

**3<sup>rd</sup> Ordinary Session  
of the 49<sup>th</sup> Synod of the  
Diocese of Sydney**

**October 2013**

# ***Synod Proceedings***

**Standing Committee of the Synod  
Anglican Church Diocese of Sydney**



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### **Reports not published in this Book but found on the SDS's website**

*The following reports can be found at [www.sds.asn.au](http://www.sds.asn.au). Click on "For Other Committees, Boards & Councils" and then click on the name of the relevant organisation.*

[Anglican Church Property Trust Diocese of Sydney Annual Report for 2012](#)

[SDS Annual Report for 2012](#)

[SDS Annual Financial Report for 2012](#)

[GAB Annual Report for 2012](#)

[GAB as trustee for the Diocesan Endowment Annual Financial Report for 2012](#)

## Archbishop's Presidential Address 2013

Members of Synod, brothers and sisters, saints of the Most High, welcome to the final session of this Synod.

My vision for the next five years is to see the name of Jesus exalted in the city of Greater Sydney and beyond, and to see his body, which is the church, gaining greater honour and respect among the communities in which we live (Ephesians 3:10, 21). For this to happen we must be people who are energised and transformed by the gospel, such that our lives reflect not merely the rhetoric, but the *reality*, of the love of Christ.

Let our love for one another and our love for God, grounded in Christ's love for us, be the magnet that draws unbelievers to the Saviour so that they too may be enfolded into the fellowship of the church, which is his body and his temple. We love him because he first loved us. It is his love that we proclaim and his name that we seek to exalt, as we commit ourselves afresh to glorify God with every fibre of our being.

Our Saviour left a final command to his apostles: to make disciples of all nations. This Great Commission, so aptly named, has not been superseded. It has not run its course, nor lost its energy or its urgency. Jesus Christ is the same yesterday, today and forever. All authority in heaven and earth has been given to Jesus and it is by his authority that we make disciples through baptism into the triune name and teach them to observe all that he has commanded. Our mission is twofold: evangelism (the making of disciples) and teaching (the maturing of disciples). While our context is different from the first century context of the apostles, the mission is the same and will be the same until the Lord returns.

Over the past ten years we have embarked on a Diocesan Mission, a particular application of the Great Commission suitable for our times and focused on a specific goal. We may not have reached the initial goal of 10% of the population attending Bible-based churches within the specified decade, but this goal was meant to lift our spirits and raise our eyes to new horizons, knowing that any achievement of such a goal would only be due to God's grace and mercy, rather than our own efforts. We thank God for those who became disciples in that period of time and we thank God for those who have matured in their discipleship by keeping the commandments of Christ.

But what now, you ask? What is the next plan? Where to from here? The Standing Committee has been working on this through its Mission Board and you will find in your papers a report from the sub-committee chaired by Bishop Peter Hayward. This report was prepared following feedback from parishes and organisations over the last year, and is now presented to the Synod for its response. It will require our input before any future phase of a Diocesan Mission is adopted by the Synod. Over the past ten years new things have been tried and old ways have been refined, while still seeking to be faithful to the truth of the gospel. In the next stage of our life together as a Diocese, our mission needs to be refreshed and sharpened, as we learn from the last ten years. Following that feedback from members of Synod, the Standing Committee is planning to present a new proposal for our consideration in 2014. Yet brothers and sisters, we do not need to wait till next October to act. The words of Jesus continue to ring within our ears – make disciples of all nations!

You will notice the multi-ethnic approach of Jesus, not just disciples who are Jews or even Mediterraneans, but disciples from *all* nations. Our own churches are sadly no longer a reflection of Sydney with its current multi-ethnic mix and we are in danger of becoming Anglo outposts in a multicultural city. This is a challenge that is not to be relegated to the Department of Evangelism and New Churches, but is our responsibility as a whole Diocese—our parishes, organisations and schools who live within the multi-ethnic stream of Greater Sydney and the Illawarra. There are significant challenges for us in this regard and we need not only the expertise of experienced cross-cultural workers among us, but we need to pray earnestly for our heavenly Father's blessing on the work of our hands as we seek to engage with our neighbours, family and friends with the love of Christ.

### JesusBrings

Since the gospel is the power of God for salvation, we need to keep thinking of new ways of unleashing that power. Of course, our Sunday services are always gospel-focused when we meet together to confess our sins, be assured of God's mercy in Christ to forgive us our sins, and to 'render thanks for the great benefits that we have received at his hands, to set forth his most worthy praise, to hear his most holy Word, and to ask those things which are requisite and necessary, as well for the body as the soul.' This was Cranmer's aim to have an English liturgy, which was Bible-based, gospel-focused and Christ-centred in both word and sacrament. Whether the sermon is evangelistic or not, it should always be

'evangelical', in the best sense of the word, namely, shaped by the evangel. However, apart from our weekly parish activities, there are occasions when the work of the gospel can be given greater impetus as we share with others in a united effort, which is beyond the resources of a single parish to accomplish alone. This is one of the reasons why Mission Areas were established, with a view to encouraging cooperation and mission partnership among parishes in close proximity to one another. Partnership is a key to the effectiveness of Mission Areas, overcoming the sceptical parochialism that breeds isolation and competition with the grace of cooperation and communion. Rectors now meet together for strategy and shared training opportunities and there is a new level of trust among rectors as they assist in the growth of each other's churches. For example, the Warringah Mission Area is planning a combined mission program in the Northern Beaches next year under the title 'Jesus is'.

At the same time that these initiatives were being planned the Mission Board, following a request from the 2012 Synod for a United Mission Campaign across the Diocese for 2014, considered that the time was ripe for another diocesan wide resource, much like Connect09, in which all parishes could participate. At this Synod we shall be launching the *Jesusbrings* campaign, which will have a focus on Easter next year, using resources prepared especially for parishes, and a second focus in August with some co-ordinated events.

The *Jesusbrings* campaign is all about Jesus' mission to seek and to save the lost. It is about God's people being stirred to work together in local churches and church partnerships to proclaim Christ to the world. It is about resourcing local churches in their local mission. Our prayer and purpose is that as his people proclaim the good news of Jesus to our world, Jesus would bring grace to many people, and draw them to himself. We also pray that the collective power of thousands of Christians calling upon our society to turn to Christ will shake our city and suburbs to the core. We invite your eager and prayerful partnership in this united campaign.

#### **Royal Commission**

On 12<sup>th</sup> November, 2012 the Prime Minister, Julia Gillard, announced that she was recommending to the Governor-General the creation of a **Royal Commission into Institutional Responses to Child Sexual Abuse**. The establishment of the Commission followed revelations of child abusers being moved from place to place, instead of their abuse and crimes being reported. Several State Governments had previously and independently initiated enquiries into the abuse of children in institutions, but it was generally acknowledged that such enquiries had only scratched the surface of the endemic abuse of children across the nation.

The Governor-General, on 11<sup>th</sup> January, 2013, issued letters patent to six commissioners, which required and authorised them to inquire into institutional responses to allegations and incidents of child sexual abuse and related matters. Their brief is to examine the history of abuse in educational institutions, religious groups, sporting organisations, state institutions and youth organisations.

