

# Standing Committee Report to the Second Ordinary Session of the 52<sup>nd</sup> Synod

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## 1. Introduction

### 1.1 Standing Committee reports to Synod

The 2020 Report of the Standing Committee (included in Book 1 of the Synod materials received at the first ordinary session, held 6 May 2021) provided a report of the work of the Standing Committee following the 3<sup>rd</sup> ordinary session of the 51<sup>st</sup> Synod (held in October 2019) and prior to the scheduled 1<sup>st</sup> ordinary session of the 52<sup>nd</sup> Synod (October 2020). In practice, that report covered the Standing Committee meetings from November 2019 to September 2020 inclusive.

Given the postponement of the first ordinary session of the 52<sup>nd</sup> Synod, a 2021 Interim Report (providing an outline of membership issues and the Synod-related matters that the Standing Committee had undertaken since October 2020) was prepared for the session held in May 2021. At the time, it was anticipated that a 'standard format' report on the Standing Committee's work for the period October 2020 to August 2021 would be provided to the second ordinary session (scheduled to be held September 2021).

Given the postponement of the second ordinary session, this report provides a 'standard format' report on the Standing Committee's work for the period October 2020 to October 2021, and includes material provided in the 2021 Interim Report. It is anticipated that an interim report (providing an outline of membership issues and Synod-related matters since October 2021) will be provided to the second ordinary session, when it is convened (currently expected to be 26 February 2022).

### 1.2 Charter

The Standing Committee is constituted under the *Standing Committee Ordinance 1897*. Its duties arise under a number of ordinances and include the following –

- (a) making arrangements for the meetings of the Synod and preparing the Synod's business,
- (b) acting as a council of advice to the Archbishop (the Archbishop-in-Council),
- (c) considering and reporting upon matters referred to it by the Synod and carrying out the Synod's resolutions,
- (d) deliberating and conferring upon all matters affecting the interests of the Church,
- (e) making ordinances under delegated powers,
- (f) preparing and administering parochial cost recoveries and Synod appropriations and allocations,
- (g) appointing persons to fill casual vacancies among persons elected by the Synod to boards etc, and
- (h) monitoring the finances of diocesan organisations.

### 1.3 Access

Meetings are usually held in the Heath Centre, Level 5, St Andrew's Cathedral School, St Andrew's House. Since June 2021 meetings have been held via videoconference due to COVID-19 restrictions. Mail should be addressed to "The Diocesan Secretary, Standing Committee of Synod, PO Box Q190, QVB Post Office NSW 1230" (telephone (02) 9265 1555; email [DiocesanSecretary@sydney.anglican.asn.au](mailto:DiocesanSecretary@sydney.anglican.asn.au)). Office hours are 9 am to 5 pm.

A report on each meeting is published a few days after the meeting on the website of Sydney Diocesan Services (SDS) at [www.sds.asn.au](http://www.sds.asn.au).

## 1.4 Meetings and members

From October 2020 to October 2021, we have met 10 times. The names of the members as at 11 October 2021 are listed below.

### *The President*

Archbishop Kanishka Raffel (*consecrated 28/5/2021*)

### *The Chancellor*

Mr Michael Meek SC

### *The Regional Bishops*

Bishop Chris Edwards

Bishop Peter Hayward

Bishop Gary Koo

Bishop Peter Lin

Bishop Michael Stead

### *The Registrar*

(*vacant ex Mr Doug Marr resigned 08/4/2021*)

### *The Diocesan Secretary*

Mr Daniel Glynn

### *The CEO of Sydney Diocesan Services*

Mr Robert Wicks

### *The Archdeacons*

Archdeacon Neil Atwood

Archdeacon Anthony Douglas

Archdeacon Kara Hartley

### *Laypersons Elected by Whole Synod*

Mr Michael Easton

Mr Stephen Hodgkinson

Mr John Pascoe

Mrs Emma Penzo

Dr Laurie Scandrett

Dr Claire Smith

Dr Robert Tong AM

Mrs Melinda West

### *Acting Dean of St Andrew's Cathedral*

Canon Chris Allan (*appointed 6/2021*)

### *The Principal of Moore Theological College*

The Rev Dr Mark Thompson

### *Ministers Elected by Whole Synod*

The Rev Nigel Fortescue

The Rev Stephen Gibson

Canon Craig Roberts

The Rev Philip Wheeler

### *Laypersons Elected by Northern Regional Electors*

Miss Jenny Flower

Mr Greg Hammond OAM

Mr Mark Streeter

Ms Nicola Warwick-Mayo

### *Ministers Elected by Northern Regional Electors*

The Rev Gavin Parsons

The Rev Craig Schafer

### *Laypersons Elected by South Sydney Regional Electors*

Ms Michelle England

Mr Gavin Jones

Ms Yvette McDonald

Dr Karin Sowada

### *Ministers Elected by South Sydney Regional Electors*

The Rev Dr Andrew Katay

The Rev Dominic Steele

### *Laypersons Elected by South Western Regional Electors*

Mr Clive Ellis

Mr James Flavin

Mrs Jeanette Habib

Dr Ian McFarlane

### *Ministers Elected by South Western Regional Electors*

Canon Phillip Colgan

The Rev Zac Veron

### *Ministers Elected by Western Sydney Regional Electors*

The Rev Roger Cunningham

The Rev Dr Raj Gupta

### *Laypersons Elected by Western Sydney Regional Electors*

Mr Jeremy Freeman

Mrs Patricia Jackson

Mr Malcolm Purvis

Dr Andrew Tong

### *Ministers Elected by Wollongong Regional Electors*

Canon Sandy Grant

The Rev Joe Wiltshire

### *Laypersons Elected by Wollongong Regional Electors*

Mrs Stacey Chapman

Mr Norm Lee

Dr David Nockles

Mr Tony Willis

During this time, the following changes took place in the membership of the Standing Committee –

- A vacancy arose in the position of a minister elected by the Western Sydney Region upon the resignation of the Rev Gavin Poole as Rector of the Parish of Cherrybrook with effect from 7 February 2021. The Regional Electors of the Western Sydney Region elected the Rev Roger Cunningham to fill the vacancy.
- The following members did not stand for re-election at Synod elections held in October 2020, and consequently retired from Standing Committee on 3 May 2021, with their last meeting being 22 March 2021: Mr John Driver, the Rev Justin Moffatt, Mr Philip Sherriff, Mr Lyall Wood AM RFD and the Hon Peter W Young AO QC.
- The following people were elected at the Synod elections held in October 2020 and formally commenced membership of the Standing Committee on 3 May 2021: Mr Greg Hammond OAM and Mr Mark Streeter (Northern Region), the Rev Dominic Steele (South Sydney Region), Dr Andrew Tong (Western Region) and Mr Norman Lee (Wollongong Region).
- The Archbishop, Dr Glenn Davies, retired on 26 March 2021 and as a consequence ceased to be the President of the Standing Committee from that date. The Rt Rev Bishop Hayward served as Administrator of the Diocese and President of the Standing Committee until the installation of Archbishop Kanishka Raffel.
- Mr Doug Marr resigned as Registrar of the Diocese with effect from 8 April 2021 and consequently ceased to be a member ex-officio of the Standing Committee from that date. Mr Tony Willis was appointed Acting Registrar with effect from 9 April 2021 until 2 July 2021. Bishop Michael Stead was appointed as Acting Registrar from 3 July 2021 until 31 December 2021.

## 1.5 Management and structure

Our permanent subcommittees are –

Affiliated Churches Committee	Religious Freedom Reference Group
Diocesan Resources Committee	Royal Commission Steering Committee
Finance Committee	Service Review Committee
General Synod Relations Committee	Social Issues Committee
Ministry in Marginalised Areas Committee	Stipends and Allowances Committee
Minute Reading Committee	Strategy and Research Group
Ordinance Reviewers and Panels	Work Outside the Diocese Committee
Professional Standards Oversight Committee	
Registrar's Committee for portraits, plaques & photographs	

The terms of reference and the membership of our permanent subcommittees are posted at [www.sds.asn.au](http://www.sds.asn.au).

Other committees are appointed from time to time for special tasks. We thank God for the faithfulness and expertise of the people who serve on our committees.

## 1.6 Impact of COVID-19 on meetings of the Standing Committee Emergency Executive Subcommittee of the Standing Committee

Item 1.27 in the 2020 Report of the Standing Committee notes that in March 2020 we constituted a subcommittee, the Emergency Executive Subcommittee of the Standing Committee (EES) to come into operation in the event that we were not able to meet and function during the COVID-19 crisis. The EES would have authority on any Standing Committee matter other than the making of ordinances, the making of appointments and the filling of casual vacancies.

In March 2021, having returned to in person meetings, we dissolved the EES with immediate effect noting that the EES was never convened and hence did not make any decisions or take any actions under its delegated authority (or otherwise).

## 1.7 Death of the Rt Rev Bruce Wilson

We noted with sadness the death of the Rt Rev Bruce Wilson on 20 March 2021, gave thanks to God for the life and service of Bishop Wilson, and assured Mrs Zandra Wilson of our prayers for her in her time of loss.

Bishop Wilson was a Moore College graduate, ordained in Sydney in 1965, served in the parishes of Beverly Hills, Darling Point and Paddington, as well as Chaplain to UNSW, before moving to Canberra & Goulburn where he was consecrated an Assistant Bishop, later serving as Bishop of Bathurst, 1989-2000.

### 1.8 Retirement of Archbishop Glenn Davies

We noted the retirement of Archbishop Glenn Davies, having reached the age of 70 years and six months on 26 March 2021 (in accordance with subclause 5(3) of the *Retirements Ordinance 1993*). In accordance with clause 2(2) of the *Archbishop of Sydney's Election Ordinance 1982*, we resolved that a vacancy in the See of Sydney would occur on 26 March 2021 and made arrangements for the election of the next Archbishop of Sydney.

### 1.9 Archbishop Kanishka Raffel

We noted that at the special session of the 52<sup>nd</sup> Synod, held 4-6 May 2021, the Very Rev Kanishka De Silva Raffel was elected and then unanimously invited to be the next Archbishop of Sydney, and congratulated Kanishka on his election. Kanishka was consecrated a Bishop and installed as Archbishop on Friday 28 May 2021 at St Andrew's Cathedral. We assured Kanishka and Cailey of our prayers.

### 1.10 Administrator – Bishop Peter Hayward

We thanked with acclamation Bishop Peter Hayward for his service as Administrator of the Diocese during the recent vacancy in the See of Sydney and, in particular, gave thanks for his service as President during the recent ordinary session of the Synod.

### 1.11 Acting Dean

We noted that Canon Christopher Allan had been appointed Acting Dean of the Cathedral, and invited Canon Allan to attend and speak, but not vote or move motions, at meetings of Standing Committee until the next Dean takes up office.

### 1.12 Appointment of Canon Andrew (Sandy) Grant as the 13<sup>th</sup> Dean of Sydney

We warmly welcomed the appointment of Canon Sandy Grant as the 13<sup>th</sup> Dean of Sydney, and prayed for him and his family.

### 1.13 Retirement of Mr Doug Marr as Registrar

We noted that Mr Doug Marr had tendered his resignation as Registrar to the Archbishop, effective 8 April 2021 and expressed our thanks to Mr Marr for his contribution to the Diocese as Registrar, especially his contribution to the smooth operation of both Synod and Standing Committee; and gave thanks to God for Mr Marr's service on the Sydney Diocesan Synod, the Provincial Synod and the General Synod, and upon numerous boards, councils, and committees.

### 1.14 Acting Registrar Mr Tony Willis

We thanked with acclamation Mr Tony Willis, for his service as Acting Registrar, which concluded on 2 July 2021, noting especially his willingness to step into this role at a critical time, supporting Bishop Peter Hayward in his responsibilities as Administrator, Bishop Peter Lin in his responsibilities as President of the Election Synod, and Archbishop Raffel following his election and in his first month as Archbishop.

### 1.15 Acting Registrar Bishop Michael Stead

We noted that Archbishop Kanishka Raffel had invited Bishop Michael Stead to serve for a period of six months as Acting Registrar, in addition to his responsibilities as Bishop of South Sydney, commencing 3 July 2021, and assured Bishop Stead of our thanks and prayers as he takes on this additional responsibility.

### 1.16 Use of the title of "Archbishop" by Bishop Glenn Davies

Noting the expectation that there will be occasions when it will be helpful for Bishop Glenn Davies to be able to take the title, "Archbishop" Davies (particularly in overseas work in relation to GAFCON), we confirmed our comfort that Bishop Glenn Davies continue to use the title 'Archbishop' when he judges it to be suitable to do so, noting that this matter was not raised by Bishop Davies.

### 1.17 Membership of Standing Committee

We welcomed by acclamation the following members who had attended meetings prior to the commencement of their term, and thanked them for their patience and their contribution to meetings during that time –

The Rev Roger Cunningham  
Mr Greg Hammond OAM  
Mr Norman Lee

The Rev Dominic Steele  
Mr Mark Streeter  
Dr Andrew Tong

### 1.18 Chair of Social Issues Committee

Mrs Emma Penzo resigned as Chair of the Social Issues Committee (SIC), with effect from 31 December 2020. We thanked her for her dedicated and extensive service as Chair of the Social Issues Committee over three years.

Dr Chase Kuhn was elected Chair of the Social Issues Committee on 24 February 2021. We congratulated him on his appointment.

### 1.19 Chair of Sydney Anglican (National Redress Scheme) Corporation

Mr Doug Marr resigned as Chair of the Sydney Anglican (National Redress Scheme) Corporation with effect from 9 March 2021. We thanked Mr Marr for his dedicated service as inaugural Chair of the Corporation since its establishment in 2018, including leading the Diocese's participation in the National Redress Scheme.

### 1.20 Chair of Work Outside the Diocese Committee

Mr Doug Marr had resigned as Chair of the Work Outside the Diocese Committee with effect from 9 March 2021. We thanked Mr Marr for his service to the Committee.

### 1.21 Attendance at Standing Committee

We invited Bishop Malcolm Richards to attend and speak (but not vote) at meetings of the Standing Committee, in his capacity as Bishop for International Relations.

### 1.22 Dr John Collier

We thanked Dr Collier for his outstanding service as Head of the Cathedral School since 2010 and in other leadership positions in the Diocese in the area of Christian Education including as a member of the Board and current Chair of Anglican EdComm and warmly welcomed Dr McGonigle as the new Head of St Andrew's Cathedral School and Head of Gawura.

### 1.23 Ministry in Marginalised Areas

At the request of the Ministry in Socially Disadvantaged Areas Committee (the Committee), we agreed to change the name of the Committee to the 'Ministry in Marginalised Areas Committee'.

## 2. **Actions with the Archbishop**

### 2.1 Strategy and Research Group

In 2020-21, the Strategy and Research Group (SRG) comprised the following members –

Archbishop Glenn Davies (Chair) – until 26  
March 2021  
The Rev Dr Raj Gupta – until 17 May 2021  
The Rev Andrew Katay  
Bishop Peter Lin (Deputy Chair)  
Dr Ruth Lukabyo

Archbishop Kanishka Raffel (Chair) – from 28  
May 2021  
Mr Peter Mayrick  
Mr Graham Murray – until 17 May 2021  
The Rev Andrew Robson  
Ms Nicola Warwick-Mayo – until 17 May 2021

In addition, the SRG is well served by Dr John Bellamy, who attends each meeting as a consultant to the Group and has provided a significant depth of research and analysis.

The SRG is an advisory group for the Archbishop and the Standing Committee in their formulation of high level vision and missional goals for consideration and adoption by the Synod. The Group is tasked –

- (a) to identify, research, evaluate and develop for Standing Committee’s consideration the strategies and structures which optimise the capacity of the diocesan network to achieve the vision and missional goals adopted by the Synod, and
- (b) to oversee the objective measurement of and reporting to the Standing Committee on progress toward achieving those missional goals.

The SRG typically meets quarterly for full day meetings. Since the last report to the Synod, the SRG has met 5 times, including a joint meeting with the Bishops at the start of this year to consider a broad range of matters of strategic importance to the Diocese.

#### *Key strategic priorities*

In 2020-21, the SRG summarised the 4 key strategic priorities facing the Diocese, for provision to the new Archbishop. The SRG looks forward to working with Archbishop Raffle to consider any new iteration of the Diocesan mission of making and maturing disciples of Christ.

