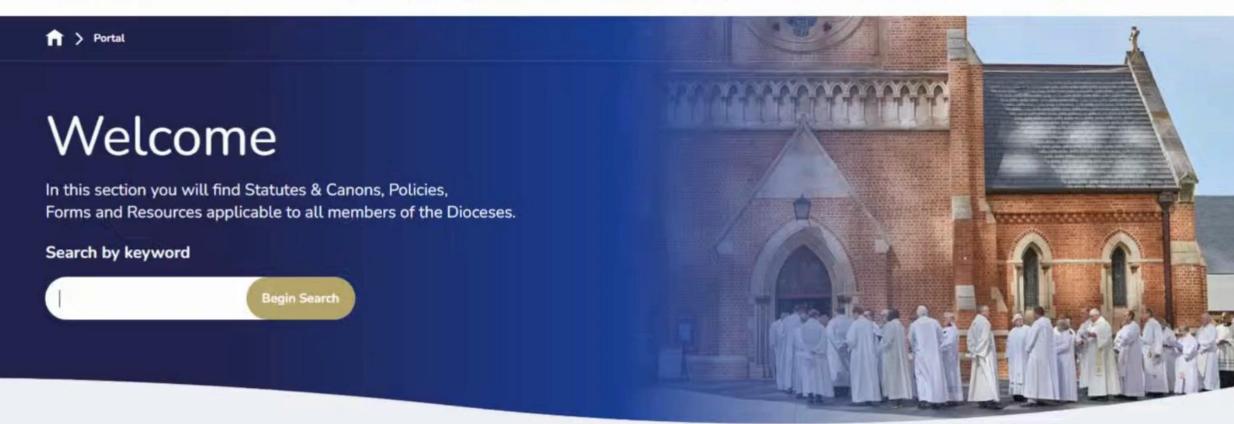
Forms

Resources

Diocesan Office

Visit the Public site

Clergy Lay & Operational Employees Parish Office Bearers Church Volunteers Governing Bodies



Important Information





**DAVINA GOLDTHORPE** 

#### **OVERVIEW**



Safe Ministry is a shared responsibility across all areas of the Diocese – it is everyone's responsibility to ensure our places are safe for all people to access and participate.

Everyone, including Diocesan leadership, clergy, parish councils, ministry leaders and the wider congregation, has a vital role to play in Safe Ministry.

- Knowing where and who to go to for support and advice and to notify of any incidents, worries or concerns; and
- Ensuring processes and practices are in place to recruit, screen, train and supervise clergy and lay members is an important component of safe ministry.

#### Contact us

Amanda Badenhorst | Safe Ministry Services Officer Ph: 9425 7222 | screenings@perth.anglican.org

Yvonne Hunt | Safe Ministry Services Coordinator Ph: 9425 7229 | screenings@perth.anglican.org

Davina Goldthorpe | Safe Ministry Services Manager Ph: 9425 7203 | safeministry@perth.anglican.org

## POLICY 40 – SAFE MINISTRY AND PROFESSIONAL STANDARDS FRAMEWORK



Of importance is the policy direction that requires the following:

- Safe Ministry is to be a standing agenda item at every parish council meeting;
- Each parish is to have an identified Safe Ministry Contact, whose role it is to assist parish council to meet the Safe Ministry requirements for all volunteers particularly with respect to screening and training.
- The Safe Ministry Contact is recorded on the Parish Leadership Return.

Policy 40 also includes an overview of reporting requirements including:

- Mandatory Reporting; and
- Reportable Conduct.



#### POLICY 40.1 - SCREENING AND TRAINING



Screenings – website has updated information for screening requirements

- ensuring all Safe Ministry forms are completed accurately and returned to the Safe Ministry Team
- including Police Clearances for all roles; and
- Working with Children Checks (for leadership roles and those working with children)

Training – online training for all clergy, employees and volunteers

- Safe Ministry Level 1 for those in positions without direct involvement with children
- Safe Ministry Level 2 for those in positions of leadership, or with direct and regular contact with children
- To be renewed every three (3) years



#### SHARING YOUR CONCERNS



We all should, and need to, feel safe to raise concerns about behaviours, incidents and accidents at church.

It is important that whenever you have concerns for anyone at church, be they a child or adult, you raise these with your Parish Priest or at Parish Council.

The Safe Ministry Team is also available to support and guide.

Parish Council have a vital role to play in ensuring practices are in place for responding and managing incidents and concerns for any person at church.