Matters related to child abuse include, among others:

- a. what institutions and governments should do to better protect children against child sexual abuse and related matters in institutional contexts in the future;
- b. what institutions and governments should do to achieve best practice in encouraging the reporting of, and responding to reports or information about, allegations, incidents or risks of child sexual abuse and related matters in institutional contexts;
- c. what should be done to eliminate or reduce impediments that currently exist for responding appropriately to child sexual abuse and related matters in institutional contexts, including addressing failures in, and impediments to, reporting, investigating and responding to allegations and incidents of abuse;
- d. what institutions and governments should do to address, or alleviate the impact of, past and future child sexual abuse and related matters in institutional contexts, including, in particular, in ensuring justice for victims through the provision of redress by institutions, processes for referral for investigation and prosecution and support services.

We welcome the Royal Commission as a church that is mindful of its obligations to care for children, some of whom are the most vulnerable members of our society. While the Commission is due to hand down its first report in the middle of next year, it is widely believed that the life of the Commission will span a decade of investigation, if the Irish Commission into Child Abuse (1999-2009) is any guide in such circumstances.

The next ten years, I suspect, will see a number of revelations that will be uncomfortable for the Anglican Church as well as other denominations and Christian organisations. The suffering of those who have been abused can never be overestimated. We must face any failures of the past with integrity, honour, repentance and compassion. In November 2012, the General Synod Standing Committee established a Royal Commission Working Group to participate in the consultation process, to identify among all dioceses best practice protocols and procedures which respond to and prevent child sexual abuse, and to assist Dioceses as they are called upon to respond to the Royal Commission enquiries, should such assistance be required. The Standing Committee appointed as convener of the Working Group Mr Garth Blake SC, who has been a tireless champion of child protection not only in our own Diocese, which we gratefully acknowledge, but also across the Anglican Church of Australia and throughout the Communion as a whole. Our own Standing Committee has also established a Steering Committee to oversee the response of the Diocese to the Royal Commission and to provide the Director of Professional Standards with a point of reference for undertaking this work. Thus far a team of people have been sifting through diocesan records to provide as complete a picture as possible of known cases of child abuse in any Anglican parishes, organisations or schools within the Diocese, the protocols and procedures in place at the time of the incident, the degree to which they were followed and the outcome of such cases. This is all expensive work, but absolutely necessary, and there is still much work to be done, though at this stage we have not received any notice of a public hearing that may involve cases within the Diocese.

Since the days of the Wood Royal Commission in the 1990s, in the Diocese of Sydney we have put in place a number of measures to address the sin of child abuse in its manifold forms. The first full-time Director of Professional Standards was appointed in 2000 and the Professional Standards Board (now called the Safe Ministry Board) was established by Ordinance in 2001 (and I commend to members of Synod the Annual Report from the Safe Ministry Board which provides an insight into the breadth of their work and its importance in the life of our Diocese). *Faithfulness in Service*, the national code of conduct for clergy and church workers was adopted by the Synod in 2004. Safe Ministry training has now become a mandatory part of our fellowship for those involved in ministry with children and it is required by ordinance for all rectors and assistant ministers as well—a change long overdue, although it is heartening to note the large number of ministers who had voluntarily undertaken this training in previous years. The recently revised State Government's Working with Children Check provides a more stringent regime for protecting children, which, in principle, we applaud. This means, of course, another layer of bureaucracy and another canon of compliance.

While rectors and churchwardens grit their teeth when they see yet another form to be completed, another rule to be observed, another dictum to be obeyed, I do trust that you will stop to consider the wider picture and not merely judge things from a worldly point of view. As Christians, we have an obligation to obey the State, even when it is bureaucratically overbearing and where such obedience rendered causes hardship and inconvenience. However, how much more should we, as members of the body of Christ, be willing to express our care for the vulnerable in our midst, and ignore the inconvenience, especially when it relates to those who are of the household of God? Our reputation as Christians, ambassadors for the name of Christ, should be paramount since it is his reputation that suffers when we are not walking in the paths of righteousness (Psalm 23:3).

Our churches should be safe places for all who come within our sphere. In the same way that ordained ministers of word and sacrament are properly screened, recognised and licensed, so too should all paid lay ministry staff be properly screened, recognised and licensed. We need to ensure that our house is in order so that the cause of Christ is not tainted by our slackness or indolence in providing best practice in not only child protection, but in all forms of ministry, given the high privilege and significant responsibility that is afforded to those who serve in Christ's name. We should continue to uphold the work of the Director of Professional Standards and his staff, together with the members of the Safe Ministry Board, as they have onerous obligations placed upon them in their important work for the kingdom, which they do not shirk for the sake of Christ.

### **Episcopal Oversight**

One of the pressing issues that the Administrator, Bishop Robert Forsyth, brought before this house at the Special Session of Synod in August was the challenge for the next Archbishop regarding the finances of the Endowment of the See. This challenge I now see is mine. One of the remedies for addressing the ability of the Endowment of the See to maintain the office of the Archbishop and episcopal oversight for five regions was the sale of Bishops court. Choosing this course of action was the subject of a robust debate in the Synod last year. As members of Synod are no doubt aware, Bishops court is currently for sale with expressions of interest closing at the end of October. It would therefore be premature to make any decisions as to the appointment of a new Bishop of Liverpool until the sale is completed. Indeed

some members of Standing Committee have expressed the view that a replacement for the Bishop of North Sydney ought to be delayed until greater clarity emerges as to the financial position of the Endowment of the See.

I am aware that various opinions have been expressed within the Diocese concerning the current situation and it has been suggested that we have an opportunity to re-visit the role of regional bishops. Should we have four regions rather than five? Should assistant bishops be appointed with portfolios rather than geographical regions? Should assistant bishops be part-time, with a portion of their time being devoted to a parish (either as rector or senior assistant minister)? These are all important questions, and ones that various archbishops have wrestled with over the years. In Archbishop Robinson's day, some archdeacons were part time rectors, but the experiment did not last and it was generally recognised that the work of an archdeacon was compromised by such arrangements. Under Archbishop Goodhew we increased the pressure on the Endowment of the See by expanding to five regions, with an extra bishop, archdeacon and personal assistant, recognizing the special missionary needs of the Georges River Region. During the latter years of Archbishop Jensen's time in office we saw an almost 50% reduction in the staff paid by the Endowment of the See, with regional bishops' assuming the work of archdeacons. During his last year, great attention was given by the Archbishop in consultation with his senior staff as to the best way to deploy assistant bishops, exploring various options, including those mentioned above, and some quite novel suggestions, which might well be described as outside the episcopal box!

I have been aware of the problems of the Endowment of the See for some time and I have struggled afresh with these issues. Personally, I can see no practical advantage, and a number of disadvantages, to having our assistant bishops exercising part time episcopal oversight. Modern technology has provided some useful tools to make the work of bishops more efficient, but it would be a mistake to assume that they can currently achieve all that they could when supported by full time archdeacons. The load we place upon our regional bishops is usually underestimated and occasionally undervalued by clergy and laity alike. To limit their time and energy for episcopal oversight, I believe, would be a mistake, given the pressures and demands of ministry today. We have benefited from the model of full time assistant bishops for more than half a century and I do not see any merit in turning back the clock.