The SRG met jointly with the Bishops on 4 February 2021 to discuss the future of the city of Sydney, as outlined in a report commissioned by the Anglican Church Growth Corporation to establish a systematic and strategic approach to planning and delivering church-related assets. The SRG has also discussed the strategic importance of the ‘Third City’ of Sydney and the need for a coordinated approach.

#### *Rector departure research*

A key goal of Mission 2020, adopted at the end of 2013, is to strengthen the leadership skills of clergy. The SRG considers the matter of rector departures, due neither to retirement nor transfer to other parish roles within the Diocese, to be a current and urgent matter facing the Diocese.

To further understand the key reasons and factors which contribute to some Rectors leaving the role prior to reaching retirement age, the SRG commissioned a research study, carried out by Dr Bellamy. The research also considered aspects of the Rector role that contribute to incumbent Rectors considering moving into another role, and reasons why more long-term Assistant Ministers are not moving into Rector roles.

The full report has been circulated to the Standing Committee and senior leaders in the Diocese. The Standing Committee has requested the SRG to make further recommendations to address the findings, including considering ways to provide both better support and appropriate levels of accountability for Rectors.

#### *Regional meetings with Mission Area Leaders*

In light of the commencement of the new Archbishop in May 2021, the regional boundary changes that came into effect on 1 July 2021, and the COVID-19 restrictions in place at the time of writing, the annual meeting of the SRG and Mission Area Leaders (MAL) in 2021 was postponed until the second half of the year.

## **2.2 Harbour Church**

Noting the recommendation of the Wollongong Regional Council that Harbour Church should not continue as a recognised church of the Diocese of Sydney, we recommended that the Archbishop-in-Council determine that the recognition of Harbour Church should cease with effect from 1 July 2021 (in accordance with clause 20(1) of the *Recognised Churches Ordinance 2000*).

## **2.3 Regional name change – Georges River Region South Western Region**

We noted that, pursuant to subclause 3(2) of the [Regions Ordinance 1995](#), the Archbishop has renamed the Georges River Region to be called the South Western Region, with effect from 14 July 2021.

### 3. Financial and Property Administration

#### 3.1 Accounts, Audits and Annual Reports Ordinance 1995

Organisations of the Synod which manage church trust property must report annually to the Synod. These reports include information in relation to members, structure, activities and a summary of the financial results, together with audited financial statements, a liquidity report, a risk management report and a charities group status report. During the first ordinary session of each Synod, the reports also include a statement which assesses an organisation's compliance with the Synod's governance policy and explains any areas of non-conformity.

The reports must be lodged by 30 June each year. A later lodgement date has been approved for two organisations, Anglican Community Services and The Archbishop of Sydney's Anglican Aid whose financial year ends on 30 June.

Some of these organisations are also required to provide us with certain internal management financial information during the year.

The annual reports and audited financial statements for about 40 organisations will be tabled in the Synod. Any major problems found by the Finance Committee from a review of these financial statements and the additional internal management financial information will be reported.

#### 3.2 Annual Financial Statements for the Synod Funds, Parish Funds and the Synod-St Andrew's House Fund

The annual financial statements for the Amalgamated Synod Funds, Amalgamated Parish Funds and the Synod – St Andrew's House Fund have been prepared and reviewed according to agreed upon procedures rather than a formal audit. These reports are printed separately.

#### 3.3 Ordination Training Fund

In 2021 this Fund received a Synod allocation of \$43,000 (2019: \$42,000) which it used to provide a book allowance of \$1,000 to first year candidates studying through Moore Theological College or Youthworks College for ordination in Sydney, and to meet a number of specific costs associated with preparing candidates for ordination. In exceptional cases the Fund may also provide bursaries or financial assistance to some of the candidates.

In 2021 the Fund also received \$11,000 to cover the cost of external professionals interviewing ordination candidates in relation to domestic violence. This year the Fund will also use some of its reserves to undertake psychological assessments of clergy prior to their being ordained presbyter.

#### 3.4 Ordinances

The following table shows the number of ordinances passed and assented to in 2016 to 2020, and in 2021 up to October –

	2016	2017	2018	2019	2020	2021
Standing Committee	53	40	42	62	69	39
Synod	4	11	8	7	0	4
	57	51	50	69	69	43

A separate report lists the ordinances passed by us since October 2020. There are 22 ordinances of particular interest.

(1) The *Synod Appropriations and Allocations Ordinance 2020* gave effect to the Synod's general intention when it passed the *Synod Appropriations and Allocations Ordinance 2018* ('the 2018 Ordinance') with respect to the appropriation and allocation of Synod funds for 2021. (See item 7.1.)

The total amount available as distributions from the Diocesan Endowment and parish trusts was \$696,000 more than the estimates provided to Synod in 2018. However, \$435,000 of that was due to additional distributions made by the GAB from the Diocesan Endowment and the Diocesan Cash Investment Fund to meet the cost of an allocation for Diocesan overhead identified as result of the Review of SDS cost recovery methodology (described at item 3.2). A further \$243,000 of the funds available for 2021 represents unspent allocations from 2020, the majority of which are a result of the COVID-19 related restrictions which meant

we were not able to hold the sessions of Synod and some of the other physical meetings that had been scheduled in 2020.

(2) The *Synod Funding Arrangements Amendment Ordinance 2021* amended the *Synod Estimates Ordinance 1998* and the *Cost Recoveries Framework Ordinance 2008* to delay the preparation of the next Statement of Funding Principles and Priorities until the 3<sup>rd</sup> ordinary session of the 52<sup>nd</sup> Synod (in September 2022) to give the new Archbishop adequate time to consider his priorities and for the Archbishop and Standing Committee to consider a new iteration of the Diocesan Mission. The amendments also provide for the next Statement of Funding Principles and Priorities to apply for the last year of the current funding triennium and the three years of the following triennium (rather than have a Statement of Funding Principles and Priorities that only applies for one year). (See item 7.1 and separate report about this matter.)

(3) The *Synod Appropriations and Allocations Ordinance 2021* appropriated and allocated funds for 2022 in a manner that is consistent with the Synod's intention as reflected in the Statement of Funding Principles and Priorities 2019-2021, and is broadly similar to the actual appropriations and allocations made for 2021. The total funds available for distribution in 2022 were \$272,000 less than in 2021 (a decrease of 3.7%). In view of this reduction most organisations did not receive an increase in their allocation from 2021 to 2022, with the exception of allocations for SDS in its support for the Synod, Standing Committee and parishes, noting an expected increase in the cost of providing this support. Significant movements in funding included –

- The allocation of \$230,000 towards the cost of 2 insurance policies (the ISR excess over \$250 million and the Liability 4th excess layer) required specifically to cover St Andrew's Cathedral is significantly reduced from the \$405,000 allocation provided in 2021. However, it is worth noting that the cost of these 2 policies rose significantly in 2022 to ~\$544,000, with the balance being included in the cost of the Parish Property and Liability Insurance Program (as had been the case prior to 2021). See also ordinance (4) *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021*.
- The allocation to Moore Theological College for 2022 continued at the level \$1,463,000, however for the second year now the College has agreed to a temporary reduction (this time of \$110,000), as a gesture of partnership with the Diocese.
- The Allocation to the Anglican Education Commission (AEC) reduced to \$10,000 to fund a suitably qualified educational consultant(s) who could be engaged as required to allow the advocacy work currently undertaken by the AEC to continue beyond 2021, on the understanding that the AEC in its current form was not financially viable and would wind up by the end of 2021 (see item 4.5).

(4) The *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021* provided for charges to be recovered from and levied on parishes in 2022 in a manner that is broadly similar to the actual charges and levies payable in 2021. However, the total Parochial Network Costs for 2022 are expected to be 12% higher than in 2021, largely driven by premium rate increases associated with the Parish Property and Liability Insurance Program (increasing 16% in 2022); the inclusion of part of the cost of insurance specific to the Cathedral (see note in ordinance (3) above); and an expected 40%-50% increase in the premium rate for Stipend Continuance Insurance. Notwithstanding the 12% increase in costs, the *variable* PCR charge percentage increases only slightly from 6.8% in 2021 to 6.9% in 2022. The slight increase (rather than significant) is a result of the net increase in total net operating receipts of all parishes in 2020 (due to COVID-19 financial support received by many parishes).

(5) The *Diocesan Endowment (Diocesan Overhead) Appropriation Ordinance 2021* provided for an additional distribution of \$96,000 from the Diocesan Endowment for the purpose of meeting a shortfall in Synod's 2021 budget in relation to the funding of Diocesan overhead costs. The shortfall arose following the decision of the Glebe Administration Board to decline to approve a distribution of \$96,000 to the Synod from the Diocesan Cash Investment Fund in view of the historic low cash rate and consequent impact on the forecast returns.

(6) The *Diocesan Endowment Ordinance 2016 Amendment Ordinance 2021* amended the *Diocesan Endowment Ordinance 2016* to –

- (i) simplify and clarify the Trustee's powers to invest the property of the Diocesan Endowment, requiring that the property is invested in accordance with the Trustee Act 1925 (NSW), subject to doing so in accordance with the ethical investment policy approved by the Synod or Standing Committee,
- (ii) require the Trustee to specify a timeframe over which the preservation of real value is to be measured, and a methodology that is to be used (for these purposes, the Trustee will measure the preservation of real value over a 20 year rolling time frame, and assess whether the real value has been preserved by comparing the actual real value with the inflation adjusted value at the

commencement of the relevant 20 year period at a 70% probability), and

- (iii) authorised the Trustee to delegate its investment powers to one or more asset consultants or investment managers.

(7) The *Diocesan Cash Investment Fund Ordinance 2016 Amendment Ordinance 2021* amended the *Diocesan Cash Investment Fund Ordinance 2016* to simplify and clarify the Trustee's powers to invest the property of the Diocesan Endowment, requiring that the property is invested in accordance with the Trustee Act 1925 (NSW), subject to doing so in accordance with the ethical investment policy approved by the Synod or Standing Committee.

(8) The *Property Receipts Levy Ordinance 2018 Amendment Ordinance 2021* amended the *Property Receipts Levy Ordinance 2018* to allow the Standing Committee to declare that property income declared exempt from the Property Receipts Levy will not be taken into account in determining the applicable calculation band for other property income of the parish.

(9) The *Stipend Continuance Fund Ordinance 2021* provided a trust instrument for the Sydney Diocesan Secretariat Salary Continuance Fund, which can be used for payroll administration and other purposes to allow compliance with recent changes to Single Touch Payroll requirements.

(10) The *Nomination Ordinance 2006 Amendment Ordinance 2020* amended the *Nomination Ordinance 2006* and the *Interpretation Ordinance 1985* in response to the request of the Synod in its resolution 47/19. By that resolution, the Synod requested the Standing Committee to ensure that any person remunerated for any work within a parish (other than where incidental), or related to such a person, is not eligible to be elected as a parish nominator in that parish. This ordinance gave effect to that request in the *Nomination Ordinance 2006*. The same resolution also requested the Standing Committee to consider inserting a definition of 'layperson' to clarify the eligibility of persons, such as clergy in other denominations, to serve as parish nominators. The *Nomination Ordinance 2006 Amendment Ordinance 2020* included an amendment to the *Interpretation Ordinance 1985* to insert such a definition of 'layperson'.

(11) The *Nomination Ordinance 2006 Amendment Ordinance 2021* further amended the *Nomination Ordinance 2006* to –

- (a) provide the Archbishop with discretion to appoint a person as an Acting Rector pending the fulfilment of an educational requirement to become a Rector,
- (b) provide that the consent of a majority of the parish council is required as a prerequisite to terminating a suspension of nomination proceedings where an amalgamation involving the parish is being considered, and
- (c) provide for members of the Nomination Board to recuse themselves for conflict of interest purposes, and
- (d) a number of editorial matters.

(12) The *Parishes (COVID-19 and General Meetings No. 2) Ordinance 2020* provided special arrangements for holding general meetings of parishioners in the context of the public health emergency caused by the COVID-19 pandemic.

(13) The *Safe Ministry to Children Ordinance 2018 Amendment Ordinance 2020* amended the *Safe Ministry to Children Ordinance 2020* to require a psychological assessment for a person to be ordained as a presbyter (if more than 2 years have elapsed between the psychological assessment undertaken for ordination as a deacon and the commencement of the person's candidacy for ordination as a presbyter) or licensed to the office of rector (if the person was ordained as a presbyter in another Province or in another diocese of the Anglican Church of Australia).

(14) The *Interpretation Ordinance 1985 Amendment Ordinance 2021* amended the definition of 'Registrar' in the *Interpretation Ordinance 1985* to include a person appointed as an 'Acting Registrar', and also addressed some problematic drafting in the *Interpretation Ordinance 1985* that is inconsistent with the Synod's *Doctrine Statement on Gender Identity*.

(15) The *Anglican Church Growth Corporation (Pilot Program Enabling No 2) Ordinance 2020* varied the trusts of certain church trust property held for the purposes of parishes involved in an Anglican Church Growth Corporation pilot program, to enable the revenue generated from such property to be applied, if necessary, for the purposes of another or other parishes in the program.

(16) The *St Andrew's House Corporation Ordinance 2018 Amendment Ordinance 2020* amended the *St Andrew's House Corporation Ordinance 2018* to address areas of non-conformity with the Governance Policy for Diocesan Organisations, including the form of the Statement of Personal Faith that members must sign, the requirement for at least two members to hold (at least) a three year theological degree from Moore Theological College, and various changes relating to conflicts of interest and a restriction upon a person serving as Chair for any longer than nine consecutive years.

(17) The *Living Faith Council Ordinance 2020* constituted a new diocesan organisation, Living Faith. The Archbishop is President of the Council, and membership requirements include up to 3 persons appointed by the Archbishop, 6 persons elected by the Standing Committee and up to 2 persons elected by the other members of the Council. (At least one person appointed by the Archbishop and two persons elected by the Standing Committee are to be clergy licensed in the Diocese of Sydney with at least a three-year theological degree from Moore Theological College.)

(18) The *Living Faith Council Ordinance 2020 Amendment Ordinance 2021* amended the *Living Faith Council Ordinance 2020* to modify the purposes and functions of the Living Faith Council to make its purpose clearer and to amplify its intent to create welcoming and loving congregations in the Church for Christians experiencing same sex attraction or gender incongruence.

The purpose of the Council is to advance the purposes of the Anglican Church of Australia in the Diocese of Sydney through gospel ministry to persons who wish to stay true to the historic Christian faith and who experience same-sex attraction or gender incongruence, and to groups, churches and organisations who care for such persons.

The functions of the council (set out in clause 4 of the ordinance) include –

- (a) offering biblical teaching, encouragement and support to Christian men and women who experience same sex attraction or gender incongruence as they seek to express their sexuality and gender in accordance with the historic Christian faith,
- (b) helping Christians welcome and love those who experience same-sex attraction or gender incongruence and to repudiate attitudes and actions that victimise or diminish them by –
  - (i) equipping them to support those seeking to express their sexuality and gender in accordance with the historic Christian faith, and
  - (ii) providing and developing resources informed by biblical perspectives on sexuality and gender, and
- (c) offering biblical teaching, encouragement and support to the families, spouses and friends of people who experience same-sex attraction or gender incongruence.

(19) The *Sydney Diocesan Services Ordinance 2017 Amendment Ordinance 2021* amended the *Sydney Diocesan Services Ordinance 2017* to extend the scope of bodies to which Sydney Diocesan Services may provide services and to bring the SDS Ordinance into conformity with Synod's Governance Policy for Diocesan Organisations. See item 3.14.

(20) The *Endowment of the See Capital Fund Ordinance 2012 Amendment Ordinance 2021* renamed the 'Endowment of the See Capital Fund Ordinance 2012' as *Endowment of the See Property Ordinance 2021*, and varied the trusts of the EOS Trust and provided for the assets of the EOS Trust to be added to the EOS Capital Fund to form a single amalgamated fund to be known as the Endowment of the See Property Fund (EOSPF). The amendments preserve the existing arrangements for application of the assets of the EOS Trust.

(21) The *Archbishop of Sydney's Anglican Aid Ordinance 2011 Amendment Ordinance 2021* amended the *Archbishop of Sydney's Anglican Aid Ordinance 2011* to bring its governance arrangements into conformity with the Governance Policy for Diocesan Organisations, and also to improve the logical flow of Anglican Aid's constituting ordinance by grouping clauses addressing like subject-matter.

