

**THE AUSTRALIAN AND NEW ZEALAND DIOCESE OF THE
RUSSIAN ORTHODOX CHURCH OUTSIDE OF RUSSIA**

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25 января 2011 г.
№ 1 - 23 - 11

У К А З

Настоящим вступают в силу, от даты сего указа, прилагаемые рекомендации Управленческого комитета при Австралийско-Новозеландской епархии РПЦЗ, представленные на рассмотрение 16-го Епархиального съезда от 26-27 декабря 2010 г.



+ *Митрополитъ Иларионъ*
**Архиепископ Сиднейский
и Австралийско-Новозеландский**

25 January 2011
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UKASE

The attached recommendations of the Governance Committee of the Australian & New Zealand Diocese of the ROCOR, presented for the consideration of the 16th Diocesan Assembly on 26-27 December 2010, are hereby ratified and come into immediate effect.

+ *Metropolitan Hilarion*
Archbishop of Sydney, Australia & NZ

GOVERNANCE COMMITTEE CONSIDERATIONS

Without in any way impinging upon the apostolic authority of the Ruling Bishop, the Governance Committee believes that the following issues need to be considered as good governance practice and in accordance with current legal due diligence requirements:

Employment

- All priests receive a stipend from their relevant Parish Council; however, the employing authority must be considered to be the Diocese of the Russian Orthodox Church in Australia and New Zealand.
- Consequently, it behoves the Diocesan authorities to ensure that all priests and other employees are paid in accordance with government and diocesan regulations; i.e. four weeks annual leave, superannuation, annual CPI increases, parental leave and any other remunerations as per the industrial relations regulations in force.
- All stipends must be paid in a transparent manner, ensuring that taxation is paid either by the Parish or by the recipient through the issuing of a Statement of Income.
- The Diocesan authorities must ensure that a position description is available for every priest in the Diocese.
- All priests, deacons, diocesan employees, parish officials, volunteers, school teachers, etc. must have an AFP National Police Certificate and a Working with Children permit.

Ordinations

- All candidates for ordination must produce an AFP National Police Certificate and a Working with Children permit prior to ordination.
- Candidates must be checked for insolvency with Insolvency Trustee Services Australia (ITSA).
- Candidates must be of good health and produce a medical certificate to that effect.
- Candidates should have a recognised tertiary qualification and, at least, an elementary theological education.
- New arrival persons without permanent residence in Australia should not be ordained unless they leave Australia in accordance with their visa category.
- New arrival persons without permanent residence in Australia and whose visa does not permit working in Australia should not be ordained to avoid infringement of immigration law.
- Applications for ordinations should go to the Ruling Bishop only after a thorough examination of the candidate's background by the parish priest and after the Dean has enquired of the local clergy if anyone has any concerns regarding the suitability of the candidate for ordination.
- Candidates for ordination should have a tangible record of commitment to the Russian Orthodox Church; either through direct parish work or some other form of addressing the needs and aspirations of the Australian and New Zealand Diocese.
- Candidates for monastic tonsure are subject to the same conditions as all other clergy and employees of the Diocese.

Awards

- The recognition of people who work without recompense for the good of their parish or the Diocese should be recognised in a suitable manner
- In the first instance, it is best that the parish recognises its workers by the presentation of parish Gramatas, icons, Bibles or other gifts at official ceremonies or appropriate occasions.

- In those cases where parish rectors consider it appropriate to recognise long and outstanding work of parishioners, the rector may wish to petition the Ruling Bishop to award an Episcopal Gramata to the intended recipient. In the past, the Diocese had two forms of Gramata: 1) The Hierarchal Blessing and 2) Archpastoral Gratitude.
- In the case of someone already having a Gramata, the next step would be to petition for the award of the Diocesan Cross. This award is the highest form of recognition at diocesan level and should be seen as a rare and distinguished honour.
- Representations for the award of the Diocesan Cross should be made to the diocesan Honour Committee which consists of the Deans of the three Australian mainland deaneries.
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- For outstanding service beyond the levels indicated above, the Ruling Bishop may, at his personal discretion, wish to petition the Synod for an award of a Synodal Gramata.
- These awards have no adverse effect upon the awarding of ecclesiastical honours to clergy, which continue to be awarded in the normal manner, and may be granted to clergy at the Ruling Bishop's discretion.

Professional Development

- The Diocesan Council considers it to be its obligation to provide training to Church Wardens in the interpretation and execution of their duties as set out in the Normal Parish By-Laws.
- The Diocesan Council will also provide training to Parish Treasurers in the correct accounting for parish funds and implementation government regulations.
- The Diocesan Council may, from time to time, organise meetings, seminars and forums for other officials of the Diocese or Parishes, e.g. Sisterhoods, etc.
- The Diocesan Council is mindful of the regular need for clergy to undertake appropriate Professional Development courses to ensure they are qualified to perform their pastoral duties.
- Professional Development courses for clergy are mandatory for all clergy.