I also believe that regionalism is the best way in which to order diocesan life among the parishes. We are a large and variegated diocese, meeting the needs of the people of God within urban, suburban and rural contexts, across geographical and demographical divides of culture and ethnic groupings. While parish boundaries are more fluid than they once were, let alone the establishment of recognised churches (without property or parish), there is still value in dividing up the diocese into geographical, parochial units, so that responsibility for ministry to every citizen within the Diocesan boundaries can be identified.

Furthermore, I consider that the organisation of the Diocese into five regions is the best way to advance the gospel and care for the people within our parishes. I have therefore given notice to the Standing Committee, as required under Ordinance, that I intend to bring a name for the appointment of an assistant bishop to the next meeting of Standing Committee for their approval. In all likelihood the person so approved will become the next Bishop of North Sydney. Though we currently do not have a stipendiary bishop for the Georges River Region I am grateful that Bishop Peter Tasker and Archdeacon Ian Cox, at the invitation of my predecessor, have graciously and willingly offered themselves to exercise unpaid episcopal and archidiaconal ministry within the region till the end of the year. Furthermore, after consultation with and the goodwill of the Georges River Regional Council, given the state of flux in the financial position of the Endowment of the See, I have asked these two brothers to continue this ministry throughout 2014, and again they have graciously consented.

By this time next year we shall be in a better position to evaluate the ability of the Endowment of the See to fund the Bishop of Liverpool from 2015. In my own view, I consider it would be a retrograde step to merge our five regions into four. Georges River, in particular, with its ethnic mix and cultural diversity, is a microcosm of what Sydney will be like in 20 years time. The innovative cross-cultural ministries that have been trialled under Bishop Tasker and Archdeacons Huard and Cox have already borne fruit and will continue to provide insights for our future ministry in the increasingly multi-cultural suburbs of Greater Sydney. It would be a tragedy if the population of over 1 million people in this region did not continue to receive direct episcopal oversight. If the Synod agrees with this judgment and the Endowment of the See were unable to fund such oversight, I may have to return next year and ask the Synod if it were willing to assist in the funding of the position of Bishop of Liverpool from 2015, either from the Diocesan Endowment or from a contribution from parishes.

## Ethical Challenges

Australian society is ever changing and Sydney, the most populous city in the nation, is often in the vanguard of change. The political landscape has changed markedly in less than a decade. Whereas in 2004 the Howard Government, with bipartisan support, strengthened the Marriage Act so as to make explicit the definition of marriage as 'the union of a man and a woman to the exclusion of all others, voluntarily entered into for life', we have already seen attempts within the life of the last Federal Parliament to amend this definition and moves within the Australian Capital Territory, Tasmania and our own State Parliament to challenge the *status quo*. Notwithstanding the Federal Attorney-General's recent decision to refer the ACT legislation to the High Court, the agitation for so-called 'gay marriage' will not so easily disappear. Specious arguments for 'marriage equality' and 'equal opportunity' have become the mantra of many, without any serious engagement with the nature of marriage, its significance as the foundation of family life and the importance of the biological connection between parents and children. While we can mount strong arguments from the experience of human society, we also have a clear mandate from Scripture that recognises marriage as God's design, not ours. It is his plan for the procreation of children, his ordinance for the mutual comfort that a man and a woman might have in their union of one flesh. In the words of the *Book of Common Prayer* such union is 'holy matrimony': 'For be ye well assured that so many as are coupled together otherwise than God's word doth allow are not joined together by God; neither is their Matrimony lawful.' Even if the law regarding matrimony were to change in this country, we can still declare such a union as contrary to God's law, or perhaps we should describe it simply as 'unholy matrimony'. We shall need great courage to stand against the tenor of our society as it slips further and further away from the tenets of scriptural authority and biblical morality, whether it be 'same-sex marriage', abortion or euthanasia. We should also pray for those who govern us, as the Apostle Paul directs, 'that we may lead a quiet and peaceable life, *godly* and respectful in every way' (1 Timothy 2:2).

The present crisis of asylum seekers and their treatment by our Federal Government is another cause for our concern. Sadly it has become a political football in recent years, with politicians playing to irrational fears within our society. The evil of people smugglers only exacerbates the ethical minefield that awaits any who enter into this debate. Yet no policy can justify the ill treatment of human beings, which either minimises or dehumanises their status as bearers of the image of God. Questions of on shore or off shore processing are important issues, which may divide us as Christians; the number of refugees that Australia can support may identify areas of difference among us; but we should all be united in our affirmation of the dignity of human life, regardless of a person's ethnic identity, religious affiliation or economic circumstances. That God's image bearers should be allowed to deteriorate behind wire mesh enclosures without effective opportunity for work, or occasion to give expression to their God-given gifts of creativity and imagination for productive output is a tragedy which we should all deplore. Yet even to make this stand will invite criticism from within the community, as I myself have experienced in recent days, having being labelled both a communist and soft-hearted libertine! But this should not dissuade us from speaking God's truth into the world, declaring his righteousness and doing good, as we are called to do—so that we may be 'a people of his own zealous for good works' (Titus 2:14).

## GAFCON

Ethical issues are inextricably bound up with theology and anthropology—our understanding of God and our understanding of humanity. Departure from the traditional Christian understanding of these disciplines has brought division within the body of Christ, and especially within the Anglican Communion. The events of 2003, leading to the consecration of Gene Robinson, were the catalyst for a number of responses to the crisis that had been simmering for more than a decade in the North American Episcopal Churches. That the firm commitment of resolution 1.10 of the 1998 Lambeth Conference, which endorsed the Bible's plain teaching on the question of human sexuality, was so blatantly and defiantly ignored by the North Americans brought the gospel into disrepute and fractured the fabric of our communion.

Despite repeated attempts to address the issue by conciliation, conferences, committees and endless discussions, it was clear that a stand needed to be taken. In 2008 a number of leading Primates of the Anglican Communion called together like-minded Anglicans—lay, clerical and episcopal—to gather in Jerusalem for the first Global Anglican Future Conference. Sydney was well represented in Jerusalem, led by Archbishop Peter Jensen, who also played a crucial part in the design of the program. It would not be an exaggeration to say that GAFCON became a watershed moment in the life of the Anglican Communion and the Jerusalem Declaration that was endorsed by the conference has become the foundational document for the new Fellowship of Confessing Anglicans.

In a week's time the second Global Anglican Future Conference will take place in Nairobi. We are again well represented by Sydney Anglicans and it is my desire that we might strengthen our contacts with like-minded Anglicans from around the world, whose commitment to the authority of Scripture is resolute and whose passion to see souls won for Christ is unwavering. GAFCON 2013 will not be merely devoted to matters of human sexuality, but is built around the theme of the Great Commission to make disciples of all nations, with separate mini-conferences on gospel proclamation and culture, theological education, economic empowerment and the church, marriage and family, and engaging with Islam. I commend this conference to your prayers that God might bless the gathering and that tangible outcomes might be produced that will benefit God's kingdom world wide with both the making and maturing of new disciples.