Getting the right advice and help when you have concerns, or feel uncomfortable about a situation, is essential for responding appropriately to any situation you may have experienced or are currently experiencing.

The simple message is - share your concerns!



Safer Communities – Safe Ministry Resources

#### MANDATORY REPORTING



All ministers of religion are mandatory reporters under WA legislation that came into effect on 1 November 2022, this includes all Clergy and Lay Pastoral Ministers (LPM's).

Mandatory Reporting Training is provided online by the Department of Communities and needs to be completed by all LPM's. Completion certificates need to be sent to <a href="mailto:screenings@perth.anglican.org">screenings@perth.anglican.org</a> for recording.

Useful resources are provided online at

https://www.wa.gov.au/government/document-collections/mandatory-reporting-of-child-sexual-abuse-wa-resources





#### REPORTABLE CONDUCT

The Reportable Conduct Scheme compels heads of organisations to notify allegations of, or convictions for, child abuse by their 'workers' to the Ombudsman and then investigate these allegations.

The Scheme covers all Clergy, LPM's and staff as well as volunteers that have contact with children (those that hold a WWC Check).

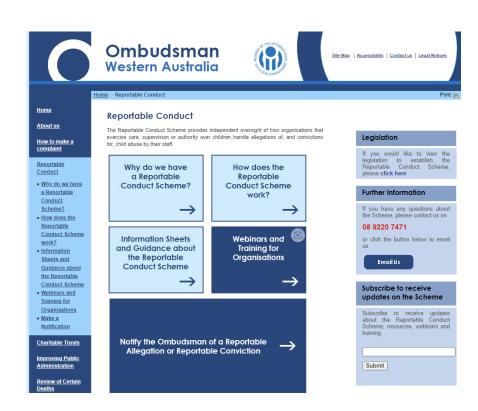
Useful resources are provided online at

https://www.ombudsman.wa.gov.au/Reportable\_C onduct/RCS-Info.htm









#### REPORTABLE CONDUCT



The reportable conduct covered by the Scheme includes:

- sexual offences (against, with or in the presence of, a child);
- sexual misconduct (against, with or in the presence of, a child);
- physical assault (against, with or in the presence of, a child);
- significant neglect of a child; and
- any behaviour that causes significant emotional or psychological harm to a child.

The Scheme supports people to speak up about concerning behaviours and reinforce the responsibility we all have to ensure the safety of children and young people.

#### POLICY 40.6 - FAMILY AND DOMESTIC VIOLENCE





Family and Domestic Violence Training was delivered last year by AnglicareWA to Clergy and LPM's.

Over the next 12 months Standing Together community workshops will be held across our parishes in support of the primary prevention of violence and abuse.

The FDV Working Group continue to raise awareness of the social and personal impacts of domestic and family violence through DV Sunday held in May and the 16 Days campaign that runs across November and December annually.

Information and resources can be found on the Diocesan website.

https://www.perth.anglican.org/church/community/family-violence



# **Safe Ministry**

#### THANK YOU



The Safe Ministry team is available to support you to meet the Safe Ministry requirements.

Thank you to those Parishes who continue to work towards meeting their Safe Ministry requirements, with the focus on ensuring all volunteers, no matter what their role, have completed the following:

- Relevant Safe Ministry Form
- Volunteer National Police Clearance Consent Form
- Safe Ministry Training online
- Working with Children Check, where required

Remember to invite Safe Ministry team out to a Parish Council meeting, Sunday service or parish activity soon.







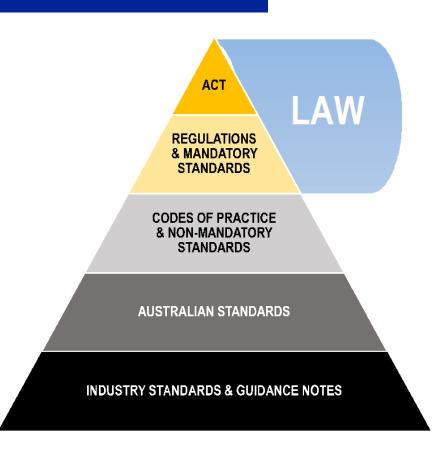
# **Work Health and Safety**

**MIKE BROWN** 

#### **FRAMEWORK**



- Work Health and Safety Act 2020
- Work Health and Safety (General) Regulations 2022
- Policy 2 Work Health and Safety
- Policy 2.1 Respect at Work
- WHS resources on the Diocesan website
- WHS training course
- Reporting to PDT and DC



