

Chairperson's AGM Report for 2020 to the University of Waikato Ecumenical Chaplaincy Committee, March 30th 2021

1. Committee Membership and functioning 2020

The past year (2020) has been substantially affected by the COVID-19 pandemic and contributed to the inability to hold some of the quarterly meetings during March and June. The 2019-2020 AGM, scheduled for 31st March 2020, had to be postponed. It was rescheduled to 18th August, 2020, and then again to 8th September. The AGM was immediately followed by a quarterly meeting, with the last quarterly meeting for 2020 being held on 8th December. These meetings were well attended. There have been some changes in the membership of the Chaplaincy Committee during 2020. The committee membership at the end of 2020 is listed below with the changes during 2020 noted. A priority for the Committee going into 2021 will be the appointment of a new Student Representative.

Ex Officio members:

Reverend Br Andrew McKean	Ecumenical Chaplain
Fr Juan Pedro Maldonado	Roman Catholic Chaplain*

Appointed Members:

Secretary/Treasurer	Mrs Joan Joyce
Vice-Chancellor's Appointment	Mr T.J. Cloete**
Student Representative	Vacant during 2020
Associate Director of Std. Health	Ms Jill Dibble
Anglican Clergy Rep.	Rev. Stephen Bright
Anglican Lay Rep.	Dr Nicola Daly
Presbyterian Clergy Rep.	Rev. Sharron Ross-Ensor***
Presbyterian Lay Rep.	Mr Douglas Taylor
Methodist Clergy Rep.	Rev. Shelley Walker
Methodist Lay Rep.	Rev. Mr Williame Toduadua****
Baptist Clergy Rep.	Rev. Mike Walker
Catholic Lay Rep.	Professor Peter Kamp (Chairperson)

* Nominated on 3rd February 2020; replaced Fr Andrew Parish (moved to Auckland)

** Appointed Sept 2020; replaced Assoc. Prof. Annika Hinze (new administrative position in the University).

*** Appointed in a stand-in capacity June 2020; replaced Rev. Christine Harding (moved to Auckland).

**** Appointed June 2020; replaced Rev. Bob Short (retirement).

2. Chaplaincy at the University of Waikato

Ecumenical Chaplain

Br Andrew McKean, a priest in the Anglican Diocese of Waikato and Taranaki, has now completed six years as Ecumenical Chaplain at the University. His main role is to provide spiritual support and guidance to university students and staff, lead liturgical services and liaise with the Contributing Churches (Anglican, Presbyterian, Methodist and Baptist) who support the stipend and expenses of

the Ecumenical Chaplaincy. Andrew connects on campus with various student groups, academic staff and particularly the Student Health Group of the University Administration, out of which he is line-managed.

Since July 2016, Andrew has been Chairperson of ANZTCA (Aotearoa New Zealand Tertiary Chaplains Association). During late 2020 he is due to pass over this role to a new chairperson, but that transition has been delayed through the inability to elect a replacement Chair. As Chair of ANZTCA, Andrew has been its representative on the Inter-Church Tertiary Chaplaincy Council (ITCC) and he usefully doubles as our committee representative on ITCC. Andrew has also been appointed from within the Waikato-Taranaki Diocese to the national board for Education for Ministry training (EFM), to the Anglican Inter-Diocesan Ecumenical Group (IDEG), and to the Anglican-Roman Catholic Commission of Aotearoa New Zealand (ARCCANZ). Andrew is also a member of the Waikato Inter-faith Council (WIFCO). It is appropriate to make a comment about the duration Andrew has been chair of ANZTCA. Professional organisations such as ANZTCA normally rotate the chairperson role after two years amongst members from other centres so that it does not become a burden on the individual or the host organization. It is therefore imperative that during 2021 Andrew passes over the chairpersonship or resigns from the role.

There is strong encouragement from our Chaplaincy Committee for Andrew to attend regional meetings and to interact at the parish level of our Contributing Churches as much as possible, obviously in a strategic and systematic way, to promote the impact of his ecumenical chaplaincy work at the University. This is an increasingly important function to show the value of the Ecumenical Chaplaincy, as commented further upon below.

Roman Catholic Chaplaincy

Fr Juan-Pedro is our part-time Roman Catholic Chaplain working out of an office as part of the Chapel complex. He is also the Roman Catholic Chaplain at the Waikato Technical Institute, amongst other responsibilities. In both roles, Fr Juan Pedro works under the auspices of Bishop Steven Lowe and is funded by the Hamilton Diocese. The Diocese contributes to the Chaplaincy Committee's budget by way of rent of office space. Waicath is a Roman Catholic student body assisting Fr Juan-Pedro in his work on campus and joining in worship. Masses are said mid-day on Monday and Wednesday and early evening on Sunday during semester time. Much of the time Fr J-P provides spiritual direction for students and staff on campus.