### **Final Remarks**

Well this is my first Presidential Address, just in case you were wondering. Moreover, I am presuming this will be my only speech in Synod—and no doubt you are all delighted that such will be the case! It is not often that I have addressed any assembly, let alone Synod, with a prepared script, but I guess there is always a first time. As I take my seat as President of this synod, I value your prayers that I may be wise and judicious in my chairing, sparing in the need for correction, merciful toward those untutored in the peculiarities of synodical procedures, and gracious at all times. I only ask that you do me the same honour with a reciprocal measure of grace, as I shall no doubt fail at some point over the next three days.

Significant responsibilities are placed upon us in this assembly, as we come together as representatives of the parishes and organisations of the Diocese to make decisions, either by ordinance to pass legislation, or by resolution to express opinion. Yet we do not make these decisions in secret but openly and within full view of the public eye. More importantly, we make these decisions in the presence of God. It is to him that we must give account of our stewardship of time, resources and gifts that he has bestowed upon us. As our mission is gospel-focused and Christ-honouring, so our deliberations in this house ought to be gospel-focused and Christ-honouring. May his Spirit so direct us in our thoughts, words and deeds that what we do here over the next three days might be pleasing in his sight.

**Dr Glenn Davies**

**Archbishop of Sydney**

**14 October 2013**

## Proceedings

### Officers and committees appointed

1. Clerical Secretary and Lay Secretary of the Synod: The Rev Chris Moroney and Mr Robert Wicks
2. Chairman of Committees: Dr Robert Tong
3. Deputy Chairmen of Committees: Canon Phillip Colgan, Dr Karin Sowada and the Hon Peter Young AO QC
4. Elections and Qualifications Committee: Mr Ian Miller, Dr Karin Sowada and Dr Philip Selden
5. Order of Business Committee: The Rev Dane Courtney, Archdeacon Deryck Howell, the Rev Chris Moroney, Dr Robert Tong and Mr Robert Wicks
6. Minute Reading Committee: Dr Bryan Cowling, Mr Clive Ellis, Archdeacon Kara Hartley and Dr Claire Smith

### Documents tabled

1. List of clergy summoned to the Synod and list of representatives
2. Copy of a document appointing a Commissary
3. Minute book of the Standing Committee

### Accounts and reports etc tabled

#### *Diocesan Organisations - Audited Accounts and Annual Reports*

1. Abbotsleigh, The Council of
2. Anglican Church Property Trust Diocesan of Sydney as trustee for the Endowment of the See Capital Fund (The Property Trust makes distributions of income to the Endowment of the See Committee which is responsible for its expenditure)
3. Anglican Church Property Trust Diocesan of Sydney as trustee for the Long Term Pooling Fund
4. Anglican Education Commission
5. Anglican Media Council
6. Anglican Retirement Villages: Diocese of Sydney
7. Anglican Youth and Education Division (Youthworks)
8. Archbishop of Sydney's Anglican Aid
9. Arden Anglican School Council
10. Arundel House Council
11. Barker College, The Council of
12. Campbelltown Anglican Schools Council
13. Department of Evangelism and New Churches
14. Georges River Regional Council
15. Glebe Administration Board
16. Illawarra Grammar School, Council of The
17. Kings School, The Council of
18. Macarthur Anglican Church School Council (The)
19. Ministry Training and Development Council
20. Moore Theological College Council
21. Northern Regional Council
22. St Andrew's Cathedral Chapter
23. St Andrew's Cathedral School Council
24. St Andrew's House Corporation
25. St Catherine's School Waverley, Council of
26. St John's Regional Cathedral Chapter, Parramatta
27. St Michael's Regional Cathedral Chapter, Wollongong
28. South Sydney Regional Council
29. Sydney Anglican Home Mission Society (Anglicare)
30. Sydney Anglican Indigenous Peoples' Ministry Committee
31. Sydney Anglican Schools Corporation
32. Sydney Church of England Finance and Loans Board
33. Sydney Church of England Grammar School Council
34. Sydney Diocesan Secretariat
35. Tara Anglican School for Girls, Council of
36. Trinity Grammar School Grammar Council
37. Western Sydney Regional Council
38. William Branwhite Clarke College Council
39. Wollongong Regional Council

*Standing Committee Reports etc*

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63. Robertson, Proposal to change the status of the provisional parish to a parish
64. Explanatory Statements and reports on Bills

**Synod Service**

The opening service on the first day of Synod was led by the Rev Dane Courtney, with the Rev John Gray preaching.

**Actions taken under the Parishes Ordinance 1979**

The Synod assented to the following –

- (a) reclassification of Clovelly as a parish
- (b) reclassification of Robertson as a parish

**Petitions**

There were no petitions received by the Synod.

## Questions under business rule 6.3

### 1. Care and Assistance Scheme

Canon Sandy Grant asked –

- (a) In regards to our PSU's Care and Assistance scheme, what are the similarities to and differences from the Roman Catholic Church's *Towards Healing* protocol?
- (b) How has the adequacy of the maximum payout under this scheme been determined?
- (c) Has consideration been given to the impact of inflation on the maximum payout amount over the years this scheme has operated?
- (d) What, if any, criticisms of our scheme – reasonable or otherwise – is the PSU expecting, as the Royal Commission unfolds?
- (e) Are there any adjustments to the way this scheme operates being considered by the Safe Ministry Board?

To which the President replied –

I am informed that the answer is as follows –

- (a) We are not qualified to comment on *Towards Healing* - we do not have direct experience or knowledge about how it operates and so therefore cannot make a comparison.

For the benefit of members of Synod, in terms of the Pastoral Care and Assistance Scheme, we are mindful of feedback we receive and want to ensure that the Scheme works as well as possible from a best practice perspective, in a way that is caring for and sensitive to the needs of survivors of abuse. For this reason, a review of the Scheme was undertaken recently, as referred to at paragraph 64 of the 2012-2013 Safe Ministry Board and PSU Annual Report.

- (b) The primary consideration for determining the maximum payment of \$75,000 was a comparison of in state and territory criminal injuries compensation schemes and Anglican Church schemes across Australia.
- (c) Not to date. It is anticipated that some consideration will be given to this matter following review of the Scheme that was undertaken recently.
- (d) This is a difficult question to answer. No scheme is perfect and therefore there is potential for criticism of any scheme. Possible criticisms that could be made about the Scheme include, that Deeds of Release are signed before a payment is made under the Scheme, that the PSU is not bound to accept the Panel's recommendation of what the applicant should be offered and that 'plain language' brochures providing information about the Scheme should be developed. Having said this, we have received positive comments from complainants about their experience of the Scheme.
- (e) Yes. A review of the Scheme was recently undertaken and a report is being tabled for the consideration of the Safe Ministry Board at its November meeting.

### 2. Review of funding principles and priorities

Archdeacon Deryck Howell asked –

- (a) When will the next review of the funding principles and priorities 2013 document take place?
- (b) Who will conduct that review?