(22) The *St Catherine's Waverley Ordinance 1922 Amendment Ordinance 2021* amended the *St Catherine's Waverley Ordinance 1922* to bring its governance arrangements into conformity with Standing Committee's Governance Policy for Diocesan Organisations, by addressing issues related to: terms limits for members of the Council and Chair; the role of the President; the mechanism for passing circular resolutions; introducing a mechanism for winding up the Council; and requiring all members to sign the Statement of faith set out in the Synod Governance Policy upon their election or appointment to the Council.

### 3.5 Ordinance procedure – regulations for consideration of proposed trust ordinances

Parishes and organisations are required to put in place a suitable master trust ordinance before we will consider an ordinance to authorise dealing with or variation of trusts in respect of any of that parish's property. Noting that the majority of proposed trust ordinances are exact implementations of the template master trust ordinance, we agreed to amend our regulation (Regulation 1.3) relating to Master trusts, by appending the following additional paragraph –

'Where a parish seeks a master trust ordinance in the standard form, an "adequate statement of evidence" pursuant to subclause 11(e) of the *Ordinance Procedures Ordinance 1973* in relation to an application for a parish master trust ordinance need only include –

- (a) a statement as to why the parish is promoting the master trust,
- (b) a statement setting out the variable elements in the standard form ordinance, in relation to the capitalisation percentage (clause 7), review date (clause 8) and commencement date of the ordinance,
- (c) a statement confirming that the trust is in a standard form, or to the extent that there are minor departures from the standard form, a suitable explanation of any variations along with reasonable background information (such as parish finances and attendance for relevant years, if applicable) to allow the Standing Committee to make an informed decision,
- (d) a statement from the parish that they are not aware of any special or unusual circumstances in relation to parish property that have bearing on the operation of the master trust ordinance, and
- (e) if the ordinance will vary the current arrangements for the application of any personal property, an explanation of the variation.'

### 3.6 Parochial cost recoveries – arrears

As at 30 June 2021, only the parochial units of Greenacre (\$15,312) and Richmond (\$3,132) were in arrears with their payment of cost recovery charges. The previous year had a much longer list of 17 parishes in arrears at 30 June because in 2020 Standing Committee had given parishes the option of delaying payments if they were suffering financial difficulties as a result of the COVID-19 pandemic. All the arrears of 2020 PCR charges had been paid by 31 December 2020.

### 3.7 Annual financial statements from parishes

Under the *Parish Administration Ordinance 2008*, parochial units are required to lodge their audited financial statements within 7 days after their annual general meeting of parishioners.

By mid-July 2021, 16 parochial units had not lodged their financial statements for 2020 (compared with 20 parishes at 30 June 2020), and 26 other parochial units had only lodged incomplete or unsigned financial statements.

By 19 August 2021 SDS had received and processed the 2020 audited financial statements from all parishes.

### 3.8 Local revenues test for parish status

In 2020 a total of 6 parishes had local revenue below the requisite amount defined in the *Parishes Ordinance 1979*. For 5 of those parishes it was the first year they have recorded insufficient local revenue, and for 1 parish it is the second year in the current cycle. Each of those 6 parishes have been advised of the importance of ensuring their 2021 and future revenues meet the relevant threshold figures in order to retain their parish status.

### 3.9 Stipends, allowances and benefits for 2022

A report on stipends, allowances and benefits for 2022 is printed separately.

We agreed the recommended minimum stipend for January – June 2022 should remain at \$69,514 (the figure applying since 1 July 2021), and agreed to set the recommended minimum stipend from 1 July 2022 at \$71,182, representing a 2.4% increase over the previous level. We also approved Guidelines for the Remuneration of Parish Ministry Staff for 2021-2022 reflecting this increase in recommended minimum stipend.

### 3.10 Minister's Expense Account reform: Minister's Discretionary Benefit Account

We agreed to rename the Minister's Expense Account throughout the Remuneration Guidelines as the *Minister's Discretionary Benefit Account (MDBA)* and removed the recommended limitations on the type of benefit that may be provided from an MDBA. By doing this, we made explicit that the MDBA is not restricted to providing ministry related benefits, but can be used to provide both ministry and private benefits to the minister and their family. Additionally, the particular type of benefit does not need to be approved by the wardens or parish council; the choice is at the sole discretion of the minister.

### 3.11 Work Outside the Diocese

In the 6 months to 30 June 2021, the Work Outside the Diocese Committee had applied \$232,638 to support gospel ministry outside the Diocese from a total Synod allocation in 2019 of \$357,000 (5% of the total funds available to Synod). It is expected that further amounts will be applied during the 6 months to 31 December 2021 from the 2021 allocation, and the opening reserves of \$121,346.

In addition, in the 6 months to 30 June 2021, \$120,000 has been applied towards funding for the Diocese of Bathurst from a special Synod allocation of \$250,000 for that purpose.

### 3.12 Recommended distribution from the Diocesan Endowment for 2022

We noted the advice of the Glebe Administration Board that, for the purposes of clause 5(1) of the *Diocesan Endowment Ordinance 1984*, a total of \$3.345 million could prudently be distributed from the Diocesan Endowment for spending by the Synod in 2022 (2021: \$3.335 million).

### 3.13 Review of SDS Cost recovery methodology

We endorsed a revised model for Sydney Diocesan Services (SDS) to recover its costs as the central administrative service provider of the Diocese.

SDS has previously sought (and under the revised model will continue to seek) to recover its costs from the organisations it serves in proportion to the cost of the services provided. However, certain costs incurred by SDS for the benefit of the Diocesan network as a whole (for example costs associated with meeting rooms, the board room and reception area on level 2 St Andrew's House) have previously been allocated proportionally among the organisations it serves. The revised model treats these central expenses as "Diocesan Overhead", and allocates them as an expense to the Synod. This additional expense is then offset by increased distributions to the Synod from the Glebe Administration Board (GAB), available as a result of reduced cost recovery charges paid by the GAB to SDS.

### 3.14 Approving the provision of services to the Fellowship of Independent Evangelical Churches Incorporated

Under its constituting ordinance, Sydney Diocesan Services is able to provide its services to non-diocesan bodies which are approved by the Standing Committee, provided the services are incidental to or facilitate the provision of services to diocesan bodies. We approved the Fellowship of Independent Evangelical Churches Incorporated, as a non-diocesan body to which SDS may provide services on a fee for service basis.

### 3.15 Anglican Church Growth Corporation funding

We noted that the Anglican Church Growth Corporation (ACGC) has experienced significant interest from parishes in property development for ministry, although a slower start to engaging partners in these developments than it had anticipated; and we supported the continuation of the seed funding of the ACGC, up to the amount of \$1 million agreed in July 2020, and encouraged the ACGC to continue its oversight of major parish development projects and the other 'value add' initiatives that have benefited the whole Diocese, and continue to seek donations in support of its vision and to help meet initial operating expenses.

### 3.16 Safe Ministry Training

The vast majority of people now complete Safe Ministry Training online, which involves no physical contact with anyone. However, there are some people who are not comfortable with, or cannot do, online training for other reasons. In the context of continuing COVID-19 restrictions in Greater Sydney preventing face to face training, we recommended to the Archbishop that he declare there is just cause for those whose safe ministry training expires during 2021 to have the expiry date extended until 31 March 2022, in accordance with clause 14(2) of the *Safe Ministry to Children Ordinance 2020*.

### 3.17 COVID-19 JobSaver (and similar) circulars

We noted a circular relating to the recent changes to JobSaver and thanked Mr Martin Thearle for his prompt and helpful support of parishes in the development of this and similar circulars throughout the pandemic, which have been of immense value in navigating the government's stimulus framework.

## 4. General Administration

### 4.1 Elections

The appointment of persons to serve on committees etc. continued to be a major part of our business. Some appointments are to fill casual vacancies among Synod appointees, while others are made by the Standing Committee in its own right.

From November 2020 to October 2021, 158 such positions were filled (97 for a similar period in 2019 – 2020).

### 4.2 Reports from Regional Councils

Under clause 9 of the *Regions Ordinance 1995* each regional council must give us an annual report for inclusion in our report to the Synod. This year the annual reports are printed as a compilation. Any reports for reclassification of provisional parishes under the *Parishes Ordinance 1979* are printed separately.

### 4.3 Review of the services of Sydney Diocesan Services to the Synod and Standing Committee

We confirmed that SDS had satisfactorily provided services to the Synod and the Standing Committee under the Service Level Standards document for the period between November 2019 and October 2020.

### 4.4 AICD governance training for members of diocesan boards and school councils

We agreed to contribute \$6,000 from Synod Fund Contingencies to fund the participation in the 3 day AICD governance training course being run by SDS in July 2021 of 2 persons nominated by the Archbishop who might not otherwise have access to the resources to participate.

### 4.5 Future of Anglican Education Commission

The Anglican Education Commission (AEC) relied upon membership subscriptions from schools, as well as grants and Synod funding in order to operate. We noted that in recent times, particularly since a 2014 amendment to the *Education Act 1990*, the number of schools with membership subscriptions with the AEC had reduced, and the AEC had lost access to grants. Together, these resulted in a financial crisis for the organisation and an inability to continue to operate after 31 December 2021 without significant financial support. We considered mechanisms to preserve and further the work of the AEC, including by allowing another organisation to continue its work. Ultimately, however, a suitable organisation could not be identified. We established a reserve fund in the Synod budget of \$10,000 p.a. to fund suitably qualified consultants, who could be engaged from time to time on a needs basis (as determined by the Archbishop), to allow the advocacy work currently undertaken by the AEC (through the AEC Executive Director) to continue beyond 2021.

### 4.6 Future of Level 2 Diocesan Offices

The current 15 year leases for the diocesan offices on level 2 St Andrew's House (SAH) held by Sydney Diocesan Services (SDS) and the Endowment of the See Corporation (EOSC) expire in August 2022.

We endorsed a proposal to redesign the Diocesan offices to achieve a significant compression of the current space occupied on level 2. The redesign will look at the diocesan offices on level 2 as a whole, and include a "diocesan-hub" which would be a flexible space to be used by staff and persons from the broader diocesan network. The compression and redesign is expected to lead to material cost savings over the course of a new lease as well as a material financial benefit for the Synod and the EOSC through the reletting of space released from the compression.

#### 4.7 Portrait of Archbishop Glenn Davies

We authorised the amount of \$13,100 (ex GST) from Synod Fund Contingencies for the costs associated with development of the official portrait of (former) Archbishop Glenn Davies.

#### 4.8 The Archbishop of Sydney's Anglican Aid: Transfer of responsibility for the Community Care Program to Anglican Community Services

We noted a proposal that Anglican Community Service (Anglicare) take on responsibility for the activities of Anglican Aid's Community Care Program in supporting charitable work in the Dioceses of Armidale and Sydney and approved the proposal in principle; noting that relevant ordinances to give effect to this change are intended to be promoted to Standing Committee's November or December meeting to enable the proposal to be implemented from 1 January 2022.

### 5. Relations with Government

#### 5.1 Social Issues Committee

The Social Issues Committee (SIC) comprises the following members –

Dr Chase Kuhn (Chair)	Dr Darren Mitchell
Dr Megan Best	Mrs Emma Penzo
The Rev Dr Andrew Errington	The Hon John Ryan AM
The Rev Dr Andrew Ford	Ms Simone Sietsma
Canon Sandy Grant	

During the past year, the Rev Dr Andrew Errington and Canon Sandy Grant has joined the SIC, and Archbishop Kanishka Raffel resigned his membership of the SIC following his election as Archbishop. The SIC is well served by Dr Laurel Moffatt, Diocesan Research Officer, who attends each meeting and provides a significant depth of research and analysis.

The SIC provides advice to the Archbishop on issues which are referred by him. It also provides advice on issues referred to it by the Standing Committee or at the request of the Synod. When resources allow, the SIC also identifies and initiates the study and discussion of social issues and matters of public policy among Anglicans in the Diocese and interacts with Government and other external organisations through submissions to parliamentary and public inquiries.

The SIC is often the first point of contact for individuals, community groups and other organisations wishing to engage with the Diocese on social matters and public policy, including enquiries the Committee has received regarding drug reform in NSW and refugee resettlement.

Since its last report, the SIC has met 7 times (as at 11 October 2021) and has worked on a range of key areas of social concern for the Diocese. The SIC has progressed work on Synod resolution 4/18 (People affected by Disability), with comprehensive Accessibility Guidelines anticipated to be available for Synod in 2021, and has continued engaging in the matters of Ministry with Indigenous Australians; Modern Slavery and review of ethical investment policy; Euthanasia, "Dying Naturally" and End-of-Life resources; Bio-ethics in a pandemic; and Environment Theology and Climate change.

The SIC has produced significant work in relation to the University of Tasmania's Independent Review of the End-of-Life Choices (Voluntary Assisted Dying) Bill 2020, and is pursuing matters in relation to Euthanasia and assisted suicide with a particular focus.

The Committee is continuing to monitor parliamentary and general community matters.

### 6. The International, National and Provincial Church

#### 6.1 Eighteenth session of General Synod

We noted that the eighteenth session of the General Synod had been postponed for the second time, subsequently rescheduled for Sunday 8 – Friday 13 May 2022, to be held at the RACV Royal Pines Gold Coast, Queensland.

## 6.2 References to the Appellate Tribunal (Same Sex Blessing) – Wangaratta and Newcastle

In November 2020, having noted the opinions of the Appellate Tribunal dated 11 November 2020, regarding Blessing of Persons Married According to the Marriage Act 1961 Regulations 2019 (Diocese of Wangaratta), and Clergy Discipline Ordinance 2019 Amending Ordinance 2019 (Diocese of Newcastle), along with several other documents and letters, we resolved as follows –

‘Standing Committee of the Diocese of Sydney entirely rejects the recently released majority opinion of the General Synod Appellate Tribunal. We stand with brothers and sisters all over the world who have resisted the attempt to bless what God does not bless and to ignore the teaching of Scripture on the extreme danger of the behaviour endorsed by the proposed services of blessing. We are deeply saddened that the delivery of this opinion further disturbs the hard won unity of the church.’

In March 2021, we considered this matter again against a report which included the observation –

‘...of the 42 provinces of the Anglican Communion, five have authorised same-sex blessing liturgies. In each case the constitutional unity of the Anglican Church in that province has been fractured and alternative arrangements have come into being. The provinces concerned are: the United States of America, Canada, Brazil, Scotland and New Zealand.’

At that meeting we requested the Archbishop to convey to the diocesan bishops and diocesan councils of the Anglican Church of Australia –

- (a) our view that the Majority Opinion of the Appellate Tribunal of the Anglican Church of Australia validating a liturgy for the blessing of same sex unions is in error both in law and theology, and
- (b) our concern that the use of the ‘Wangaratta Liturgy’ or any derivative services will fracture the hard won constitutional unity of the Anglican Church of Australia and therefore calls on all Anglican ministers not to act unilaterally on the Opinion but to wait for it be considered at the next General Synod.

## 6.3 Anglican Network in Europe Anglican Mission in England Anglican Convocation in Europe

We noted that Bishop Andy Lines was appointed as the Bishop of the Anglican Network in Europe, encompassing two convocations, the Anglican Mission in England and the Anglican Convocation in Europe (ANIe is a ‘province in formation’ and the two convocations are ‘dioceses in formation’). We also noted that each body has produced constitutions and canons that are doctrinally Anglican, being committed to Scripture, the 39 Articles, the Book of Common Prayer and the Jerusalem declaration; and that Anglican polity is also evident in that each body is synodically governed and episcopally led by a bishop elected by the synod.

We sent greetings to Bishop Andy Lines, the Anglican Network in Europe, including the Anglican Mission in England and the Anglican Convocation in Europe; congratulated them on the formal establishment of governance arrangements; and prayed that this new constitutional framework will facilitate the growth of the member congregations and the individuals who make up those congregations in their task of taking the gospel to the United Kingdom and Europe.

## 6.4 Anglican Church of Wales – Blessing of same-sex couples

We noted that the Governing Body of the Church in Wales passed legislation to introduce blessings of same-sex couples, on 6 September 2021. We passed the following resolution and conveyed its terms to the Secretary, Church in Wales and the Secretary of the *Evangelical Fellowship in the Church in Wales* –

‘Standing Committee records its dismay and disappointment with the majority decision of the Governing Body of the Church in Wales to authorise a liturgy for the blessing of same sex couples.