3. Funding of the Ecumenical Chaplaincy

Context and issues around funding of the Ecumenical Chaplaincy

The Ecumenical Chaplain position is a 0.8 Full Time Equivalent position. Half of the salary and employment expenses are funded by the University, the balance being funded by the Contributing Churches (Anglican, Methodist, Presbyterian and Baptist). When the position was re-advertised (2014), the FTE went from 0.5 to 0.8. Subsequently, the University did not adjust upwards its contribution to salary and employment expenses, as there was no space in its budget. This situation was remedied at the start of 2019. The committee's budget deficits in

the intervening years were covered by donations from the DV Bryant Trust and the Tidd Foundation.

Since the beginning of 2019, the Committee's attention has switched to the sustainability of funding by the Contributing Churches to the ecumenical chaplaincy. On the 10th June 2019, the Kaimai Presbytery wrote to say that they could no longer contribute (\$8,500 p.a.) centrally to the University Chaplaincy. They offered to liaise with parishes in the hope that they might fill the funding gap and later that year St Andrews Presbyterian Parish (River Road) kindly donated \$700. Rev. Alistair McBride, Chairperson of the Wintec Chaplaincy Board, advised our committee that in September 2019 he had written to Presbyterian parishes in the region seeking funds for the Wintec Chaplain's salary and while it hadn't at that point produced financial results, his letter had encouraged parish boards to look at the chaplaincy needs in Hamilton of the Hospital, University and Wintec chaplaincies. He also reported to us that many boards wanted to continue supporting these chaplaincy services but a new mechanism was needed to bring the funds together and to disburse them to each of the three chaplaincies.

During 2020 the Committee received a figure of \$98,065, representing recently released income originating from three trusts setup by the Goodfellow family during the late 1960s and early 1970s, and managed by *Perpetual Guardian*. While the Trust Deeds stipulated that income was to be re-invested until 2035 and 2045 for different trusts, *Perpetual Guardian* management considers, based on interpretation of new legislation governing Charity Services, that these funds should be disbursed. These funds are currently held in the ledger as reserve funds. One tranche of \$33,404 is available for general use in the near future, whereas the balance of funds are intended for Chapel repairs from 2045 and the Ecumenical Chaplain's stipend from 2035.

In the meantime, deficits in our Committee budgets during 2019 and 2020 have been covered by a 2019 donation of \$28,000 from the DV Bryant Trust. This gift represents the amount the DV Bryant Trust considered it owed the Chaplaincy Committee from the funds held over in relation to the former chaplain housing in the Bryant Hall complex on campus. It represented the discharge of any outstanding obligation to the Chaplaincy Committee in relation to chaplain housing. Applications to the DV Bryant Trust are still welcome, but they need to be in the nature of new projects and initiatives, rather than ongoing funding of positions. The projected deficit for 2021 lies around \$10,000.

Sustainable funding by the Contributing Churches' – how to secure this moving forward?

The Ecumenical Chaplaincy on campus started in 1972 with the appointment of Rev. Dr (now Dame) Phyllis Guthardt. The Ecumenical Chaplaincy, through a succession of chaplains, is therefore in its 50th year of attending to the spiritual needs of the University community through the generous provision of funding by the Contributing Churches and the University. As noted above, the sustainability of this funding source is now in doubt, at least with respect to the Kaimai Presbytery. While the Committee holds current and reserve funds, they will be exhausted in a few years if they are used, as is currently the case, to fund annual

budget deficits. Hence the major challenge for the Committee is sustainability in the funding from the Contributing Churches going forward.

Time for a hui amongst the leaders of the Contributing Churches

My suggestion is that it is timely for the high-level leaders of the Contributing Churches to meet to consider their commitment to the 50 year-long Agreement to fund the Ecumenical Chaplaincy in partnership with the University of Waikato. We acknowledge that much has changed for these churches in the past 50 years. The outcome of such a meeting should not be prescribed here. I suggest, however, that the Chaplaincy Committee and the Lady Goodfellow Trust Board would be looking for the churches to recommit to the joint Agreement they have with the University and with that, a realistic and sustainable level of resourcing that could be committed sustainably over the next decade. Having certainty about the level of funding would enable the Chaplaincy Committee and the Lady Goodfellow Trust Board to work with the University to implement any changes that might be needed to match those and other resources to the level of outgoings for different FTE settings of the Ecumenical Chaplaincy position.

The urgency of a joint meeting of the high-level leadership of the Contributing Churches in our region cannot be understated. It would be useful later in this meeting to have a discussion about how this could be organized.

Review of the Ecumenical Chaplain's Performance

The review of a University Chaplain's performance, given the spiritual nature of the role, is difficult to undertake, which is probably why one has not been held, if ever, between either the current ecumenical chaplain or prior chaplains and the Chaplaincy Committee. The University has an annual Professional Goal Setting (PGS) process, which involves the setting of goals and a review of the achievement of those goals in the subsequent year. The review process is separate and is undertaken, if and when, a staff member applies for Salary Advancement and Promotion. As the Ecumenical Chaplain is line managed by the University, the PGS process applies annually, however the first application of this process occurred during the later part of 2020.