To which the President replied –

I am informed that the answer is as follows –

- (a) Under the Synod Estimates Ordinance 1998, the Standing Committee is required to prepare for the first ordinary session of the 50<sup>th</sup> Synod (in 2014) a statement of funding principles and priorities to guide the estimates for Synod appropriations and allocations for the following 3 years (2015-2017). The review of the current funding principles and priorities statement will take place in that context.
- (b) The Standing Committee.

### 3. Funding for the NSW Ecumenical Council

Ms Tricia Blombery asked –

- (a) Sydney Diocese continued to appoint 3 representatives (2 clergy, 1 lay) to the NSW Ecumenical Council but has made no financial contribution for several years. Could you please explain the plan and timing for restoring this funding?
- (b) In the Appropriations Bill an allowance is made of \$20,000 for Freedom4Faith. Can you please explain why this organisation has been chosen for funding, and why the funding was not provided to NSW Ecumenical Council?

To which the President replied –

I am informed that the answer is as follows –

- (a) With reduced funds available for the Synod to allocate over the last few years, priorities have needed to be established. It is considered that other groups are of more strategic importance for the allocation of funds. At this stage there is no plan to reintroduce funding for the NSW Ecumenical Council.
- (b) The decision to commit to a \$10,000-a-year subscription for two more years to the newly formed Freedom 4 Faith was based on awareness of the growing threats to freedom of religion, and to the other concomitant freedoms of association, speech and conscience in Australia and in the rest of the Western World.

The threats mostly arise from a narrow non discrimination and equality agenda promoted by some in the human rights sector and others in special interest groups. Freedom 4 Faith provides high quality input on these and other questions and especially in submissions to government inquiries. For example, earlier this year on behalf of Freedom 4 Faith, Bishop Forsyth appeared before the Senate Committee on the proposed Human Rights and Anti-Discrimination Bill 2012 Exposure Draft.

### 4. Exemption of St Andrew's Cathedral from variable cost recoveries charges

Mr Peter Hanson asked –

- (a) What information was given by the Cathedral to Standing Committee resulting in the in principle decision by Standing Committee to exempt the Cathedral from all variable parish cost recoveries, levies and assessments?
- (b) What are the reasons for Standing Committee making the in principle decision to exempt the Cathedral from all variable parish cost recoveries, levies and assessments?
- (c) Will Standing Committee consider applications for exemption from all variable parish cost recoveries, levies and assessments from –
  - (i) parishes in arrears with their parochial cost recoveries; or
  - (ii) parishes undertaking significant capital and/or maintenance works; or
  - (iii) parishes who are in financial difficulties for any other reasons?
- (d) Which Standing Committee members, after having reported their conflict of interest, absented themselves from all discussion and voting on this matter?

- (e) Which Standing Committee members, after having reported their conflict of interest, took part in discussions but abstained from voting on this in principle decision?

To which the President replied –

I am informed that the answer is as follows –

- (a) At the request of the Cathedral Chapter, the Dean wrote to Standing Committee reporting the effect of recent financial developments upon the sustainability of the Cathedral ministries and requesting a working group be set up to address the issue.

In his letter the Dean outlined the following –

1. The Cathedral is a diocesan not simply a parish church as it is the seat of the Archbishop, with the majority of its governing body, the Chapter, not even attending the Cathedral.
2. The Cathedral's financial problems are long standing. As long ago as 1970 the Synod established a commission that reported on the financial difficulties of inadequate endowments to pay for the costs of maintaining its buildings and ministries.
3. The Diocese has generally supported the Cathedral financially. During the second half of the 20th century it was not charged assessments or other charges of parish churches. Fifty percent of the Cathedral's income has been derived from –
  - (i) the Endowment of the See providing for the Dean's housing, stipend and allowances,
  - (ii) Synod grants for the ministry to the city, and
  - (iii) the Cathedral's investments in the Long Term Pooling Fund.
4. In the last decade the Cathedral has seen remarkable growth in congregational giving, to the highest level since World War II.
5. However the Global Financial Crisis has removed diocesan support as –
  - (i) the Endowment of the See no longer pays for the Dean other than providing his housing,
  - (ii) the Synod grant has been completely removed, and
  - (iii) the Cathedral's investments in our Long Term Pooling Fund have been greatly reduced.
6. To adjust to the GFC, the Cathedral has already reduced some ministries by combining three congregations into one, closing the building on two days a week, and more than halving the pastoral and administrative staff.
7. However, the continued effects of the GFC have further disadvantaged the Cathedral, because –
  - (i) the EOS has indicated that it is no longer able to provide for the Dean's accommodation,
  - (ii) the endowments in the Long Term Pooling fund are not producing sufficient income to maintain property costs, and
  - (iii) more pastoral and administrative staff have had to be retrenched.
8. These cuts now threaten the long-term sustainability of the Cathedral ministry. They come in response to the decisions made not by the congregation who are giving more generously than ever, but by diocesan bodies: the EOS which is no longer able to house the Dean; the synod which requires the investments to be in the Long Term Pooling Fund, and the Chapter which sets the budget.

During debate on the Dean's letter, Canon Colgan provided further information verbally, which was not recorded, concerning the financial growth of the congregations and the unique consequences of the GFC that the Cathedral as the diocesan church faces. In acceding to the Chapter's request for a working group to report on the sustainability of the Cathedral's ministries, Standing Committee passed an amendment that it –

“agrees in principle that from 1 January 2014 the Cathedral be exempted from all variable parish cost recoveries, levies or assessments (though continues to be liable for all fixed parish cost recoveries relating to ministers' entitlements such as superannuation), and requests that any enabling legislation be brought to the next meeting of Standing Committee.”

The Dean took no part in proceedings as he had leave of absence.

- (b) The Standing Committee does not usually minute reasons for decisions it makes, and no reasons were given on this occasion.
- (c) Yes, in accordance with the Cost Recoveries Framework Ordinance 2008.
- (d) & (e)

The Standing Committee does not usually minute who does and does not participate in debate on a n item of business, other than where members move motions or amendments. It is customary to record that a particular member did not participate in debate or voting only if this is requested by the member concerned. The Standing Committee is yet to receive and approve the minutes of its last meeting.

## 5. Names of Anglican Aid and Anglicare

Mr Jon Burgmann asked –

Noting that the names “Anglican Aid” and “Anglicare” are very similar and indeed might be considered synonymous by outsiders, and noting that in the local sphere these two agencies of our Diocese perform some very similar functions;

Are any steps being taken to differentiate more clearly between them to overcome confusion and any perception of competition between them?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under business rule 6.3(4)(a) and (b) as it contains assertions and expresses an opinion.

## 6. Work Outside the Diocese funding

Ms Lyn Bannerman asked –

- (a) What specific activities/projects were funded by the 'Work Outside the Diocese' Committee in the 2012 year and so far in the 2013 year?
- (b) How much was allocated to each of these activities/projects?
- (c) What further activities/projects are planned to be funded this year from both the remaining grant, and any reserves held by the Committee, and how much will each project/activity receive, actual or estimated?
- (d) What is the projected surplus to be carried forward to 2014?

