

BUILDING ON OUR PAST LOOKING TO THE FUTURE

Building to see God's kingdom grow

Questions and answers regarding the proposed development of a Parish Ministry Centre attached to the St Cuthbert's church building at Naremburn



NOVEMBER 2006

Philosophical Questions

Is it right to be spending this kind of money on a building project?

- As a church we are growing!
- We are seeking to provide not just for today, but for future generations of ministry just as other generations have provided for our current ministry.
- Given our past growth, we aim to have 1000 people attending within 5 years. Our facilities don't fit our current ministry and we have pursued numerous alternatives – this appears to be the best way forward.
- With 20,000 people in our local area we are not making as great an impact as we would like. We would like to reach 10% of our community.
- Anglicare advise that the largest population growth in Sydney over the next 5 – 10 years will be in the increasing density of accommodation along the public transport corridors of Sydney. Naremburn and Cammeray will therefore continue to see significant growth.
- If we are to make this growth happen, much needs to be planned now, and accomplished in advance.
- Our plans do not just cater for today, but seek to maintain the momentum of a growing ministry.

Should this generation pay for the project or is it OK for the next generations to keep paying for it?

- It is prudent that we go ahead only if we know that the current generation will commit to paying for the majority of the costs. A loan is acceptable however we will seek to minimise any burden on future generations.

Shouldn't we proceed with a less costly solution?

- Though the cost seems daunting, our research indicates that it is reasonable to aim to raise approximately 3 times the annual offertories on capital works projects.
- Such targets have been exceeded in various areas less well off than our own.
- When we consider the number of people at Naremburn Cammeray Anglican Church and our annual offertories, the total figure of \$2.97m is definitely achievable.

Do we really want so much time and effort to go into a building?

- For our ministry to be distracted by a building would be worse than tragic. Our ministry is not about a building! Our mission is to sacrificially proclaim Christ. This being said, whilst our ministry is far bigger than a building, the building will help us do the ministry well and more efficiently.
- The solution to this concern will be to pull together with inspirational generosity. Then we can get on with fulfilling our primary call to mission.
- We have from the outset carefully partitioned roles and responsibilities for this project, to minimise the ministry team's involvement, thereby attempting to ensure all our ministry efforts are correctly directed.

Why can't we lease alternative premises / do a smaller project / refurbish Rick's house / create a mixed use building (commercial / church)?

- There is great benefit to the ministry in having our ministries visibly associated with a Church building. It lifts our profile in the community. It brings people into conscious contact with the Church and helps bring people into the Sunday fellowship of God's people. It is almost a breakthrough for people to come onto one of our sites.
- Leasing facilities may cater in the short term for the immediate generation, but we do not believe this is optimal or visionary.
- We had a 3rd party assess the viability of using Rick's house. In summary, they were sceptical about the house's capacity for Ministry use. In addition, the required structural changes would involve considerable expense with very little Return On Investment.
- The Regional Architectural Panel concluded that our initial plans would be fully utilised as soon as they were completed. This was therefore not strategic planning given even the most conservative growth estimates.
- The Regional Architectural Panel also suggested that our earlier plan did not address the constraint of having no reception area/foyer which did impact ministry work.

Are there plans for any other projects (at Naremburn, Cammeray or elsewhere)?

- We see this project as the first of many key capital works across the Parish. Hopefully this will hone our skills in this regard.

Why should the whole Parish be involved?

- We are one Parish working in partnership together.
- The existing model has served us all well in the past, and we believe still has a vital role to play for the wider Naremburn/Cammeray community.
- We have always embarked upon innovation and initiative because of the capacity and scale that a unified church has given us. We are structured for missionary impact.
- Currently, the Parish has 10 different meetings across 3 centres. The structure of having several centres combined into one Parish has several benefits, for example:
 - It gives us the ability to combine ministries where there is not a “critical mass” to undertake these ministries separately at each centre. An example of this is a combined Parish youth group. If the centres operated separately, it would be difficult to start and sustain a number of groups as they would be too small.
 - It is likely that there are more new initiatives than would otherwise be the case because Parish finances are pooled and not tied to specific congregations (there is the ability for a period of time to “cross-subsidise” the cost of new initiatives). This also minimises risk and enables the parish to consider a wider range of initiatives.
 - Scripture at the local school (Cammeray Public), youth group and School of Ministry are more effective due to the larger pool of available staff.
- Personnel Benefits:
 - Staff benefit from working together as part of a larger team – they are able to share ideas, encourage, support each other and keep one another accountable.
 - There is the potential for a wider perspective to be given to ministry matters than if each centre was a discrete unit. This enables staff to be employed with responsibilities across the Parish (where a single centre would not be able to afford or justify their employment).
 - It also makes it easier to get coverage when staff are on leave.
- Administrative benefits:
 - Office staff, office facilities etc can be shared.
 - There is one Parish council and hence a more centralised and economical approach to administration and compliance.