This decision separates the Church in Wales from the mainstream of belief and practice in the Anglican Communion and the historic teaching of Church based on God’s revelation of his purpose for humanity in Holy Scripture. Sadly, and regrettably, the Bench of Bishops played a leading role in this decision. Instead of “guarding what was committed to your trust” (1

Tim.6:20), they have betrayed it.

It is our earnest prayer that the Church in Wales repent of this decision and with confidence and steadfastness continue in the teaching of the Apostles.'

## 6.5 National Anglican Family Violence Project Research Report Top Line Results

We noted the publication of the *National Anglican Family Violence Project Research Report Top Line Results* from the General Synod's National Anglican Family Violence Working Group, and referred the report, including the *Ten Commitments for Prevention and Response to Domestic and Family Violence in the Anglican Church of Australia*, to our Domestic Violence Response Monitoring Committee (the Committee); and requested the Committee to provide a report to the Standing Committee to be promoted to the second ordinary session of the 52<sup>nd</sup> Synod (February 2022) with initial observations on how the national study interacts with the work of the Diocese in this area, and requested a further report for promotion to the third ordinary session of the 52<sup>nd</sup> Synod (September 2022).

The Committee is currently engaging with a broad range of key stakeholders regarding our Sydney Anglican Policy on Responding to Domestic Abuse & Good Practice Guidelines, with a view to reviewing these in conjunction with observations on the results from the National Anglican Family Violence Project and 10 Commitments document.

It is anticipated that a report of the Committee will be provided separately to the forthcoming session of the Synod.

## 7. Sydney Synod Matters

### 7.1 Statement of Funding Principles and Priorities

Last year, noting that 2020 was expected to be the last year of the current iteration of the Diocesan Mission, and Synod was due to elect a new Archbishop in August 2020, we had agreed to –

- (a) defer the next Statement of Funding Principles and Priorities from 2020 until 2021 and reduce its application to just 2023-2024, and
- (b) limit the scope of the Synod Appropriations and Allocations Ordinance and the Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance required in 2021 to apply just to 2022, and
- (c) limit the Synod Appropriations and Allocations Ordinance and the Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance required in 2022 (giving effect to the Statement of Funding Principles and Priorities) to only apply to 2023-2024. (See item 3.4(17) in the 2020 Report of the Standing Committee).

In February 2021, noting that the next Archbishop would not be elected until May 2021 and the second ordinary session was expected to be held in September 2021, we decided to further delay the preparation of the next Statement of Funding Principles and Priorities until the third session of the 52<sup>nd</sup> Synod (in September 2022) to give the new Archbishop adequate time to consider his priorities, and for the Archbishop and Standing Committee to consider a new iteration of the Diocesan Mission. The delay would then also give the Synod adequate time to consider any changes or new initiatives that it may want to see incorporated into the next Statement of Funding Principles and Priorities.

As a consequence, rather than having a Statement of Funding Principles and Priorities in 2022 that applies only for one year (2023), as a one-off measure the next Statement (in September 2022) will apply for the last year of the current funding triennium (2023) and the three years of the following funding triennium (2024-2026). (See also item 3.4, ordinances (1), (2) and (3).)

### 7.2 Governance Policy for Diocesan Organisations – statement of support for the Christian ethos and charter of a school

The Synod's Governance Policy for Diocesan Organisations includes Policy Guidelines (the Guidelines), which require any person who wishes to be elected, appointed or to remain as a board member to sign a statement of personal faith (paragraph 11). Noting that the Guidelines had included an exception that 'a person who is elected or appointed as an alumni representative on a school board before 1 July 2020 may sign a statement of support for the Christian ethos and charter of the school as an alternative to signing a statement of personal faith', we amended the Guidelines to remove that exception and the associated appendices.

### 7.3 14/14 Theology of Baptism

#### Doctrine Commission Report – A Theology of Baptism: Addressing the Significance of Baptism in Water

By resolution 14/14, the Synod requested the Diocesan Doctrine Commission to consider a theology of baptism with particular reference to the Scriptures and the Anglican formularies and to bring a report on this matter to the Synod at a convenient time.

We received a report from the Doctrine Commission addressing the request of resolution 14/14, and approved its printing.

The Synod received the Doctrine Commission's report at its first ordinary session (in May 2021).

### 7.4 46/15 Implementation of the Diocesan policy for dealing with allegations of unacceptable behaviour

By resolution 46/15, the Synod, among other things determined that the Diocesan Policy for dealing with allegations of unacceptable behaviour (the Policy) commenced on 1 January 2016, and requested the Standing Committee to undertake a review of the Policy after a period of 5 years.

We undertook a review of the Policy and agreed to make amendments.

The Synod received a report about this matter at its first ordinary session (in May 2021).

### 7.5 43/17 Composition, purpose and role of Synod

By resolution 43/17, the Synod asked the Standing Committee to bring a report to the October 2018 session of Synod on the composition, purpose and role of Synod.

The Synod received a report addressing the request of the resolution at its first ordinary session (in May 2021).

### 7.6 4/18 People affected by disability

By resolution 4/18, the Synod first noted that in 2009, by resolution 34/09, it had called on parishes to "develop and implement a plan to remove those obstacles that currently prevent people affected by disability from hearing the gospel and sharing in Christian fellowship". Resolution 4/18 (in 2018) then continued with a request to the Standing Committee in consultation with Dr Louise Gosbell to survey parishes regarding the implementation of the request of resolution 34/09, and provide a report to the next ordinary session of Synod.

We noted a draft report including accessibility guidelines for parishes and, noting that the guidelines are intended to be typeset and made available as a printable document separate from other Synod materials, approved the printing of a suitable form of the final report for the Synod.

It is anticipated that the final (typeset) form will be available for the second ordinary session of the 52<sup>nd</sup> Synod.

### 7.7 22/18 Indigenous Ministry in the Diocese

By resolution 22/18, Synod, among other things,

- (a) requested the Diocesan Doctrine Commission, in consultation with Indigenous Christian leaders nominated by the Sydney Anglican Indigenous Peoples' Ministry Committee (SAIPMC), to bring a report to the next session of Synod on a theological framework for reconciliation, with special reference to the Indigenous peoples of Australia (providing progress reports to the task force established by the Synod in paragraph (b)),
- (b) established a task force consisting of three Indigenous Christians appointed by the SAIPMC, and (then) Dean Kanishka Raffel, the Rev Stuart Crawshaw and the mover (Mr Tony Willis), with power to co-opt, and
- (c) requested the task force to work with the Social Issues Committee to report to the first ordinary session of the 52<sup>nd</sup> Synod detailing an appropriate out-working of the Bible's teaching on

reconciliation, and providing recommendations as to how the Diocese as a whole, including organisations, parishes and individuals, might –

- (i) acknowledge past failures in relationship with this nation's First Peoples, and
- (ii) find ways to become more intentionally involved with the ministry of the gospel to and with Indigenous peoples.

We received reports as requested in paragraph (a) of the resolution, and received a report from the task force constituted in paragraph (b) of the resolution. It is anticipated that a further (separate) report with recommendations about this matter will be provided to the second ordinary session of the Synod (February 2022).

## 7.8 27/18 Voluntary Relinquishment of Incumbency

By resolution 27/18, the Synod adopted the Voluntary Relinquishment of Incumbency Policy, and asked the Standing Committee to conduct a review after three years or after the 10<sup>th</sup> relinquishment, whichever came sooner. We noted (in October 2021) that the policy had been applied on only one occasion, and agreed to defer a review of the Voluntary Relinquishment of Incumbency Policy until 2024 or after the 5<sup>th</sup> relinquishment, whichever comes sooner.

## 7.9 47/19 Amendment to the Nomination Ordinance 2006

By resolution 47/19, the Synod requested the Standing Committee to consider amending the *Nomination Ordinance 2006* and any other ordinance as required, to ensure that any person remunerated for any work within a Parish (other than where incidental), or related to such a person, is not eligible to be elected as a parish nominator in that parish. Synod also asked the Standing Committee to consider inserting a definition of 'layperson' to clarify the eligibility of persons, such as clergy in other denominations, to serve as parish nominators.

We addressed the request of the resolution. See item 3.4(10).

## 7.10 66/19 Review of the *Standing Committee Ordinance 1897*

By resolution 66/19, the Synod requested that the Standing Committee review the *Standing Committee Ordinance 1897* (and other relevant ordinances) particularly in relation to the existing references in that ordinance to –

- (a) the use of the expression 'the previous form of the *Synod Elections Ordinance 2000*';
- (b) the day that Elected Members hold office to;
- (c) whether the term 'the first session of the next Synod' should be clarified (where it occurs) as being 'the first ordinary session of the next Synod'; and
- (d) related matters;

and to bring a report, and if necessary an amending ordinance, to the first ordinary session of the 52<sup>nd</sup> Synod.

The Synod received a report about this matter at its first ordinary session (in May 2021), along with a Bill for an amending ordinance. The Synod passed the Bill without amendment at that time.

## 7.11 73/19 Gender Identity – Advice to Schools and Organisations

By resolution 73/19, the Synod, among other things –

- (a) adopted the Doctrine Statement on Gender Identity as the principal statement of the doctrines, tenets, beliefs and teachings propagated by the Anglican Church, Diocese of Sydney with respect to gender identity,
- (b) recommended that the relevant governing body of each diocesan school and of each diocesan organisation which exercises pastoral care for, or otherwise engages with, people who struggle with gender identity issues –
  - (i) affirm the Doctrine Statement as the principal statement of the doctrines, tenets, beliefs and teachings with respect to gender identity, and
  - (ii) develop and implement a publicly accessibly policy on Gender Identity which is consistent with the Doctrine Statement, and
- (c) requested the Archbishop-in-Council to consult with and consider providing further advice to organisations concerning the implementation of the recommendations referred to in paragraph (b).

In Council to the Archbishop, we approved a form of advice regarding Gender Identity to Anglican Schools and Anglican Organisations as requested in paragraph (c) above.

### 7.12 76/19 Gender Identity – Practical Guidelines for Ministers and Parishes

We noted that (then) Archbishop Glenn Davies, acting through the relevant Regional Bishop, would send the Practical Guidelines for Ministers and Parishes and the Suggested Responses to Practical Questions to all parish clergy and licensed lay pastoral staff, with a copy to each Parish Council for their information, and requested that a motion be moved at the (then) forthcoming session of Synod.

The Synod received a report about this matter at its first ordinary session (in May 2021) and passed the following resolution –

‘Synod, noting the report *76/19 Gender Identity – Practical Guidelines for Ministers and Parishes*, notes that in response to resolution 76/19 Archbishop Glenn Davies, acting through the Regional Bishops, has distributed the Practical Guidelines for Ministers and Parishes and the Suggested Responses to Practical Questions attached to that report to all parishes.’

### 7.13 Use of mobile voting or personal devices in place of secret ballots at the first ordinary session of the 52<sup>nd</sup> Synod and the Special session of the 52<sup>nd</sup> Synod

We made arrangements for the first ordinary session of the 52<sup>nd</sup> Synod and the special session of the 52<sup>nd</sup> Synod to elect the next Archbishop (both held May 2021).

Among the considerations for these sessions, we received a report which gave consideration to using mobile voting devices or personal devices in place of secret ballots and voting by houses at Synod, noting that with COVID-19 there is a particular impetus to allow for voting in a way that minimises physical interactions. The report noted the following key requirements for any system for voting by houses or voting by secret ballot –

- (a) the need to ensure that the process doesn't prevent any present member from voting, and
- (b) the need to protect the integrity of the voting process, by for example –
  - (i) preventing any member from voting more than once or in the wrong house, and
  - (ii) preventing any member who is not present in the theatre from voting 'remotely' or by proxy, and
- (c) the need to provide a reasonable level of anonymity for Synod members as they vote.

(The report made clear that it is not expected that Synod members would intentionally misuse the system; however the system must preserve the integrity of the process and remove the possibility of decisions being called into question as a result of procedural weaknesses in the voting process.)

The report concluded that with these requirements in mind, each of the known technology-based alternatives to the paper voting system have a compelling flaw for our purposes, as follows –

- (a) Members using their own device to vote: the lack of reliable internet and the many Synod members who do not have an appropriate device are immediate problems for any system that relies on members using their own device to vote – when it comes to a key vote we cannot pause while members resolve connectivity or technical issues; nor could we rightly ignore their votes; nor could we ignore members who do not have a suitable device.
- (b) Members voting by SMS: To vote by SMS risks the capacity to vote twice (from two numbers) or to have members of the public vote. To counter these possibilities, all Synod members would be required to register a unique mobile phone number from which to cast their vote. However, not all Synod members have a mobile phone, and even if they did, the process to register a mobile number for all 820 Synod members could never expect to be perfect, having the result of preventing some members from voting. In terms of protecting the integrity of the system, voting by SMS would also allow the possibility that members could feasibly vote 'remotely'; and would introduce anonymity issues as votes are tied to a traceable mobile phone number. Accordingly, voting by SMS does not seem a reasonable alternative.
- (c) Providing specialised voting devices: The sheer volume of Synod members and the irregularity of formal votes during ordinary Synod sessions has provided compelling rationale against the use of specialised voting devices at ordinary sessions. Leasing these devices in the volume required is prohibitively expensive, and at ordinary sessions the time required to hand out and collect the devices upon every entry and every exit to the theatre would overshadow any time savings found in using them in place of a paper ballot. An election Synod may conceivably provide a more compelling case

as there is at least one, often more ballots taken per day. However the complexity of the vote in an election Synod – which often includes selecting multiple nominees in one ‘vote’ – is prohibitively complex for those devices, which typically have a limited keypad, and limited or no opportunity for confirmation of the vote cast.

As a result of there being no suitable alternative, the paper-based method remained the approach undertaken. However, in order to address COVID-19 health requirements for social distancing, every second or third row of seats remained empty throughout Synod (as part of social distancing measures) to allow Synod staff to personally hand out ballot papers, alleviating the need for papers to be passed down the line.

#### 7.14 Convening the second ordinary session of the 52<sup>nd</sup> Synod

The second ordinary session of the 52<sup>nd</sup> Synod was originally scheduled to be held 6, 7, 8, 13 and 14 September 2021. In May 2021, we agreed that the planned session is likely to only require a maximum of three sitting days and recommended to the Archbishop that he confirm a three day second ordinary session of the Synod, being 6-8 September 2021. At the same time we recommended to the Archbishop that he –

- (a) declare pursuant to Rule 8.2(1)(a)(2) of the *Synod Election Ordinance 2000* (the Ordinance) that –
  - (i) it is impracticable to conduct an election during the ordinary session in September 2021 as there is reasonable likelihood that the session will conclude prior to the three days required for in person ballots, and
  - (ii) the alternative rules set out in the Schedule to the Ordinance should be utilised to determine any contested elections by online ballot, and
- (b) specify the date of 6 September 2021 to be regarded as the first appointed day of the ordinary session for the purposes of the election, pursuant to rule 8.2(3) of the Ordinance.

The Archbishop’s Summons to members of the 52<sup>nd</sup> Synod was circulated on Friday 9 July 2021. The Summons was ‘dependent upon the ability to convene a Synod in compliance with any Restrictions on Gathering under a Public Health Order applicable at the time.

At our meeting on 12 July 2021, we noted the significant increase in community transmission of COVID-19 in the local community, and in anticipation of the likelihood that restrictions will remain in place sufficient to prevent Synod from meeting as scheduled on 6, 7 and 8 September 2021, we recommended to the Archbishop that he postpone the planned second ordinary session of Synod until further notice.

At our meeting on 9 August 2021, we recommended to the Archbishop that he plan to convene the second ordinary session of the 52<sup>nd</sup> Synod on the dates of 28 February to 2 March 2022. However, noting the constantly changing and unpredictable nature of COVID-19 restrictions, confirmation of these dates would not occur until our meeting in November

At our meeting on 11 October 2021, we revisited the matter of dates for the second session, noting in particular feedback provided by two members of Synod, expressing disappointment that the second and third days of the planned session coincided with Shrove Tuesday and Ash Wednesday. We agreed that it was unhelpful to arrange the Synod at this time without considering the impact for some members of the Synod of the dates chosen, and apologised for the impact of this on these members of Synod.

#### 7.15 Elections associated with the second ordinary session of the 52<sup>nd</sup> Synod

Elections to positions on diocesan Boards, Councils and Committees were undertaken, with the date of 6 September 2021 regarded as the first appointed day of the second ordinary session of the 52<sup>nd</sup> Synod for the purposes of conducting the election. There were 100 positions to be filled. Nominations closed on Monday 26 July 2021, with 89 nominations made, and no contested positions. During the provisional notice period, one nominee withdrew. The (final) notice of uncontested elections was published on 17 August 2021, with the persons named in the notice declared elected to their respective positions with effect from 6 September 2021.