To which the President replied –

I am informed that the answer is as follows –

The answers to parts (a) and (b) are shown in tabular form below. [It can also be viewed on the notice board in the foyer to the Wesley Theatre.]

	2012	2013 (Jan-Sept)
Other Dioceses within Australia	\$98,000	\$95,000
Other Australian Activities	\$11,000	\$1,000
Strategic Ministry - Archbishop & Bishop for international relations	\$42,000	\$28,000
Overseas Visitors	\$10,000	12,000
Training Leaders	\$29,000	\$11,000
PTC – related	\$27,000	-
GAFCON & FCA	\$39,000	\$82,000
Other Initiatives	\$23,000	5,000

(c) There are no other planned allocations at this stage.

(d) The budget for 2013 anticipates that the surplus to be carried forward to 2014 will be approximately \$6,000

#### 7. Diocesan Mission survey

The Rev Mark Gilbert asked –

What proportion of lay Synod representatives and parish wardens responded to the survey pertaining to the 10 year diocesan mission?

To which the President replied –

I am informed that the answer is as follows –

It is not possible to give a precise answer to the question because the survey was open to a wider group of lay people in leadership roles in the parish rather than just Synod representatives and wardens.

However, for simplicity if the double counting of individuals who are both Synod representatives and wardens is ignored, it is estimated that in the order of 46% of lay Synod representatives and 53% of wardens responded to the survey.

#### 8. Chaplain at UWS Parramatta

The Rev Steven Farrar asked –

Is there an appointed chaplain at UWS Parramatta, and if so who, and what percentage of their time is spent there?

To which the President replied –

I am informed that the answer is as follows –

There is currently no Anglican chaplain appointed at UWS Parramatta, but I am informed that Bishop Lee will be speaking to a possible candidate later this year.

**9. Mission Areas**

Mr Peter M G Young asked –

- (a) Has the number of boundaries of Mission Areas changed since their inception? If so how and when?
- (b) Are the number of boundaries of Mission Areas to change again soon? If so, how and when?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Mission Areas initiative commenced with 18 Mission Areas identified in mid 2010.

During 2012 it became clear that four Mission Areas needed to be divided for greater effectiveness and the development of partnership. The Shoalhaven-Southern Highlands Mission Area became two separate Mission Areas. Likewise Penrith-Blacktown, and Hills-Hawkesbury. Wollongong became North Wollongong and South Wollongong Mission Areas.

There are therefore now 22 Mission Areas. The Mission Areas were created by Archbishop Jensen on the advice of Bishop Lee, the co-ordinator of the initiative.

- (b) There are currently no plans to change the number or boundaries of Mission Areas.

**10. Area Deaneries**

Mr Peter M G Young asked –

Can the details of the thirty Area Deaneries and the parishes comprising them be inserted in future Sydney Anglican Diocesan Year Books – even in smaller print in the form of an appendix?

To which the President replied –

I am informed that the answer is as follows –

Since the establishment of Mission Areas, Area Deaneries are no longer currently active and it is considered that no useful purpose would be achieved by printing details of them in the yearbook. Details of Mission Areas are provided instead.

**11. Anglicare's face to face counsellors**

Mr Tom Mayne asked the following question –

- (a) How many equivalent full time (EFT) staff were employed by Anglicare across the organisation in January 2013 and of these how many were face to face counsellors?
- (b) How many EFT staff are employed by Anglicare across the organisation in October 2013 and of these how many were face to face counsellors?
- (c) If the answers to (a) and (b) above show a reduction in the number of face to face counsellors employed, what is the reason for this reduction?
- (d) If the answers to (a) and (b) above show a reduction in the number of face to face counsellors employed will the Diocese consider reintroducing support funding to restore face to face counselling to its previous levels?

To which the President replied –

I am informed that the answer is as follows –

- (a) In January 2013 there were 969 equivalent full time staff employed across ANGLICARE Sydney. 57.6 of these equivalent full time staff were face to face counsellors.
- (b) As of 14 October 2013, there are 904 equivalent full time staff employed by ANGLICARE Sydney. 50.2 of these equivalent full time staff are face to face counsellors.
- (c) In April this year ANGLICARE embarked on a financial improvement plan. It was recognised that for some time ANGLICARE had been drawing down on reserves at an annual rate of \$3.6m to support a number of ministries including non government funded counselling. This was not sustainable. The over allocation of resources had been off-set in recent years to some degree by ongoing land sales and legacies.

The financial improvement plan required savings in operational performance of \$6.2m over the next 15 months. As a result a number of ANGLICARE'S own funded programs were scaled back, including counselling. ANGLICARE is seeking through its financial improvement plan and the establishment of an endowment fund supported by legacies and land sales to provide a firm and sustainable foundation on which to upscale ANGLICARE funded programs in the future.

- (d) This is a matter for consideration by the Synod.

**12. Nominations for the election of the Archbishop**

Dr Stuart Piggan asked –

In the last three elections of our Archbishops (Goodhew, Jensen, Davies), how many candidates were there in each and how many nominations did each candidate receive?

What is the correlation between the number of nominations received by a candidate and his success in the election?

To which the President replied –

I am informed that the answer is as follows –

The answer to parts (a) is shown in tabular form on the screen above. It can also be viewed on the notice board in the foyer to the Wesley Theatre.

(a) ELECTION SYNOD YEAR	CANDIDATES	NUMBER OF NOMINATIONS
1993*	Barnett P W	18
	Claydon D	2
	Goodhew R H**	48
	Jamieson H T U	2
	Jensen P D	136
	King B F V	2
	Lawton W J	2
	Nazir-Ali M	2
	Reid J R	54
2001	Edwards T W	24
	Forsyth R C	45

2001 cont'd	Huard G R	31
	Jensen P F**	138
	Piper R J	31
2013	Davies G N**	182
	Smith R J	194

Note:

\* Prior to the requirement of at least 20 nominations before a person is a candidate.

\*\* Candidate elected as Archbishop.

(b) There is no evident correlation based on the information referred to in (a).

### 13. Youthworks' direct mailing fundraising

The Rev Anthony Douglas asked –

- (a) What expenses have been incurred by Youthworks related to direct mail fundraising appeals in each of the years 2011, 2012 and 2013 (to date)?
- (b) What has been the value of donations received by Youthworks in relation to direct mail fundraising appeals in each of the same periods?
- (c) If it is not possible to isolate the donations received as a result of direct mail appeals, then what has been the value of donations received by individuals in these periods?

To which the President replied –

I am informed that the answer is as follows –

The answers to Parts (a) and (b) of the question are shown in tabular form on the screen. They can also be viewed on the notice board in the foyer to the Wesley Theatre.

These results do not include income from monthly partners or other sources of donation income separate to direct mail appeals, although at times these gifts are prompted by having read an earlier direct mail appeal.

	Total Expenses	Donation Income
2011	\$ 65,550	\$217,564
2012	\$72,190	\$216,040
2013 (Jan-Sept)	\$37,839	\$122,822
Totals	\$172,579	\$556,426

Part (c) of the question is not applicable.