Construction & Transition Questions

How will ministry occur (e.g. Kid’s Church) during construction?

- It is most likely that we will move off site to minimise construction time; we are in discussion with a few facilities about a temporary arrangement.
- We have considered a variety of options, such as greater use of nearby school and community facilities.
- We cannot firm up these arrangements until we have an understanding of the timing of our needs and tentative dates.

When will construction start / finish?

- Start date is dependant on all the usual steps required in getting a Development Application approved, selecting a builder etc.
- We anticipate that this project won’t finish until at least mid 2008.

Will the architect manage the builder or will there be a separate Project Manager?

- The details of construction management are yet to be determined.

Financial Questions

What will be the targeted source of funds (i.e. gifts / debt / other)?

- Ideally, we would like all funds to be pledged and provided by the members of our parish.

What will we do if we fall short in the pledges?

- Re-assess project options and/or scope.

What is the current level of existing Parish debt?

- We have debt of approximately \$345,000 on the Market St property. The repayments at current interest rates are at, or slightly below, what we would expect to pay for a similar rental property at that location.

Are offertories tax deductible?

- General offertories to the church for our week to week operations are not tax deductible.
- 100% of the building cost is tax deductible, so we will seek to work with members of the Parish to use the tax deductible portion to maximise the benefits this provides.
- Giving for some of the project costs are not tax deductible.

Do we pay interest on loans we get from the Diocese?

- Yes.

Other churches have done this and ended up in financial trouble, why will we be different?

- We have spoken to a large number of churches that have undertaken similar projects. There are also some guidelines available that we have obtained. Accordingly, we have kept the project scope within the parameters provided for cost, the number of people in the Parish, our current level of offertories, the expected loss of pledges and the growth of the Parish.

Could we use people within the congregations to donate time instead of money?

- There are a number of issues here. People who are already working do not have a lot of spare time so it would stretch the project out and potentially increase costs. External service providers will be required, so determining the interfaces with the volunteers and who is responsible for what will create extra work and add risk.

How many full time working people are there across the Parish who would/might/could contribute financially? (ie what would be the average per full time worker to pay for it in full?)

- We have made a conservative estimate of 190 "giving units" in the Parish (a couple was only considered as one giving unit). If we were to raise \$2.47m and have a \$0.5m loan then that would equate to \$4,333 per giving unit each year over the three year pledge period.

What will we do/where must we be at to make the go/no go decision?

- Parish Council has decided that we must have pledges for at least \$2.47m over the next three years and a maximum \$0.5m loan after that.

Have we made a decision to definitely go ahead yet?

- No. The decision will be made after February 2007 when we have received all the pledges. It is up to the membership of our churches as to whether we go ahead by the level of their pledges.

Future Planning Questions**With respect to the Master Plan, what are the plans for Cammeray for the next 15 years?**

- We have some preliminary ideas for may happen at Cammeray in the next 15 years. However with the announcement by COCCCI in October that they are moving we have been presented with a number of new opportunities that has caused us to review our ideas.

What is the chance that Naremburn, Cammeray and NAAC will still be together in 15 years as one Parish?

- The Parish has grown as a result of being combined. As it gets bigger our capacity to commence new services and initiatives increases with lower risk. Our strategy is to remain as a single unit because we can achieve more in a shorter period of time and try things that smaller churches couldn't. There are

also other benefits such as economies of scale (administration etc) and the benefits to the staff of having support rather than going alone.

Other Questions

Have we approached Willoughby Council?

- The architect has met with the Council and the Council is favourably disposed to our proposal.

What is the Regional Architectural Panel (R.A.P)

- The Diocese owns all the church properties. As such, they have a vested interest in any property development. The panel consists of architects, representatives from the Diocese and other appropriately experienced people. Their role is to assess and approve the engagement of architects to draw up Council Development Applications and then approve the lodgement of the individual Development Applications once completed. The assessment is made based on current and future needs and an overall Master Plan for the development and use of Parish properties.

Has the issue of off street car parking spaces been addressed in the plans?

- Yes.

Is the new building for small groups only or could the whole Parish fit in it instead of using the Cammeray school?

- The new building caters for a range of Parish and church activities including staff and administrative office facilities, staff meeting areas, School of Ministry meetings, youth group meetings, bible study meetings, crèche facilities, Kids Church (Sunday School) meeting areas, a kitchen and a large foyer for post meeting gatherings with tea/coffee and food available from the kitchen.
- The whole Parish would not fit in the new building. If the whole Parish turned up to a meeting at Cammeray School we would not fit.

How can I ask another question?

- Send an email to pmcproject@ncachurch.com, give us a few days to direct it to the right person, and we will get back to you.