#### 7.16 Synod minutes

Since 2014, the draft minutes for each day of Synod have been published on the SDS website; in order to allow Synod members who had missed attending to prepare for the next day. This has resulted in a collection of ‘draft’ minutes for individual days of Synod being available online, dating back 7 years. We confirmed that once Synod minutes have been confirmed and signed by the President, the final form should be published online, replacing the draft form.

Noting that the minutes of Election Synods do not carry any information regarding the content of speeches, or the names of Synod members who speak for or against any motions (with the exception of those who formally propose and second a name), we similarly confirmed that once Synod minutes for Election Synods and other special sessions have been confirmed and signed by the President, the final form should be published online, consistent with the practice for ordinary sessions.

### 7.17 3/21 Domestic Abuse Leave for Clergy

By resolution 3/21, the Synod –

- (a) agreed in principle that provision be made by parishes to provide leave to members of clergy who are unable to perform their duties because they are experiencing domestic abuse or dealing with the impact of experiencing domestic abuse; and
- (b) requested the Standing Committee to amend its annual Guidelines for the Remuneration of Parish Ministry Staff to provide for domestic abuse leave for clergy on this basis, with the changes effective 1 July 2021.

We updated the Remuneration Guidelines in accordance with the request of the resolution and notified parishes of the updated guidelines.

### 7.18 7/21 Ministry to all Australians, regardless of educational qualifications

By resolution 7/21, the Synod, among other things, noted that only 35% of the Australian adult population have a bachelor's degree or higher qualification and requested that the Strategy and Research Group consider conducting research into the effectiveness of our parishes and diocesan organisations in engaging the 65% of Australians without a bachelor's qualification, focusing in particular on the following questions –

- (i) In what ways are we reaching these Australians with the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (ii) In what ways are we welcoming and valuing these Australians as members of our churches? Where are there needs and opportunities to grow this ministry?
- (iii) In what ways are we discipling these Australians to live new lives in light of the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (iv) In what ways are we equipping these Australians to share the gospel of grace and build up others in that gospel? Where are there needs and opportunities to grow this ministry?

We referred the request of the resolution to the Strategy and Research Group. The SRG has not yet completed its work on this matter.

### 7.19 8/21 Episcopal Standards Ordinance

By resolution 8/21, the Synod requested the Standing Committee to prepare a Bill for an Episcopal Standards Ordinance for promotion to the second ordinary session of the 52<sup>nd</sup> Synod.

The committee appointed to undertake the request of the resolution has not yet completed its work.

### 7.20 9/21 Problem Gambling: harm minimisation methods

By resolution 9/21, the Synod among other things –

- (a) called on the NSW Government, together with all members of the NSW Parliament, to implement effective harm minimisation methods to reduce the misery caused by problem gambling, especially via poker machines;
- (b) called for strong consideration of other simple but effective harm minimisation methods, such as introducing a \$1 maximum bet limit for poker machines in New South Wales,
- (c) expressed its support for efforts to reduce the disproportionate concentration of poker machines in lower socioeconomic areas of NSW, where they create greater harm, and
- (d) urged the NSW Parliament to find alternative methods of revenue raising that would reduce its reliance on regressive gambling taxation.

We noted responses received from NSW MPs on the matter, and referred these to the Social Issues Committee.

### 7.21 Resolutions made by the First Ordinary Session of the Synod in 2021 and not mentioned in this report

Circulars were sent to parishes and organisations about the matters arising from the first ordinary session of Synod. Copies of Synod resolutions were sent to appropriate persons and organisations.

### 7.22 Ordinances for this session

The bills for ordinances for this session of the Synod are printed separately, together with accompanying reports or explanatory statements.

For and on behalf of the Standing Committee.

DANIEL GLYNN  
**Diocesan Secretary**

29 October 2021

# Report of the Standing Committee to the Third Session of the 52<sup>nd</sup> Synod

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## 1. Introduction

### 1.1 Standing Committee reports to Synod

We provided a report printed in Synod Book 1 (released December 2021) which reported on the Standing Committee's work for the period October 2020 to October 2021. As a result of the postponement and ultimate cancellation of the second ordinary session (due to be held September 2021), the Synod will receive that report at its session in September 2022.

This report provides information on the Standing Committee's work for the period November 2021 to July 2022.

### 1.2 Charter

The Standing Committee is constituted under the *Standing Committee Ordinance 1897*. Its duties arise under a number of ordinances and include the following –

- (a) making arrangements for the meetings of the Synod and preparing the Synod's business,
- (b) acting as a council of advice to the Archbishop (the Archbishop-in-Council),
- (c) considering and reporting upon matters referred to it by the Synod and carrying out the Synod's resolutions,
- (d) deliberating and conferring upon all matters affecting the interests of the Church,
- (e) making ordinances under delegated powers,
- (f) preparing and administering parochial cost recoveries and Synod appropriations and allocations,
- (g) appointing persons to fill casual vacancies among persons elected by the Synod to boards etc, and
- (h) monitoring the finances of diocesan organisations.

### 1.3 Access

Meetings are usually held in the Heath Centre, Level 5, St Andrew's Cathedral School, St Andrew's House. Mail should be addressed to "The Diocesan Secretary, Standing Committee of Synod, PO Box Q190, QVB Post Office NSW 1230" (telephone (02) 9265 1555; email [DiocesanSecretary@sydney.anglican.asn.au](mailto:DiocesanSecretary@sydney.anglican.asn.au)). Office hours are 9 am to 5 pm.

A report on each meeting is published a few days after the meeting on the website of Sydney Diocesan Services (SDS) at [www.sds.asn.au](http://www.sds.asn.au).

### 1.4 Meetings and members

From November 2021 to July 2022, we have met 8 times. The names of the members as at 30 June 2022 are listed below.

*The President*  
Archbishop Kanishka Raffel

*The Regional Bishops*  
Bishop Chris Edwards  
Bishop Peter Hayward  
Bishop Gary Koo  
Bishop Peter Lin  
Bishop Michael Stead

*The Archdeacons*  
Archdeacon Neil Atwood  
Archdeacon Anthony Douglas  
Archdeacon Kara Hartley

*Dean of St Andrew's Cathedral*  
Dean Sandy Grant (*appointed 06/12/2021*)

*The Principal of Moore Theological College*  
The Rev Dr Mark Thompson

*Ministers Elected by Whole Synod*  
The Rev Nigel Fortescue  
The Rev Stephen Gibson  
Canon Craig Roberts  
The Rev Philip Wheeler

*Ministers Elected by Northern Regional Electors*  
The Rev David Mears (*elected 31/03/2022*)  
The Rev Craig Schafer

*Ministers Elected by South Sydney Regional Electors*  
The Rev Dr Andrew Katay  
The Rev Dominic Steele

*Ministers Elected by South Western Regional Electors*  
Canon Phillip Colgan  
The Rev Zac Veron

*Ministers Elected by Western Sydney Regional Electors*  
The Rev Roger Cunningham  
The Rev Dr Raj Gupta

*Ministers Elected by Wollongong Regional Electors*  
The Rev Dr Gavin Perkins (*elected 03/03/2022*)  
The Rev Joe Wiltshire

*The Chancellor*  
The Hon Justice Michael Meek

*The Registrar*  
Vacant

*The Diocesan Secretary*  
Mr Daniel Glynn

*The CEO of Sydney Diocesan Services*  
Mr Robert Wicks

*Laypersons Elected by Whole Synod*  
Mr Michael Easton  
Mr Stephen Hodgkinson  
Mr John Pascoe  
Mrs Emma Penzo  
Dr Laurie Scandrett  
Dr Claire Smith  
Dr Robert Tong AM  
Mrs Melinda West

*Laypersons Elected by Northern Regional Electors*  
Miss Jenny Flower  
Mr Greg Hammond OAM  
Mr Mark Streeter  
Ms Nicola Warwick-Mayo

*Laypersons Elected by South Sydney Regional Electors*  
Dr Jean Ashton (*elected 30/03/2022*)  
Ms Karen Calayag (*elected 03/03/2022*)  
Mr Gavin Jones  
Dr Karin Sowada

*Laypersons Elected by South Western Regional Electors*  
Mr Clive Ellis  
Mr James Flavin  
Mrs Jeanette Habib  
Dr Ian McFarlane

*Laypersons Elected by Western Sydney Regional Electors*  
Mr Jeremy Freeman  
Mrs Patricia Jackson  
Mr Malcolm Purvis  
Dr Andrew Tong

*Laypersons Elected by Wollongong Regional Electors*  
Mrs Stacey Chapman  
Mr Norm Lee  
Dr David Nockles  
Mr Tony Willis

During this time, the following changes took place in the membership of the Standing Committee –

- Canon Christopher Allan had been appointed as Acting Dean of St Andrew's Cathedral in June 2021 following the election of Archbishop Raffel in May 2021 and served as an *ex-officio* member of the Standing Committee from that time. Canon Allan ceased being an *ex-officio* member upon the installation of Canon Sandy Grant as Dean of St Andrew's Cathedral on 9 December 2021. We noted with thanks the contribution of Canon Allan to Standing Committee as well as his leadership as Acting Dean for the Cathedral and prayed for God's blessing upon him as he continues in ministry.

- Dean Sandy Grant commenced being a member *ex-officio* upon his installation as Dean of the Cathedral on 9 December 2021. We welcomed Dean Grant as an ex-officio member and prayed for a long season of fruitful ministry at the Cathedral.
- A vacancy arose in the position of a minister elected by the Wollongong Region upon Dean Grant's becoming a member *ex-officio*. The Regional Electors of the Wollongong Region elected the Rev Dr Gavin Perkins to fill the vacancy.
- A vacancy arose in the position of a minister elected by the Northern Region upon the Rev Gavin Parsons ceasing to be a member of the Synod. The Regional Electors of the Northern Region elected the Rev David Mears to fill the vacancy.
- A vacancy arose in the position of a lay person elected by the South Sydney Region upon the resignation of Ms Yvette McDonald. The Regional Electors of the South Sydney Region elected Ms Karen Calayag.
- A vacancy arose in the position of a lay person elected by the South Sydney Region upon the resignation of Ms Michelle England. The Regional Electors of the South Sydney Region elected Dr Jean Ashton.

## 1.5 Management and structure

Our permanent subcommittees are –

Affiliated Churches Committee	Professional Standards Oversight Committee
Archbishop's Committee for portraits, plaques & photographs	Religious Freedom Reference Group
Diocesan Resources Committee	Royal Commission Steering Committee
Finance Committee	Service Review Committee
General Synod Relations Committee	Social Issues Committee
Ministry in Marginalised Areas Committee	Stipends and Allowances Committee
Minute Reading Committee	Strategy and Research Group
Ordinance Reviewers and Panels	Work Outside the Diocese Committee

The terms of reference and the membership of our permanent subcommittees are posted at [www.sds.asn.au](http://www.sds.asn.au).

Other committees are appointed from time to time for special tasks. We thank God for the faithfulness and expertise of the people who serve on our committees.

## 1.6 Dr Erica Sainsbury

We noted with sadness the death of Dr Erica Sainsbury on Christmas Eve 2021. We gave thanks to God for her years of committed, caring ministry at the West Pymble with West Lindfield (NorthLight) parish, and as a member of the Endowment of the See Corporation, the Remuneration Contentment Committee, the Moore College Academic Board and as a member of the Synod.

## 1.7 Mrs Kaye Marr

We noted with sadness the death of Mrs Kaye Marr on 16 June 2022. We gave thanks to God for her years of ministry as a teacher at Tara Anglican School for Girls and at Macquarie and Ryde Anglican Churches, especially her passion for cross-cultural ministry, and her partnership with her loving husband Mr Doug Marr over his many years of ministry service at Moore College and across various diocesan responsibilities.

We prayed that Doug, their children Phil and Alison and their wider family will be comforted with the sure and certain hope of the gospel of the Lord Jesus Christ, and with the knowledge that Kaye has gone to be with Jesus, which is better by far.

## 1.8 Ms Yvette McDonald

Ms Yvette McDonald resigned from the Standing Committee with effect from 13 December 2021. Yvette was elected to the Standing Committee by the regional electors of the South Sydney Region in May 2018, and among her other contributions, served as a member of the Nomination Ordinance Review Committee. We thanked Ms McDonald for her service to the Standing Committee since 2018 and prayed God's blessing upon her continued service for Christ.

### 1.9 Ms Michelle England

Ms Michelle England resigned from the Standing Committee with effect from 7 February 2021. Michelle was elected to the Standing Committee by the regional electors of the South Sydney Region in October 2014, and has served in many capacities during that time, including most notably as a member of the Royal Commission Steering Committee, acting on behalf of the Diocese and Archbishop Davies at the hearing for the Royal Commission into Institutional Responses to Child Sexual Abuse, and as an Ordinance Reviewer, among other things. We thanked Ms England for her service to the Standing Committee since 2014 and assured Ms England of our prayers for God's blessing upon her continued service for Christ.

### 1.10 Acting Registrar

We noted that Bishop Michael Stead completed his commitment serving as Acting Registrar on 31 December 2021 and thanked Bishop Stead for his willingness to act in this capacity in addition to his numerous other responsibilities. We also noted that the Archbishop had requested Mr Daniel Glynn to serve as Acting Registrar from 1 January 2022 as an interim measure (until the conclusion of the forthcoming session of the Synod).

### 1.11 Appointment of Registrar

We noted that the Archbishop confirmed that he will appoint Mrs Catherine Rich, currently Deputy Registrar, to be the next Registrar of the Diocese with effect from the conclusion of the forthcoming session of the Synod, congratulated Mrs Rich upon her appointment and assured her of our prayers as she undertakes this significant Office

### 1.12 Archdeacon to the Archbishop

We congratulated Archdeacon Simon Flinders on his appointment as Archdeacon to the Archbishop.

### 1.13 Diocesan Secretary and Secretary of the Synod

We noted that Mr Daniel Glynn has resigned as Diocesan Secretary and as the Secretary of the Synod, with effect from the conclusion of the forthcoming session of the Synod, and agreed to consider appointing the next Diocesan Secretary at our meeting on 22 August 2022, to have effect from the conclusion of the forthcoming session of the Synod. It is anticipated that from early 2023, Mr Glynn will take up a new leadership role within SDS focused upon providing enhanced support to parishes.

### 1.14 New Chief Executive Officer of Anglicare

We –

- (a) noted the announcement from the Chairman of Anglicare, Mr Greg Hammond OAM, regarding the appointment of Mr Simon Miller as the next CEO of Anglicare, commencing on 7th February 2022, and
- (b) prayed for Mr Grant Millard as he continues to lead Anglicare for the next two months and for Mr Simon Miller as he prepares to assume the role of CEO.

### 1.15 Diocesan Research Officer

We noted the resignation of Dr Laurel Moffatt from her position as Diocesan Research Officer.

We subsequently noted that the Rev Dr Danielle Treweek commenced as the Diocesan Research Officer on Tuesday 28 June 2022.

### 1.16 Mr Martin Thearle

We acknowledged by acclamation and with gratitude the faithful and committed service of Mr Martin Thearle, who concluded his in-person service of the Standing Committee after almost 20 years in December 2021 – having attended and served at every meeting for at least the last seven years. Mr Thearle will continue serving the Diocese in his capacity of Manager, Diocesan Finance, but doing so three days per week. We assured Mr Thearle of its thanks and prayers.

### 1.17 The Hon Justice Michael Meek

We noted with pleasure the appointment of the Hon Justice Michael Meek as a judge of the Supreme Court of New South Wales, with the swearing-in ceremony held on 5 May 2022, and congratulated him on this appointment and assured him of our prayers as he discharges this significant responsibility in our public life.

### 1.18 The Rev Dr Gavin Perkins

We congratulated the Rev Dr Gavin Perkins on being awarded a Doctor of Ministry from Trinity Evangelical Divinity School, Chicago, with his thesis entitled "Training church members for personal evangelism in a secular context".