### 14. ARV's development at Sandon Point

Canon Sandy Grant asked –

- (a) What is the status of ARV's development at Sandon Point and what are ARV's intentions for the site?
- (b) Is ARV planning to consult with local parties having a significant interest in this site, including local Aboriginal people, and what steps have been taken to date to consult these parties?

To which the President replied –

I am informed that the answer is as follows –

In 2004 ARV entered into a Heads of Agreement for the purchase of a site at Sandon Point, Bulli with a view to establishing a retirement village.

ARV prepared plans for land re-zoning and village development. This included a process of consultation with the local Aboriginal community to ensure their interest in the site was understood and recognised.

ARV's submission for re-zoning and concept for development was ultimately approved by the Minister for Planning in 2006, subject to a number of conditions which required further consultation with Aboriginal people, and investigation of cultural heritage values of the site, to be undertaken, together with contamination testing. ARV then completed the purchase in 2007.

Following the grant of the concept approval, further investigation of the site's values was undertaken on behalf of the State government and concluded that there was insufficient evidence to support the declaration of the site as an Aboriginal Place.

As a result of a range of factors, ARV subsequently concluded that development of the site in a manner that would be generally affordable to the local community would not be possible.

Consequently in March 2011 ARV announced its intention to sell the site.

To facilitate the sale process, ARV recognised that comprehensive due diligence material would be required by prospective purchasers, including the provision of Anthropological, Geotechnical and Contamination Assessment testing.

ARV submitted a further Development Application to enable this testing to proceed, and members of the public including the local Aboriginal community, had an opportunity to make submissions to Council about the DA, and did so. This DA was refused by Wollongong Council and in 2012 ARV lodged an appeal to the Land and Environment Court (LEC). As part of an attempt to conciliate the proceedings, members of the local Aboriginal community were given an opportunity to inform the Court of their concerns during a Court visit to the site.

Late in the appeal proceedings a representative from the local Aboriginal community made special application to LEC to be a party joined to the proceedings and raised additional objections to the DA.

At that time, ARV determined that the most appropriate way to respond to these additional objections, and to put beyond doubt the question of the adequacy of the consultation undertaken up to that point, was to repeat the required consultation with the local Aboriginal community. For this purpose ARV retained a PhD qualified expert anthropologist who had no previous involvement with the site, to carry out a comprehensive investigation into the potential Aboriginal cultural values of a "Women's' Area" at the site. Dr Janelle White undertook this investigation which involved extensive consultation with 10 local Aboriginal organisations and 23 Aboriginal community members, including interviews and site visits.

In October 2013 ARV's appeal was upheld. The Court's approval paves the way for the proposed testing and preliminary site investigations to proceed, subject to strict conditions

Subject to meeting all these requirements, ARV anticipates it will be in a position to undertake its testing in 2014.

Subject to the results of the testing, it remains ARV's intention to sell the land as soon as practicable.

## 15. Care and Assistance Scheme

Mr Michael Toull asked the following question –

- (a) What is the amount of Anglican Church Property Trust (“ACPT”) Management Services fees deducted from the income that would otherwise be available for distribution from Client Funds in 2013, expressed as an approximate percentage of that income?
- (b) Are ACPT Management Services fees calculated and charged equivalently on all funds held in trust by ACPT?
- (c) If the answer to (b) is “no”, what are the variations (in summary form)?
- (d) What is the estimated proportion of aggregate ACPT Management Services fees charged on funds held in trust by ACPT that relates to the recovery of ACPT expenses incurred in relation to activities other than fund management?
- (e) Will the percentage referred to in (a) be significantly different in 2014?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Anglican Church Property Trust Diocese of Sydney (“Property Trust”) is the corporate trustee of the Anglican Diocese of Sydney.

The Property Trust provides a range of services to Anglican parishes and organisations. Details can be found in the Property Trust’s Annual Report for 2012 which is available on the SDS website.

To fund those services, Standing Committee has approved the Property Trust charging a 1.10% per annum management service fee, calculated on the net assets (ie. income and capital) of the 250+ client funds managed and held on trust by the Property Trust.

The “income that would otherwise be available for distribution” (referred to in the question) is determined by the ordinance which governs the relevant client fund. There is no easy way to aggregate those amounts. For the purposes of this answer, it has been notionally assumed that all income is available for distribution, regardless of the governing ordinance.

For the first nine months of 2013 the total income from client funds that are subject to the Property Trust’s management service fee was \$4,779,295. The total management service fee charged was \$637,617. This equates to 13.34% of income.

- (b) Yes, but with one exception.
- (c) In 2012 the Standing Committee approved a higher management fee being charged in relation to a commercial leasing arrangement in recognition of its complexity and the need for ongoing external legal oversight.
- (d) It is difficult to estimate the proportion of the aggregate trustee management service fee applied to funds held on trust by the Property Trust as it relates specifically to the trustee’s direct and indirect expenses incurred in relation to management of those funds. However, it is estimated that the majority of the aggregate trustee management service fee applied to funds held on trust by the Property Trust, relates to the management of those funds.
- (e) The Property Trust Board will be reviewing the management service fee prior to the 2014 Synod, and any variation to the calculation of the management fee, would necessarily be the subject of recommendation to, and approval by, the Standing Committee.

**16. Chaplains**

The Rev Joseph Wiltshire asked –

- (a) How many chaplains are appointed by the Archbishop to minister in hospitals and prisons within the Diocese?
- (b) How are these chaplains funded?
- (c) Which hospitals and prisons do not have a chaplain appointed by the Archbishop?
- (d) What plans does the Diocese have to expand this ministry into places where there is no chaplain?

To which the President replied –

I am informed that the answer is as follows –

If a hospital or prison is not extra-parochial, the rector of the parish in which it is situated exercises the role of chaplain to the institution.

In this sense there are many chaplains and all hospitals and prisons have a chaplain appointed by the Archbishop, but not all have a chaplain appointed by the Archbishop who is employed through ANGLICARE to exercise a ministry that is specific to the institution.

However for the purposes of answering the question, I have assumed the questioner is referring to ANGLICARE chaplains.

- (a) There are seven ANGLICARE chaplains ministering in prisons;  
There is one chaplain ministering at a Juvenile Justice facility;  
There are four chaplains ministering in mental health facilities; and  
There are thirteen chaplains ministering in hospitals.

A total of 25 chaplains are appointed by the Archbishop and employed by ANGLICARE for these ministries.

- (b) At present the majority of these positions receive some portion of government subsidy. The Diocese through the Synod or other centralised funding source, does not contribute financially to these ministry positions. ANGLICARE Sydney funds the shortfall of approximately \$1.25 million per annum, from donations and other resources.
- (c) There are many hospitals in the Diocese that do not have an ANGLICARE Chaplain. They include Hornsby, Manly, Mona Vale, Canterbury, Bankstown, Campbelltown, Nepean (a major teaching hospital for Western Sydney), Sutherland and Sydney Hospital. A small number of these hospitals do have a faithful Christian ministry occurring within them, without the equipping and assistance of an appointed ANGLICARE Chaplain.