#### **SUPPORTING ACTIVITIES**



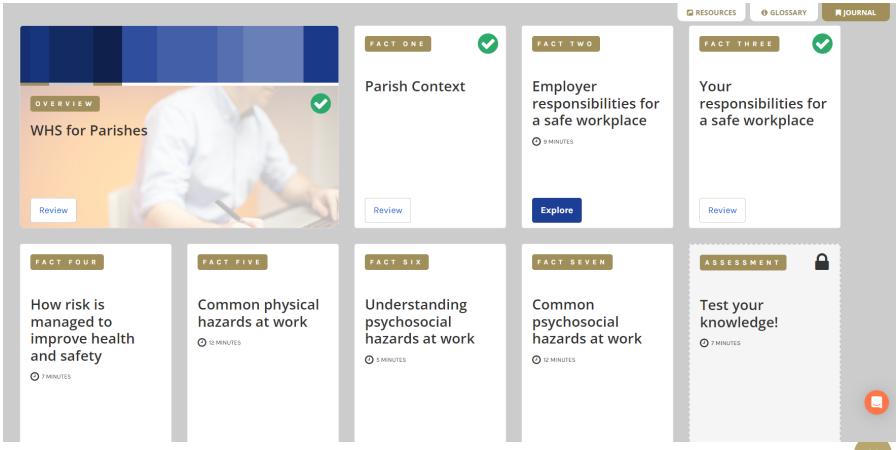


- Safe Ministry Checks and Training
- Mandatory Testing and Inspections
- Structural and Maintenance Assessments
- Repairs and Maintenance Grants
- Asbestos Inspections
- Asbestos Removal Grants
- Incident and Hazard Reporting
- Employee Assistance Program
- Clergy Supervision Funding

#### **TRAINING**



- The WHS Act requires that training is provided to all workers.
- Link to course sent to all New Parish Office Bearers and Councillors
- As of 15 Sep, 605 out of 793 (76%) have completed the course
- For assistance email: learning@perth.anglican. org



### **OUR RESPONSIBILITY AS INDIVIDUALS**





- take reasonable care of our own health and safety;
- ensure the health and safety of others in the workplace;
- follow health and safety instructions;
- provide suggestions on how to improve health and safety; and,
- report all incidents and hazards.

#### PARISH COUNCIL RESPONSIBILITIES



- Work health and safety should be a standing item at every parish council meeting to:
  - consider new or unresolved incident and hazard reports;
  - discuss internal inspections or activity checklists;
  - consider external inspections and assessments;
  - assess first aid requirements and procedures;
  - assess fire and emergency response procedures; and,
  - make decisions about health and safety improvements or controls to minimise risk.



### **Insurance**



- Insurance premiums are a significant parish cost.
- Property Insurance covers only damage caused by specific events (e.g., fire, flood, wind damage, hail damage, accidental damage, or theft).
- Property Insurance does not cover damage caused by inadequate maintenance (e.g., damage caused by blocked or corroded gutters), damage arising from faulty construction/design or termite damage.
- The best way to keep property premiums low is to reduce the risk of fire, flood, wind damage and theft.
- The best way to keep workers compensation premiums low is a good application of WHS policy and only using contractors with their own workers compensation insurance.





# Anglican Community Fund (ACF)

New Lay Parish Council Workshop 20 September 2025

Ian Leverington

**Executive Officer** 



# **Key Points**

Who we are

What we do for Parishes

How to contact us



# Who we are

- The Church Fund of the Anglican Diocese of Perth founded in 1966 60<sup>th</sup> Anniversary next year!
- Our clients are the Diocese, Clergy, Parishes, Anglican Schools and Agencies and others who wish to support the Church
- We hold client funds and pay interest. We use the funds to make loans and invest to receive interest
- The surplus earnt is used to provide funds to the Perth Diocese and prescribed Anglican organisations



# What we do for Parishes

- Accessible personal and friendly service
- Operating accounts



Access by Online Services, Bank@Post, ACF office



- Investment accounts
- Direct debits for regular giving
- Parish loans





## How to Contact us

- Phone 9325 4182
- Email info@anglicancf.com.au
- Office Level 5, Church House, 3 Pier St, Perth
- Secure mail using Online Services



• Website - anglicancf.com.au







# **Morning Tea**

#### AT 10.30:

- WARDENS DENISE SATTERLEY ROOM (HERE)
- TREASURERS GERALD NEW ROOM
- SECRETARIES CHAPEL
- SAFE MINISTRY CONTACTS DINING ROOM