### 1.19 Archbishop's Commissary

We noted that on 6 May 2022 the Archbishop signed a new Commissary document and the following persons have been appointed as Commissary in the order shown –

The Right Rev Peter Hayward  
The Right Rev Christopher Edwards  
The Right Rev Peter Lin  
The Right Rev Dr Michael Stead  
The Right Rev Gary Koo  
The Very Rev Andrew (Sandy) Grant  
The Ven Anthony Douglas

### 1.20 Creation of a new Ecclesiastical District

We noted that on 17 February 2022 the Archbishop created under the *Parishes Ordinance 1979* a new Ecclesiastical District from 1 March 2022, to be known as the Provisional Parish of Marsden Park. The Ecclesiastical District is carved out from the parish of Riverstone.

### 1.21 Amalgamation of parishes by the Northern Regional Council

We noted that the Northern Regional Council has approved the amalgamation of the parish of St Paul's Wahroonga with the parish of St Andrew's Wahroonga, effective 1 January 2022, with the parish being known as the Parish of Wahroonga.

## **2. Actions with the Archbishop**

### 2.1 Strategy and Research Group

In 2021-22, the Strategy and Research Group (SRG) comprised the following members –

Archbishop Kanishka Raffel (Chair)	Dr Ruth Lukabyo
The Rev Stuart Crawshaw	Mr Peter Mayrick
The Rev Dr Andrew Katay	The Rev Andrew Robson
Bishop Peter Lin (Deputy Chair)	

In addition, the SRG is well served by Dr John Bellamy, who attends each meeting as a consultant to the Group and has provided a significant depth of research and analysis.

The SRG is an advisory group for the Archbishop and the Standing Committee in their formulation of high level vision and missional goals for consideration and adoption by the Synod. The Group is tasked –

- (a) to identify, research, evaluate and develop for Standing Committee's consideration the strategies and structures which optimise the capacity of the diocesan network to achieve the vision and missional goals adopted by the Synod, and
- (b) to oversee the objective measurement of and reporting to the Standing Committee on progress toward achieving those missional goals.

The SRG typically meets quarterly for full day meetings and has met three times since the last report to the Synod in September 2021.

### *Strategic priorities and the Diocesan Mission*

In 2021-22, the SRG continued to work with the Archbishop regarding a new iteration of the Diocesan Mission. In particular, the SRG has considered the changes to the social context since the last Diocesan Mission was adopted by the Synod in 2014 and the resulting strategic opportunities and challenges. The SRG also provided advice to the Archbishop about the intended purpose, audience, and form of the Mission statement.

In anticipation of the Synod in the Greenfields initiative, and to inform its consideration of the Diocesan Mission, the SRG met in Oran Park in November 2021. The SRG undertook a walking tour of the Oran Park Retirement Village (Anglicare), Oran Park Anglican College and NewLife Anglican Church, and a bus tour of the surrounding greenfields areas.

### *Nomination process research*

As reported previously, in 2021 the SRG considered the outcomes of a research study into the matter of Rectors leaving the role prior to reaching retirement age. One of the findings from this research was that the expectations and decisions of parish nominators may be impacting the extent to which both Assistant Ministers and older Rectors are able to obtain a position.

To gather further information about this matter, the SRG commissioned a survey of all parish nominators who had been activated since January 2017. The survey was developed in consultation with a committee that was established by the Standing Committee to review the *Nomination Ordinance 2006* (the **Nomination Ordinance Review Committee**) and conducted in November 2021.

The SRG considers that further education and training will assist in shaping the expectations and decisions of parish nominators in future, and has noted with interest the training course launched by the Centre for Ministry Development. The SRG will consider further ways to improve the nomination process as highlighted by the survey and will make recommendations to the Standing Committee in consultation with the Nomination Ordinance Review Committee as appropriate.

### *Meetings with Mission Area Leaders*

The annual meeting of the SRG and Mission Area Leaders (**MALs**) for 2021 was cancelled due to the COVID-19 restrictions in place at the time. Noting that 2022 was the first opportunity for Archbishop Raffel to meet face to face with the MALs since his commencement in 2021, the SRG encouraged the Archbishop to convene a meeting with the MALs in lieu of a joint meeting between the SRG and MALs in 2022.

## **3. Financial and Property Administration**

### **3.1 Accounts, Audits and Annual Reports Ordinance 1995**

Organisations of the Synod which manage church trust property must report annually to the Synod. These reports include information in relation to members, structure, activities and a summary of the financial results, together with audited financial statements, a liquidity report, a risk management report and a charities group status report. During the first ordinary session of each Synod, the reports also include a statement which assesses an organisation's compliance with the Synod's governance policy and explains any areas of non-conformity.

The reports must be lodged by 30 June each year. A later lodgement date has been approved for two organisations, Anglican Community Services and The Archbishop of Sydney's Anglican Aid whose financial year ends on 30 June.

Some of these organisations are also required to provide us with certain internal management financial information during the year.

The annual reports and audited financial statements for about 40 organisations will be tabled in the Synod. Any major problems found by the Finance Committee from a review of these financial statements and the additional internal management financial information will be reported.

### 3.2 Annual Financial Statements for the Synod Funds, Parish Funds and the Synod-St Andrew's House Fund

The annual financial statements for the Amalgamated Synod Funds, Amalgamated Parish Funds and the Synod – St Andrew's House Fund have been prepared and reviewed according to agreed upon procedures rather than a formal audit. These reports are printed separately.

### 3.3 Ordination Training Fund

In 2022 this Fund received a Synod allocation of \$43,000 (2021: \$43,000) which it used to provide a book allowance to first year candidates studying through Moore Theological College or Youthworks College for ordination in Sydney, and to meet a number of specific costs associated with preparing candidates for ordination. In exceptional cases the Fund may also provide bursaries or financial assistance to some of the candidates.

In 2022 the Fund also received \$11,000 to cover the cost of external professionals interviewing ordination candidates in relation to domestic violence. This year the Fund will also use some of its reserves to undertake psychological assessments of clergy prior to their being ordained presbyter.

### 3.4 Ordinances

The following table shows the number of ordinances passed and assented to in 2017 to 2021, and in 2022 up to July –

	2017	2018	2019	2020	2021	2022
Standing Committee	40	42	62	69	56	23
Synod	11	8	7	0	4	0
	51	50	69	69	60	23

A separate report lists the ordinances passed by us since December 2021. There are 10 ordinances of particular interest.

(1) *The Diocesan Organisation (Certain retirements related to the second ordinary session of the 52<sup>nd</sup> Synod) Ordinance 2021* set the first meeting of the Standing Committee in 2022 as the new retirement date for members of certain boards and councils of Diocesan organisations whose membership was due to expire at or following the second ordinary session of the 52<sup>nd</sup> Synod, in light of the postponement, and eventual cancellation, of that session. The ordinance enabled the election and appointment of new members by the Standing Committee and the Archbishop to proceed at the first meeting of the Standing Committee in 2022.

(2) *The Archbishop of Sydney's Anglican Aid Ordinance 2011 Further Amendment Ordinance 2021* amended *The Archbishop of Sydney's Anglican Aid Ordinance 2011* to update and clarify the powers of the Trustee. The amendment implemented a decision by the Standing Committee to transfer responsibility for the activities of the Community Care Program from the Archbishop of Sydney's Anglican Aid (Anglican Aid) to Anglican Community Services (Anglicare).

(3) *The Anglican Church Growth Corporation and Mission Property Amendment Ordinance 2021* and the *Anglican Church Growth Corporation and Mission Property Amendment Ordinance 2021 Amendment Ordinance 2022* together amended the *Anglican Church Growth Corporation Ordinance 2018* and the *Mission Property Ordinance 2002* to facilitate the appointment of the Anglican Church Growth Corporation (ACGC) as the trustee of the Mission Property Fund, and thereafter to integrate the functions of the Mission Property Committee into the ACGC.

(4) *The St Andrew's House Trust Ordinance 2015 (Social Covenants) Amendment Ordinance 2021* amended the *St Andrew's House Trust Ordinance 2015* to replace specific prohibitions on leases for certain purposes in the *St Andrew's House Trust Ordinance 2015* with a prohibition on leases for a 'prohibited site purpose', as defined by resolution of the Standing Committee. That is, the prohibited site purposes which were applicable to all leases in St Andrew's House were replaced by a provision for the Standing Committee to declare certain purposes to be prohibited for specific classes of lease, having regard to the permitted use of the class of lease.

We subsequently made declarations regarding the prohibited site purposes for Supermarket leases, Retail leases (other than supermarket leases), and General leases (other than supermarket and retail leases) under clause 7(4A) of the *St Andrew's House Trust Ordinance 2015*. The prohibited site purposes were developed by

reference to the examples of unacceptable use of church property given in the Synod's Property Use Policy and addressed a lack of clarity regarding the meaning of the term "immoral purposes" used in the previous form of social covenants. The current prohibited site purposes are set out as an attachment to the [St Andrew's House Trust Ordinance 2015](#).

(5) The *Cost Recoveries Framework Ordinance 2008 Amendment Ordinance 2021* amended the *Cost Recoveries Framework Ordinance 2008* to amend the definition of 'grant' in the Cost Recoveries Framework to exclude payments or amounts that are received under the Government Sector Finance Act 2018 as part of the NSW Government Program known as 'JobSaver'.

(6) The *Illawarra Grammar School Ordinance 1958 Amendment Ordinance 2022* amended *The Illawarra Grammar School Ordinance 1958* to bring its governance arrangements into conformity with the Synod's Governance Policy for Diocesan Organisations, by addressing issues including: specifying the purpose of the Council; the total membership of the Council; the number of clergy members; term limits for members of the Council and Chair; specifying a quorum; convening electronic meetings; the mechanism for passing circular resolutions; requiring minutes and records to be kept; introducing a mechanism for winding up the Council; and requiring all members to sign the Statement of faith set out in the Synod Governance Policy upon their election or appointment to the Council.

(7) The *Governance Omnibus Amendment Ordinance 2022 (omnibus ordinance amendment)* amended the following ordinances to bring the respective board or council's governance arrangements into conformity with the Synod's Governance Policy for Diocesan Organisations (**Governance Policy**) –

- *Campbelltown Anglican Schools Ordinance 1985*
- *Glebe Administration Board Ordinance 1930*
- *St Andrew's House Corporation Ordinance 2018*
- *Finance and Loans Board Ordinance 1957*
- *Sydney Diocesan Services Ordinance 2017*
- *Sydney Anglican (National Redress Scheme) Corporation Ordinance 2018*
- *Endowment of the See Corporation Ordinance 2019*

The omnibus ordinance amendment was an initiative of the Governance Policy Conformity Review Committee, which conducted a gap analysis of every diocesan organisation's constituting ordinance against the Governance Policy, and invited diocesan organisations to nominate any areas of divergence with the Governance Policy which they wished to rectify by way of an omnibus ordinance amendment. (See separate report about this matter.)

(8) The *Synod Estimates Ordinance 1998 Amendment Ordinance 2022* amended the *Synod Estimates Ordinance 1998* to delay the preparation of the next Statement of Funding Principles and Priorities until the 1<sup>st</sup> ordinary session of the 53<sup>rd</sup> Synod (in September 2023). The delay will allow a return to the usual triennial funding cycle in which the first session of each Synod is asked to approve a Statement of Funding Principles and Priorities and the second session is then asked to pass an ordinance giving effect to those principles and priorities for the following 3 years. The *Synod Estimates Ordinance 1998 Further Amendment Ordinance 2022* further amended the *Synod Estimates Ordinance 1998* to take into account changes to the timing and sequencing of sessions of the 52<sup>nd</sup> Synod.

(9) The *Anglican Education Commission Repeal Ordinance 2022* repealed the *Anglican Education Commission Ordinance 2006*. The Anglican Education Commission (**AEC**) ceased operations on 31 December 2021, and, following confirmation that the intellectual property of the AEC now resides with the Anglican Schools Corporation, and that all financial obligations have been finalised, the AEC was formally wound up.

(10) The *Mission Property Ordinance 2002 Amendment Ordinance 2022* amended the *Mission Property Ordinance 2002* to reconstitute the Mission Property Fund as the Ministry Infrastructure Development Fund (**the Fund**) and provide for the application of the Fund under the trusteeship of the Anglican Church Growth Corporation. The assets of the Fund have been expanded to include the proceeds of the Church Land Acquisitions Levy, the proceeds of the Property Receipts Levy, and receipts from the Urban Renewal Development Program (being the program of acquisition or development of real property of parishes and organisations under clause 17 of the *Anglican Church Growth Corporation Ordinance 2018*).

### 3.5 Parochial cost recoveries – arrears

As at 30 June 2022, only the parochial units of Greenacre (\$7,418), Longueville (\$4,675) and Marsden Park (\$2,240) were in arrears with their payment of cost recovery charges. The previous year only two parishes (Greenacre and Richmond) had been in arrears at 30 June.

### 3.6 Annual financial statements from parishes

Under the *Parish Administration Ordinance 2008*, parochial units are required to lodge their audited financial statements within 7 days after their annual general meeting of parishioners.

By mid-July 2022, every parochial unit had lodged some financial statements for 2021 (compared with 16 parishes that were still outstanding at a similar time in 2021).

By 18 July 2022 SDS had received and processed the 2021 audited financial statements from all parishes (compared with 19 August in 2021).

### 3.7 Local revenues test for parish status

A review of parishes to determine if during 2021 any had local revenue below the requisite amount defined in the *Parishes Ordinance 1979* will be undertaken during Q3 of 2022. Any such parish will be advised of the importance of ensuring their 2022 and future revenues meet the relevant threshold figures in order to retain their parish status.

### 3.8 Stipends, allowances and benefits for 2023

We agreed the recommended minimum stipend for January – June 2023 should remain at \$71,182 (the figure applying since 1 July 2022), and agreed to set the recommended minimum stipend from 1 July 2023 at \$72,890, representing a 2.4% increase over the previous level. During Q3 2022 we will also approve Guidelines for the Remuneration of Parish Ministry Staff for 2022-2023 reflecting this increase in recommended minimum stipend.

A report about this matter is expected to be printed with the supplementary materials.

### 3.9 Work Outside the Diocese

In the 6 months to 30 June 2022, the Work Outside the Diocese Committee had applied \$181,453 to support gospel ministry outside the Diocese from a total Synod allocation in 2022 of \$349,000 (5% of the total funds available to Synod). It is expected that further amounts will be applied during the 6 months to 31 December 2022 from the 2022 allocation, and the opening reserves of \$201,660.

In addition, in the 6 months to 30 June 2022, \$120,000 has been applied towards funding for the Diocese of Bathurst from a special Synod allocation of \$250,000 for that purpose.

### 3.10 Recommended distribution from the Diocesan Endowment for 2023

We noted the advice of the Glebe Administration Board that, for the purposes of clause 5(1) of the *Diocesan Endowment Ordinance 1984*, a total of \$3.401 million could prudently be distributed from the Diocesan Endowment for spending by the Synod in 2023, and a forecast distribution of \$3.482 million in 2024 (2022: \$3.345 million).

### 3.11 Distribution from Synod – St Andrew's House Fund 134

We noted that a distribution of \$2,400,000 will be available from the Synod – St Andrew's House Fund 134 in 2022 for appropriation and allocation by Synod in 2023.

### 3.12 Incorporation of Evangelism and New Churches

We noted that Evangelism and New Churches was incorporated under section 4 of the Anglican Church of Australia (Bodies Corporate) Act 1938 effective from 1 April 2022.

### 3.13 Application of funds raised by the Property Receipts Levy

We approved in principle, the following approach regarding the Property Receipts Levy (PRL) –

- (a) The establishment of a Ministry Infrastructure Development Fund (**MIDF**), under the governance of the Growth Corporation.
- (b) PRL income to be allocated to the MIDF to support diocesan property development, including for use as income security for the loans for property development.
- (c) Any income from Urban Renewal Pilot Program (**URPP**) projects (special projects undertaken in partnership with the Anglican Church Growth Corporation) through project recoveries, milestone payments and operational revenues that was to come to the Growth Corporation, in the future to be directed to the MIDF.
- (d) An annual budget of Growth Corporation operations to be capped and approved by the Growth Corporation Board with concurrence from Standing Committee’s Finance Committee.
- (e) The approved Growth Corporation budget to be funded out of the MIDF.
- (f) The remainder of the MIDF to be allocated according to a 3-5 year capital works program budget, approved by the Growth Corporation Board. This would be connected to Diocesan greenfield and urban renewal priorities, include flexibility for use in either property purchase or building works and include scope for “special projects” that could include funding allocations for:
  - (i) marginal URPP projects with high ministry/evangelism value,
  - (ii) funding small parish projects with high ministry/evangelism value,
  - (iii) assistance with provision of church planters, and
  - (iv) strategic consultancies for progressing the implementation of Growth Corporation strategies.