A question is whether or not the Committee sees a need for a review of the Ecumenical Chaplain's performance and, if so, by what process – its own, or as part of the PGS process by say the Chairperson of the Chaplaincy Committee joining with the relevant University line manager in this process. My personal view is that a performance review is overdue and I admit to being (too) late to come to this position. However it has arisen from the existential threat to the Ecumenical Chaplaincy by the recent withdrawal of funding by one of the Contributing Churches, that funding until mid-2019 having been taken as a “given”. These events have led to the question about our effectiveness both through our Committee member representation and the work of the Ecumenical Chaplain in building the case around the value of the Ecumenical Chaplaincy on the University campus to the Contributing Churches. Having had recent discussions at different levels within the University, I strongly sense reluctance for acceptance of a Chaplaincy Committee representative in the PGS process. Simply stated: the corporate culture of the University (particularly as it applies to staff management) is so different to the spiritual imperatives of church-based

entities such as ours. Having separate processes does not necessarily mean conflicting goals for the Ecumenical Chaplain. Ours is very much about goals that enhance Christian spiritual dimensions and ecumenism amongst the campus community and strong linkages to the Contributing Churches to maintain their support and resourcing, without which the whole endeavor falters.

My recommendation is that the Committee establishes a Liaison Subcommittee of two to three persons (representing the Contributing Churches) to focus on quarterly engagement with the Ecumenical Chaplain to help support him/her in their role, to jointly set annual goals and to monitor performance against those goals. I think that it is fair to say that this type of support and review has not been undertaken to date nor can the quarterly meetings of the whole Committee undertake the nature of this support and review. Without having had an effective process of goal setting and review against the dimensions that matter to the Contributing Churches, we have failed to give effective guidance to the chaplain, which is what this committee was constituted to undertake some 50 years ago. This type of closer engagement will likely lead to more satisfaction in the work life of the chaplain.

The goals need to be consistent with the relevant key tasks as set out in the Position Description for the Ecumenical Chaplain position, which can be updated from time-to-time through the Human Resources Division of the University. Given the immediate needs detailed earlier (*vis* demonstrate value in the work of the chaplain within the University community to the Contributing Churches), the two immediate Key Tasks to be addressed are:

- Lead worship in the chapel as appropriate; and
- Liaise with and coordinate the input from local, regional and national church bodies (read this as engagement with the Contributing Churches in the first instance).

Related Performance standards are:

- Worship services are provided on a regular basis; and
- Church bodies are kept informed about the work of the University of Waikato chaplaincy services.

During the past two years the Committee has discussed at some of its quarterly meetings the need for the Ecumenical Chaplain to connect with the Contributing Churches and for a time had a reporting line in meeting agendas about this and some of this engagement happened for a period. The Committee has also made suggestions about how the chaplain can develop a student body around the ecumenical chaplaincy (which would lead to regular worship) by for example engaging with Year 12 and 13 students at Anglican secondary schools in the region and encouraging them to come and visit in the chapel when they arrive at the University in subsequent years.

4. Maintenance of the Chapel complex

Significant refurbishing of the interior of the Chapel was made during 2020. This included the recovering of chairs that had suffered significant sun damage (funded by the University) and the installation of new screens (Holland Blinds) to windows and sliding doors (funded by the Committee, costing around \$5,000). Consideration was given to the replacement of carpet tiles in the offices, common

room and connecting hallways of the Chapel Complex, but the invoice cost was beyond what could prudently be applied by the Committee given the scale of the deficits to its budget in 2020 and the budget estimate for 2021.

5. Acknowledgements

I wish to give thanks on behalf of the Chaplaincy Committee to Br Andrew McKean and Fr Juan-Pedro for their service and commitment to the University community during the past year in their respective roles as Ecumenical Chaplain and Roman Catholic Chaplain.

I also wish to express our appreciation and thanks to Joan Joyce for her dedicated service to the Chaplaincy Committee as Secretary and Treasurer over the past decade. Joan has been wonderful to work with, particularly in relation to the preparation of meeting agendas, the taking of full sets of minutes and the whole job around the tracking of funding, invoices and payments and the preparation of budgets. She has shown flexibility in how to service the accounting needs of the committee during the transition to a new accountancy provider, and in the difficulties around invoicing with the University during the past two years. Many thanks Joan for your sterling efforts, which have been gratefully appreciated by the Committee and we wish you all the best in your transition to full retirement.

I also wish to express my appreciation to committee members for their contributions and presence and good input during the past year.

My role as the Roman Catholic Lay Representative of the Hamilton Diocese ends at the close of this meeting. Bishop Steve Lowe intends appointing Dr Paul Flanagan as his new representative. Paul is a member of the academic staff of the School of Education and I am sure he will contribute greatly to the work of the Committee for years to come.

Peter J.J. Kamp (Emeritus Professor)
Chairperson, University of Waikato Chaplaincy Committee
30th March 2021