Subsequently, we established the Urban Renewal Support Contribution (**URSC**), with default contribution rates. It is based on the PRL contribution rates, with additional bands being added for higher yielding projects.

URPP projects under the management of the Growth Corporation are anticipated to generate a new type of project that was not envisaged with the development of the PRL. Given that in these projects, parishes do not fund or take on risk associated with the development, and asset management and maintenance costs are incorporated into project feasibilities, the additional contribution rates bias the sharing of surplus toward the MIDF, which will in turn be invested in the broader property needs of the Diocese. A portion of returns in URPP will continue to be retained for parish use with similar bands being adopted as is the case for the PRL bands.

We established the following (Standing Committee) Policy (3.4) on Urban Renewal Support Contribution, to provide that the majority of the surplus generated by Urban Renewal Projects where the burden of risk and funding is outside the parish, is returned to the MIDF.

‘Policy 3.4: Income arising from a development on land held in trust for the use of parishes, where the burden of risk and funding for the development is outside the parish (such as those under the Urban Renewal Pilot Program [URPP] managed by the Anglican Church Growth Corporation [ACGC]), will be subject to the Urban Renewal Support Contribution (URSC). Given the assistance received from outside the parish, higher yielding projects will see the majority of the surplus generated returned to the Ministry Infrastructure Development Fund (MIDF) for the benefit of the wider property needs of the Diocese. The following rates will apply:

**Table A:** Urban Renewal Support Contribution (URSC) rates

<i>Annual Net Property Income</i>	<i>% Contribution to be applied (within income band)</i>	<i>Calculation of contribution</i>
\$0-100,000	25%	25% of every dollar
\$100,001-200,000	50%	\$25,000 + 50% of every dollar > \$100k
\$200,001-500,000	70%	\$75,000+ 70% of every dollar >\$200k
\$500,000+	98.5%	\$285,000 + 98.5% of every dollar > \$500,000

See also item 3.4(10) regarding the *Mission Property Ordinance 2002 Amendment Ordinance 2022*.

### 3.14 Stipend Continuance Insurance

The cost of Stipend Continuance Insurance (SCI) policy for parish clergy (combining workers compensation, income protection insurance and total and permanent disability insurance) has continued to

rise, with the consequence that renewing cover with the existing benefit structure would result in a 53% increase in the premium rate. Noting this context, and that the SCI benefits are more generous than community norms, we agreed that the SCI cover instead be renewed for 2022 on the following basis, expected to result in approximately 20% increase in premium –

- (a) Rectors covered to age 65, own occupation, 75% income replacement ratio, trauma included (as currently), and
- (b) Assistant Ministers covered to the earlier of 5 years or age 65, own occupation, 75% income replacement ratio, trauma included.

The cost of the SCI insurance is to be recovered as part of the Ministry Cost component of the PCR charge, with parishes charged \$4,737 p.a. for each Category 1 member (Rectors) and \$1,757 p.a. for each Category 2 member (Assistant Ministers).

### 3.15 Parish of Jervis Bay with St Georges Basin and the Anglican Schools Corporation

We received a report from the Anglican Church Property Trust, and made a request of the Anglican Schools Corporation regarding the Worroving Heights site, where it is intended that the Parish of Jervis Bay's new ministry centre will be built.

### 3.16 Parish of Westmead – Compulsory acquisition of St Barnabas, Westmead

We approved a proposed allocation of funding resulting from a potential compulsory acquisition of a portion of the Westmead parish church, halls and rectory site located at 75 Hawkesbury Road, Westmead.

### 3.17 Diocesan Investment Strategy

We agreed in principle –

- (a) to establish a centralised investment vehicle, initially with responsibility for the assets of the Diocesan Endowment, Diocesan Cash Investment Fund and the Long Term Pooling Fund,
- (b) that the vehicle should have robust accountability and reporting to Synod for its governance, performance and risk management,
- (c) that the members of the trustee board have substantial and appropriate investment governance expertise, along with other skills and qualifications in line with the Synod's Governance Policy, and
- (d) that the Glebe Administration Board, subject to a review of its membership criteria to ensure suitability of qualifications, is the most appropriate organisation to act as trustee of the proposed investment vehicle.

A report with recommendations about this matter is printed separately.

### 3.18 Remuneration Contentment

We appointed a “remuneration contentment committee” to consider mechanisms for ongoing education of clergy and church workers, who receive fringe benefits, and of parish councils, who administer them, about further developing godly and wise attitudes in this area, for example, in regards to –

- (a) the direct temptation to greed that many of us face;
- (b) issues surrounding prudence in providing for retirement;
- (c) the perception in parishes, especially where such benefits are not readily available to some wage earners;
- (d) the wider “reasonable person test” of community perception that churches are getting/using increasingly large tax concession “loopholes”.

The Committee ultimately produced a paper, “Ministry and Money” which will be incorporated into the annual Remuneration Guidelines. On the recommendation of the Committee, we also asked for work to proceed on advice regarding the efficient administration of a Minister's Discretionary Benefit Account.

### 3.19 Diocese of Armidale

We requested that the Work Outside the Diocese Committee contribute \$20,000 to the Diocese of Armidale, in support of the ministry expenses of the Diocese.

### 3.20 ACPT Management fee

We agreed that the ACPT should stop charging an asset management fee of 0.5% pa on all parish and EOS investments in the Long Term Pooling Fund (LTPF) from the end of 2022, and instead recover the equivalent amount through Parish Cost Recoveries, paid by all parishes, through the variable portion of the PCR charge in 2023.

We made this decision noting that, among other things, the present 0.5% pa asset management fee charged by the ACPT on all parish (and the EOS capital fund) investments in the LTPF is inequitable because it exceeds the cost of investment management and is only paid by those parishes with funds invested. However, the income from this fee is needed to enable the ACPT to recover the full cost of the property related services it provides to parishes.

### 3.21 Parochial Cost Recovery charge for 2023

We noted that there will likely need to be a significant increase in the variable Parochial Cost Recovery (PCR) charge percentage in for 2023 – from approximately 6.5% of each parish's Net Operating Receipts (NOR) in 2022, to approximately 8% for 2023.

The rise in the variable PCR charge percentage is directly tied to the rise in the total amount of Parochial Network Costs to be recovered from parishes. The two main drivers of these increased costs are –

- (a) the continuing increase in the cost of the parish property and liability insurance program – preliminary estimates provided by the ACPT indicate the cost of this program will increase by more than 10% to \$7.5 million in 2023, and
- (b) the increase of \$251,000 in the ACPT management fee to compensate for the decision that, from the end of 2022, the ACPT will stop charging 0.5% pa on all investments in the Long Term Pooling Fund [see item 3.20].

The impact of these increased parish costs will be exacerbated by a significant fall in the total NOR across the Diocese as the Government COVID-19 stimulus (mainly JobKeeper payments) ceased. However, concerning, preliminary estimates indicate the total NOR for 2021 (which is the basis for the variable PCR charge in 2023) will not only retreat from the artificially inflated 2020 level, but is actually likely to have fallen more than 11% to a figure a little below the actual level in 2019 (pre-COVID).

In undertaking these decisions, the Standing Committee and its responsible subcommittee, the Diocesan Resources Committee, are very mindful of the effect of the continuing increase in Parochial Network Costs coming at the time of a decline in the NOR, and where possible will be seeking actions to mitigate these costs for 2023. However, the reality is the options to do this are limited and it is likely that the variable PCR percentage in 2023 will need to be close to the estimate of 8%.

## 4. General Administration

### 4.1 Elections

The appointment of persons to serve on committees etc. continued to be a major part of our business. Some appointments are to fill casual vacancies among Synod appointees, while others are made by the Standing Committee in its own right.

From November 2021 to June 2022, 90 such positions were filled (158 for a 12 month period in 2020 – 2021).

### 4.2 Reports from Regional Councils

Under clause 9 of the *Regions Ordinance 1995* each regional council must give us an annual report for inclusion in our report to the Synod. This year the annual reports are printed as a compilation. Any reports for reclassification of provisional parishes under the *Parishes Ordinance 1979* are printed separately.

### 4.3 Nominated organisations for the 52<sup>nd</sup> Synod under Part 6 of the *Synod Membership Ordinance 1995*

Following the winding up of the Anglican Education Commission (see the Standing Committee report to Synod covering October 2020 to October 2021 [in Synod Book 1], item 4.5), we declared The Archbishop of Sydney's Anglican Aid to be a Nominated Organisation for the 52<sup>nd</sup> Synod under Part 6 of the *Synod Membership Ordinance 1995*.

### 4.4 Review of the services of Sydney Diocesan Services to the Synod and Standing Committee

We confirmed that SDS had satisfactorily provided services to the Synod and the Standing Committee under the Service Level Standards document for the period between November 2020 and October 2021.

### 4.5 Level 2 Diocesan Offices

The 15 year leases for the diocesan offices on level 2 St Andrew's House (SAH) held by Sydney Diocesan Services (SDS) and the Endowment of the See Corporation (EOSC) expire in August 2022.

We have endorsed a proposal to redesign the Diocesan offices to achieve a significant compression of the current space occupied on level 2, and include a "diocesan-hub" which would be a flexible space to be used by staff and persons from the broader diocesan network. The compression and redesign is expected to lead to material cost savings over the course of a new lease.

We subsequently noted that the proposed total capital expenditure budget for fit-out is approximately \$2.8m. SDS is contributing approximately \$2.2m of the total fit-out cost (including \$300k for the fit-out of the Diocesan Hub area of the offices), largely paid from a fit-out reserve of \$1.66m. The balance of the total fit-out cost of \$600k will be met from contributions and discretionary spend from other diocesan tenants.

Building works commenced in June 2022, and are anticipated to be complete in late August 2022. Temporary office space has been made available for Diocesan staff on level 1 St Andrew's House.

### 4.6 Anglican Community Services' (Anglicare's) delivery of welfare services

Clause 23A of the *Anglican Community Services Constitution Ordinance 1961* requires the Board of Anglican Community Services (Anglicare) to consult with the Standing Committee at least annually regarding its community services object to "to further the work of the Anglican Church of Australia, Diocese of Sydney by promoting and proclaiming the gospel of the Lord Jesus Christ while undertaking works of public benevolence that reflect the love of God as shown in Christ including ... welfare and support services for the vulnerable, the marginalised, the disabled and those in necessitous circumstances".

Anglicare's community services work may be divided into two parts: "Anglicare funded work" (relying on bequests, gifts and donations) and "Funded work" (consisting of Government sponsored activities such as food and financial assistance, and affordable housing; and client-funded activities such as Child and family services, and Op Shops).

We learned that although the Anglicare funded work has overall seen a significant increase since 2016, it has seen a slight reduction in the 2021 and 2022 budgets, due to the full expenditure of bushfire appeal monies, a redesign of Anglicare's SHIFT program for refugees (a housing program for refugees and domestic violence families) and a reduction in bequests and donations.

We also learned that overall there has been a significant increase in the 2022 budget for Funded work, most significantly in Mental Health and Op Shops; with reductions in some areas including in Food and Financial Assistance. Affordable housing represents a major growth activity for Anglicare as part of a commitment to housing the poor of our Diocese.

Separately, Anglicare also informed us that Residential Aged Care facilities are facing a major funding crisis, related to significant sector-wide issues. Federal Government funding has not kept pace with rising costs, with the gap increasing by around 1% each year. This has led to significant losses for Anglicare in 2021-22. We approved a request from Anglicare to make a brief presentation to the Synod on the current position and the outlook for reform and future funding of aged care.

Our subcommittee, the Ministry in Marginalised Areas Committee, consulted with ACS on our behalf, and rationale for these matters were provided to us. Ultimately, we complimented Anglicare for their continued commitment to community services work on behalf of the Diocese.

#### 4.7 Professional Standards Unit Oversight Committee

We amended the Terms of Reference for the Professional Standards Unit Oversight Committee so that the PSUOC need not receive reports at each meeting from the Deputy President of Disciplinary Tribunal, and will instead receive reports from the President of the Panel for the Professional Standards Board. We also removed the need for the PSUOC to receive reports from the Chair of the Royal Commission Steering Committee. The amendments reflect that the Disciplinary Tribunal was replaced by the Professional Standards Board when the *Ministry Standards Ordinance 2017* was passed, and the Royal Commission Steering Committee is no longer actively meeting.

#### 4.8 Adoption of a diocesan 'gateway' website and unified branding

We endorsed a proposal from a working group consisting of Bishop Gary Koo and senior representatives of Sydney Diocesan Services and Anglican Media, to create a diocesan 'gateway' website which both reflects the character of the Diocese as gospel centred and mission focused, and serves as a ready means of accessing information about the full range of services and activities undertaken across the diocesan network.

The primary goal of these initiatives is to provide greater clarity for parishes and other stakeholders in their interactions with the vast array of services and activities of the Diocese.

#### 4.9 Membership eligibility on the Sydney Church of England Grammar School (SHORE)

We received correspondence querying the eligibility for membership of one member of the SHORE School Council. We sought further information and advice, and subsequently agreed that the matter need not be pursued.

#### 4.10 Shoalhaven Aboriginal Community Church

We –

- (a) noted the failure of the Diocese to adequately engage with the local Indigenous community and, in particular, the members of Shoalhaven Aboriginal Community Church (ShACC) regarding their long-held connection to the former Anglican church property in Hawke Street, Huskisson,
- (b) noting the intention for the Anglican Church Growth Corporation (ACGC) to administer diocesan funds intended to provide for the purchase of land and buildings for Indigenous ministry, requested the ACGC, in consultation with and subject to the support of the Sydney Anglican Indigenous Peoples Ministry Committee (SAIPMC), to prioritise the needs of ShACC in the allocation of funds for purchase of properties for Indigenous Ministry, and
- (c) requested the Regional Bishops, Archdeacons and the ACGC to consult SAIPMC and consider other avenues for obtaining advice about good practice processes for determining whether sales of parish property might have past, present or future significance for Indigenous ministry, or wider cultural significance for the local Indigenous people.

## 5. Relations with Government

### 5.1 Social Issues Committee

The Social Issues Committee (SIC) comprises the following members –

The Rev Dr Chase Kuhn (Chair)	Dr Darren Mitchell
Dr Megan Best	Mrs Emma Penzo
The Rev Dr Andrew Errington	The Hon John Ryan AM
Dean Sandy Grant	Ms Simone Sietsma
Professor Jonathan Morris AM	

During the past year, Professor Jonathan Morris AM joined the SIC, and the Rev Dr Andrew Ford resigned his membership. The Diocesan Research Officer usually attends each meeting of the SIC and provides a significant depth of research and analysis. The SIC was well served by Dr Laurel Moffatt until her

resignation at the end of 2021. The Rev Dr Danielle Treweek has recently commenced as Diocesan Research Officer.

The SIC provides advice to the Archbishop on issues which are referred by him. It also provides advice on issues referred to it by the Standing Committee or at the request of the Synod. When resources allow, the SIC also identifies and initiates the study and discussion of social issues and matters of public policy among Anglicans in the Diocese and interacts with Government and other external organisations through submissions to parliamentary and public inquiries.

The SIC has met three times during 2022 (as at 17 July 2022), and has worked on a range of key areas of social concern for the Diocese. The SIC has finalised work on Synod resolution 4/18 (People affected by Disability), with comprehensive Accessibility Guidelines available for Synod in 2022, and has continued engaging significantly in matters related to Ministry with Indigenous Australians. The SIC is also monitoring and engaging in matters such as Modern Slavery and review of ethical investment policy; Euthanasia, “Dying Naturally” and End-of-Life resources; Bio-ethics in a pandemic; Environment Theology and Climate change; and Social and economic concerns (including tobacco, alcohol and problem gambling).

The Committee is continuing to monitor parliamentary and general community matters.

## 5.2 Anglican Diocese of Sydney submission to the Senate Legal and Constitutional Affairs Committee Inquiry into the *Religious Discrimination Bill 2021* and Related Bills

We thanked the Religious Freedom Reference Group, and in particular, its Chair, Bishop Michael Stead, for their work in research and advocacy in the area of promoting legitimate religious freedoms, especially in regard to preparing diocesan submissions to parliamentary inquiries regarding the Religious Discrimination Bill 2021 and related matters, and gave thanks to God for the exceptional hard work and gifts evident in the efforts of Bishop Stead and others.

## 5.3 NSW Government ban on school camps – impact on Youthworks employees

We noted that following the announcement of the COVID-19 lockdown of Greater Sydney in late June 2021, Anglican Youthworks placed the majority of its 125 permanent employees onto reduced working hours and pay, and notes with concern that –

- (a) as of 8 November 2021, the NSW Department of Education had continued its indefinite COVID ban on school overnight outdoor education excursions (‘school camps’), and
- (b) NSW Treasury has, in writing and contrary to earlier promises by government ministers, declined to consider industry-specific support for providers of school camps.

We resolved to join other supporters of Youthworks in praying for a return to full working hours and remuneration for its employees, particularly the Ministry Support Advisors who work alongside youth and children’s ministers and SRE teachers in every parish.

# 6. The International, National and Provincial Church

## 6.1 Eighteenth session of General Synod

Prior to the Eighteenth session of General Synod, we endorsed the promotion to the forthcoming session of General Synod of –

- (a) two draft statements as to the Faith, Ritual, Ceremonial or Discipline of this Church, and
- (b) draft “Three Motions for General Synod”.

We subsequently requested the Diocesan Secretary to circulate to members of the (Sydney) Synod a letter, enclosing the Bill, Statements, Motion and associated explanatory memoranda which were endorsed for promotion.

Two reports about this matter, including the statements and motions, and the letter circulated; as well as recommended motions for Synod, are printed separately.

## 6.2 General Synod – Publication of essays

We authorised a grant of up to \$1,500 from Synod Fund Contingences towards the cost of posting to all

General Synod representatives, a volume of essays published by *The Australian Church Record* with the *Anglican Church League*, entitled “The Line in the Sand: The Appellate Tribunal Opinion and the Future of the Anglican Church in Australia”.

### 6.3 Archbishop of Perth

We noted with grave concern the Archbishop of Perth’s ordination as deacons of –

- (a) a man who has been living in a “committed domestic arrangement” with another man for a number of years, and
- (b) another man who lived in a de facto relationship with a woman for many years, producing children but only marrying well after entering the discernment process,

and her recent licensing as Precentor at their Cathedral of a presbyter who is in a UK civil partnership with a person of the same sex.

We endorsed a Statement of this Standing Committee in response to these matters, and respectfully requested the Archbishop of Sydney to communicate the terms of this Statement to the diocesan bishops and diocesan councils of the Anglican Church of Australia, as well as to all members of the General Synod Standing Committee.

## 7. Sydney Synod Matters

### 7.1 Second ordinary session of the 52<sup>nd</sup> Synod (February – March 2022) Synod in the Greenfields

At our meeting in October 2021, we encouraged Archbishop Raffel to consider opening the February/March or September 2022 session of Synod with the Synod service and Presidential Address held on the prior Saturday in a suitable venue in the Greenfields area.

At our meeting in November 2021, we noted that the Archbishop intended to convene the second session of the 52<sup>nd</sup> Synod for the Presidential Address on Saturday 26 February 2022 at Oran Park, with Synod business resuming Monday 28 February – Wednesday 2 March 2022 at the International Convention Centre, and authorised a budget of up to \$12,000 for the purpose of venue hire, audio-visual requirements, and staff associated with the Synod service and Presidential Address planned to be held on 26 February 2022.

At our meeting in December 2021, we noted that walking tours of Oran Park Anglican church and surrounds, and bus tours to our facilities at Leppington and the surrounding area, along with provision of simple lunch and refreshments, will be arranged for members of the Synod prior to the Synod Service and following the Presidential Address and authorised up to \$5,000 from Synod fund Contingencies towards the costs associated with these pre-Synod Greenfield activities.

On 19 January 2022, amid a rise in Covid infections, the Archbishop wrote to all members of the Synod to inform them of his decision to cancel the session of Synod planned for 26 February, and 28 February to 2 March 2022. The session was cancelled, rather than postponed, taking into account the timing of the 18<sup>th</sup> session of the General Synod (8-13 May 2022) and the already planned session of (Sydney) Synod in September 2022, noting the ineffectiveness of holding a session of Synod only a few months prior to another session (which results in little practical time for progression of work in between sessions).

We considered the possibility that the pandemic will again force us to hold the September 2022 session of Synod in a larger venue, and placed a hold on certain dates in September 2022 at the International Convention Centre (ICC); which we ultimately cancelled in light of dramatically relaxed restrictions and confidence in returning to public venues. We noted the generous engagement of the ICC in their dealings with us in this matter.

### 7.2 The Third session of the 52<sup>nd</sup> Synod (September 2022) Ordinary and special sessions of the 52<sup>nd</sup> Triennium

We noted that the session of Synod to be held in September 2022 was originally to have been the *third ordinary* session of the 52<sup>nd</sup> Synod, but owing to the postponement of the September 2021 session, and its ultimate cancellation, the September 2022 session should correctly be the *second ordinary* session and there will be no *third ordinary* session in this triennium (2020-2022).

The use of the terminology “special” and “ordinary” in describing sessions of the Synod has been a matter of convenience and is not required. The cancellation of the planned September 2021 session and the absence of a “third ordinary” session, would primarily potentially impact Synod membership, Synod funding and elections to Diocesan boards, Councils and Committees.

Synod membership is tied to the first ordinary session, so is not impacted by the absence of a third session. Synod funding is impacted due to the use of the “ordinary” terminology in the funding ordinances to describe the session at which elements of the budget are considered. We have addressed the Synod funding issues by passing ordinances to amend relevant terminology in the funding ordinances.

Throughout the pandemic, we used rules available in the *Synod Elections Ordinance 2000* to arrange for the orderly administration of elections undertaken at Synod, so that elections associated with the *first ordinary* session still took place in October 2020, elections associated with the *second ordinary* session still took place in September 2021, and elections associated with the *third ordinary* session may be undertaken in September 2022 (see item 7.3).

In an effort to avoid any confusion that may arise from referring to the September 2022 session as the “second ordinary session” while at the same time administering elections for the “third ordinary session”, we determined to refer to the September 2022 session of Synod, as “the third session of Synod” (omitting any use of the term “ordinary” except if necessary when in relation to elections).

This makes use of the convenient reality that we have held two sessions of the 52<sup>nd</sup> Synod so far: the first was held 3 May 2021 (an “ordinary” session), and the second session was a “special” session held to elect the Archbishop from 4-6 May 2021. Accordingly, this session is “the third session of the 52<sup>nd</sup> Synod”.

### 7.3 Elections associated with the third ordinary session of the Synod

We recommended to the Archbishop-in-Council that he –

- (a) declare pursuant to Rule 8.2(1)(a)(ii) of the *Synod Elections Ordinance 2000* (the Ordinance) that –
  - (i) it is impracticable to conduct an election during the ordinary session in September 2022 as the elections which are due to be undertaken are those for the third ordinary session and there is no expectation of convening a third ordinary session, and
  - (ii) the alternative rules set out in the Schedule to the Ordinance should be utilised to determine any contested elections by online ballot, and
- (b) specify the date of 10 September 2022 to be regarded as the first appointed day of the third ordinary session of the 52<sup>nd</sup> Synod for the purposes of the election, pursuant to rule 8.2(3) of the Ordinance.

### 7.4 Statement of Funding Principles and Priorities

We noted that the Statement of Funding Principles and Priorities which would normally have been due to be presented to the first session of the 52<sup>nd</sup> Synod in 2020 was first delayed for one year and then last year was delayed again until Synod this year (2022), due to the disruptions caused by COVID-19.

It had been intended that the Synod consider a Statement of Funding Principles and Priorities covering the period 2024-2027 (1 year of the current funding triennium plus 3 years of the next funding triennium). However, we agreed to delay the next Statement of Funding Principles and Priorities (for the period 2025-2027) until the first session of the 53<sup>rd</sup> Synod which is expected to be held in September 2023, noting, among other reasons –

- (a) the cancellation of the February 2022 session of Synod meaning that there has still not been a meeting of the Synod since the appointment of the new Archbishop, and
- (b) that a delay of 1 year would allow a return to the “normal” triennial funding cycle in which the first session of each Synod is asked to approve a Statement of Funding Principles and Priorities and the second session is then asked to pass an ordinance giving effect to those principles and priorities for the following 3 years.

### 7.5 Governance Policy for Diocesan Organisations

We agreed to amend the definition of a 'diocesan organisation' in clause 12 of the Governance Policy from Diocesan Organisations (Governance Policy) by omitting the current version and inserting instead –

“diocesan organisation” means a body which has an Australian Business Number and –

- (a) is constituted by ordinance or resolution of the Synod, or
  - (b) in respect of whose organisation or property the Synod may make ordinances,
- but excludes –
- (i) the Synod, the Standing Committee and any of their subcommittees,
  - (ii) parish councils,
  - (iii) the chapter of a cathedral, and
  - (iv) entities that perform an administrative function under ordinance or resolution rather than conduct an enterprise in their own right.'

We also agreed to append and maintain a suitable schedule of diocesan organisations and schools to the Policy that meet the definition adopted in the Governance Policy.

## 7.6 Pastoral Consultation (Professional Supervision) Recommendation

We agreed to develop a Diocesan policy on pastoral consultation and implement a 12-month pilot program of pastoral consultation (with funding of up to \$26,500 from Synod Fund Contingencies).

A report on this matter is printed separately.

## 7.7 22/18 Indigenous Ministry in the Diocese

By resolution 22/18, Synod, among other things –

- (a) requested the Diocesan Doctrine Commission, in consultation with Indigenous Christian leaders nominated by the Sydney Anglican Indigenous Peoples' Ministry Committee (SAIPMC), to bring a report to the next session of Synod on a theological framework for reconciliation, with special reference to the Indigenous peoples of Australia (providing progress reports to the task force established by the Synod in paragraph (b)),
- (b) established a task force consisting of three Indigenous Christians appointed by the SAIPMC, and (then) Dean Kanishka Raffel, the Rev Stuart Crawshaw and the mover (Mr Tony Willis), with power to co-opt, and
- (c) requested the task force to work with the Social Issues Committee to report to the first ordinary session of the 52<sup>nd</sup> Synod detailing an appropriate out-working of the Bible's teaching on reconciliation, and providing recommendations as to how the Diocese as a whole, including organisations, parishes and individuals, might –
  - (i) acknowledge past failures in relationship with this nation's First Peoples, and
  - (ii) find ways to become more intentionally involved with the ministry of the gospel to and with Indigenous peoples.

A report with recommendations about this matter is printed separately.

## 7.8 4/19 Staff management training

25/19 Review of Ministry Standards Ordinance 2017

32/19 Compliance with the Children's Guardian Bill 2019 (NSW)

51/19 Further review of the Ministry Standards Ordinance 2017

By resolutions 4/19, 25/19, 32/19 and 51/19 the Synod, among other things, requested that Standing Committee –

- (a) review the *Ministry Standards Ordinance 2017* (MSO), particularly as it pertains to accusations of bullying, to ensure that rector development or other measures are recommended prior to more serious action,
- (b) review generally the effectiveness of the MSO drawing on submissions from Synod members and bring appropriate recommendations to the next session of Synod,
- (c) make amendments to the MSO to facilitate compliance with changes in child protection laws, and
- (d) consider including an encouragement for parties to consider resolving a grievance, complaint or dispute under the *Diocesan policy for dealing with allegations of unacceptable behaviour*.

The Committee we appointed to address the requests of these resolutions has completed its work. Two Bills for the consideration of Synod, along with an accompanying report, are printed separately.

### 7.9 46/19 Fellowship with Anglicans outside the Diocese

By resolution 46/19, the Synod requested the Standing Committee to –

- (a) review the operation of the *Affiliated Churches Ordinance 2005* (the Ordinance) and bring a report to the next session of Synod with any recommendations for amendment,
- (b) draft, for consideration by the next ordinary session of Synod, amendments to the Ordinance or other measures, which will provide a basis for practical fellowship to be offered to congregations outside this diocese who are theologically Anglican in belief and polity, and
- (c) draft, for consideration by the next ordinary session of Synod, amendments to the Ordinance or other measures, which will provide a basis for more deliberate engagement with Gafcon as that movement seeks to support faithful, biblical Anglicans who are marginalised by the unorthodox actions of others.

We referred this request to the General Synod relations Committee. Noting that, among other things, the Affiliated Churches structure is aimed specifically at non-Anglican churches and any changes to the Ordinance to promote the fellowship aspect will impact all existing affiliations, the GSRC recommended that support for, and fellowship with, Anglican churches outside the Diocese may be better expressed by resolution of the Synod.

### 7.10 56/19 Deferral of General Synod Assessments

By resolution 56/19, the Synod, among other things, noted the actions of other Australian dioceses regarding the blessing of same-sex marriage, the referral of Regulations made in the Diocese of Wangaratta to the Appellate Tribunal, and the (then) planned Special Session of General Synod to be held in May 2020 (which was expected to include a conference to consider a range of issues in relation to human sexuality, same-sex relationships and marriage). In this context, the Synod requested Standing Committee to seek appropriate legal and other advice regarding deferring payment of any General Synod statutory assessment levies for 2019, 2020 and future years, and bring to the Synod in 2020 a report on the matter with recommendations.

The Special Session of General Synod was not held and the planned eighteenth session of General Synod was postponed a number of times as a consequence of the COVID-19 pandemic. The session was able to be held in May 2022, and a number of the issues contemplated in the (Sydney) Synod's resolution featured prominently in the General Synod's business.

A report ("Eighteenth Session of General Synod") with recommendations is printed separately that describes the key elements and outcomes of that General Synod session and this Diocese's position in the National Church.

### 7.11 62/19 Gender Representation on Diocesan Boards and Committees

By resolution 62/19, the Synod, among other things, requested the Standing Committee arrange for the Gender Representation Committee (the Committee) to –

- (a) survey Synod members to determine logistical arrangements (such as times and locations) that should be considered by boards and committees in an effort allow women greater opportunity to participate, and
- (b) analyse responses to the survey, conveying relevant information to boards and committees of the Diocese, and
- (c) seek publication of articles in print and online media to stimulate interest in serving on boards and committees.

The Committee conducted the survey of all members of Synod in the latter part of 2021, having been delayed due to the uncertainty caused by, and desire to understand the lasting impacts of, COVID upon boards and committees. Having analysed the results, the Committee conveyed relevant information to boards and committees of the Diocese during July 2022.

By resolution 62/19, the Synod also requested in paragraph (c)(ii), that SDS provide annual statistics regarding gender composition on Diocesan boards and committees to the Standing Committee. Statistics have been provided by SDS to the Standing Committee each year for appointments made by the Synod, Standing Committee, or Archbishop. As at 31 December 2021, the total female representation was 29.61%, which is 1.12% higher than in 2020.

A report about this matter is printed separately.

### 7.12 7/21 Ministry to all Australians, regardless of educational qualifications

By resolution 7/21, the Synod, among other things, noted that only 35% of the Australian adult population have a bachelor's degree or higher qualification and requested that the Strategy and Research Group consider conducting research into the effectiveness of our parishes and diocesan organisations in engaging the 65% of Australians without a bachelor's qualification, focusing in particular on the following questions –

- (i) In what ways are we reaching these Australians with the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (ii) In what ways are we welcoming and valuing these Australians as members of our churches? Where are there needs and opportunities to grow this ministry?
- (iii) In what ways are we discipling these Australians to live new lives in light of the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (iv) In what ways are we equipping these Australians to share the gospel of grace and build up others in that gospel? Where are there needs and opportunities to grow this ministry?

We referred the request of the resolution to the Strategy and Research Group. The SRG has not yet completed its work on this matter.

### 7.13 8/21 Episcopal Standards Ordinance

By resolution 8/21, the Synod requested the Standing Committee to prepare a Bill for an Episcopal Standards Ordinance for promotion to the second ordinary session of the 52<sup>nd</sup> Synod.

The committee appointed to undertake the request of the resolution has not yet completed its work.

### 7.14 Resolutions made by the First Ordinary Session of the Synod in 2021 and not mentioned in this report

Circulars were sent to parishes and organisations about the matters arising from the first ordinary session of Synod. Copies of Synod resolutions were sent to appropriate persons and organisations.

### 7.15 Ordinances for this session

The bills for ordinances for this session of the Synod are printed separately, together with accompanying reports or explanatory statements.

For and on behalf of the Standing Committee.

DANIEL GLYNN  
**Diocesan Secretary**

25 July 2022