All the prisons in the Diocese except the Emu Plains Correctional Centre for women, have an ANGLICARE Chaplain appointed by the Archbishop. The Reiby Juvenile Justice Centre for boys at Campbelltown does not have an ANGLICARE Chaplain.

- (d) An initial review which touches on this type of Chaplaincy is being undertaken by the Mission Board. However, at present there are no formal plans and no identified central funding source for expanding these vital and effective pastoral and evangelistic ministries.

That said, the Chaplains and ANGLICARE Sydney are currently seeking to establish prayerful and financial partnerships with parishes and individuals to support the existing ministries of these chaplains. Under God it is hoped that the growth in this support and these partnerships will open the way to expand Chaplaincy ministry into

those current and future hospitals and prisons that do not have an ANGLICARE chaplain.

#### 17. Episcopal ministry

The Rev David Clarke asked –

- (a) Why is a full-time funded bishop for the Northern Region a priority to be addressed at the next meeting of Standing Committee, while a full-time funded bishop for the Georges River Region is currently only a possibility in 2015 at the earliest?
- (b) Was the possibility of an unpaid Episcopal ministry for the Northern Region considered and were any former bishops or archdeacons of that region asked about their willingness to consider undertaking such a ministry?

To which the President replied –

- (a) As I outlined in my Presidential Address, the Endowment of the See is only able to pay for four regions, whereas it is my hope for ministry purposes to retain five regions. The current availability of Bishop Tasker to continue his role in the Georges River made the retention of five regions possible in the short term while decisions are made as to the long term future. As there are now only three full time stipended assistant bishops, it seemed important for me to appoint my successor in the Northern Region as soon as possible.
- (b) No. However Archdeacon Terry Dein has increased his role and responsibilities as Assistant to the Bishop of North Sydney.

#### 18. Role and responsibilities of Regional Bishops

The Rev Mark Layson asked –

- (a) What are the current roles and responsibilities under which regional bishops operate within the Diocese of Sydney?
- (b) How many confirmation services were conducted by each of the regional bishops in 2012 (the last full calendar year)?
- (c) How many “ordination to the presbyterate” services were conducted by each of the regional bishops in 2012?
- (d) How many “permission for the marriage of divorced persons” were given by each regional bishop in 2012?
- (e) How many “authorities for lay ministry under the Deaconesses, Lay Readers and Other Lay Persons Ordinance 1981” were issued by each regional bishop in 2012?
- (f) What boards, committees, councils and other organisational bodies were each of the regional bishops involved within the year of 2012?
- (g) The participation in how many of these boards, committees, councils, synods and other bodies are required as a result of the bishop’s official roles and responsibilities?
- (h) How many of these boards, committees, councils, synods and other bodies have an official requirement for the presence of a regional bishop?
- (i) What pro-active (ie, not responsive) programmes, initiatives and guidelines pertaining to the direct pastoral care of clergy were put in place and carried out by each of the regional bishops in 2012?
- (j) What other roles and responsibilities on top of those already mentioned are done by regional bishops to maintain sufficient Episcopal oversight within the Sydney Diocese?

To which the President replied –

I am informed that the answer is as follows –

It has not been possible to gather all of the information necessary to provide answers to parts (b)-(j) of the question within the timeframe, as the bishops are occupied at Synod and the Bishop of Wollongong and his assistant are in Sydney and there are no staff in the Wollongong office to access the information there. However, the following can be provided –

- (a) The Regional Bishops are first and foremost Bishops who exercise Episcopal oversight in accordance with the Ordinal. They are firstly men of prayer, secondly ministers of Word and Sacraments who regularly preach within their regions and throughout the Diocese. Within their regions they conduct confirmations and commencements of ministry as well as pastoral visitation and evangelistic mission. They also provide counsel and advice to clergy and laity in the normal course of parish life and in the abnormal circumstances that so regularly arise, for example, the vacancy of a parish, the need to restructure or amalgamate, and issues of conflict. They have a particular role with the Nomination Board in filling parish vacancies.

Regional Bishops are Assistant Bishops of the Archbishop of Sydney with whom they have a shared authority as they represent him at Diocesan, Provincial and National levels. Within the Diocese they exercise special responsibilities suited to their gifts and experience, for example, media, mission areas and finances are portfolios where individual bishops play a special role. Unlike the Presbyterian Church, bishops are not moderators but are overseers; they have a clear responsibility to shepherd the flock of Christ.

- |     |                |    |
|-----|----------------|----|
| (b) | Georges River  | 4  |
|     | Northern       | 28 |
|     | South Sydney   | 14 |
|     | Western Sydney | 35 |

- |     |                |   |
|-----|----------------|---|
| (c) | Georges River  | 3 |
|     | Western Sydney | 1 |
|     | Wollongong     | 1 |

- |     |                |    |
|-----|----------------|----|
| (d) | Georges River  | 3  |
|     | Northern       | 23 |
|     | South Sydney   | 14 |
|     | Western Sydney | 40 |

- |     |                |    |
|-----|----------------|----|
| (e) | Georges River  | 11 |
|     | Northern       | 15 |
|     | South Sydney   | 8  |
|     | Western Sydney | 9  |
|     | Wollongong     | 6  |

- (f) **For each bishop:**  
Standing Committee, Mission Board, Regional Council, Nomination Board

**Northern**

Retirements Board  
NATSIAC  
EFAC  
International Lausanne Conference  
General Synod Standing Committee  
Anglican Education Commission  
General Synod Doctrine Commission  
Moore Theological College Governing Board

**South Sydney**

Anglican Media Council  
Retirements Board  
Ordinance Review Panel  
Religious Freedom Group

Freedom 4 Faith  
 Archbishop's Liturgical Panel  
 Doctrine Commission  
 Glebe Board  
 General Synod Standing Committee & Executive  
 EU Graduates Fund

**Western Sydney**

Mission Board Strategy Committee  
 Mission Property Committee  
 Archbishop's Chinese Advisory Committee  
 Co-ordinate Mission Areas Initiative  
 Cross Cultural Work

- (g-h) The Archbishop is President of numerous committees, councils and boards within the Diocese and the Assistant Bishops often exercise a delegated role in these meetings sometimes as Chair, sometimes as participant. The only statutory roles for bishops' attendance are Standing Committee, Mission Board, Regional Councils (as Chair) and Ministry Training and Development where a Bishop is required to be a member of council. However the Bishops are also members of other Boards and Committees as the need arises.
- (i) Most pastoral care of clergy is undertaken on a one-to-one basis by the regional bishops. In addition they have been actively involved in the work of Mission Areas, and in programs such as Regional Conferences. Other programs include working with rookie rectors, Sauerkraut program etc.
- (j) The regional bishops continue to be extremely busy, particularly now that they exercise the role of Archdeacon, without a full-time assistant. Further specific details of their role can be provided by the individual regional bishops.

**19. Further Work Outside the Diocese**

Ms Lyn Bannerman asked the following question –

Please provide further breakdown to the answer provided to question 3.9 on 15/10/13, specifically –

- (a) What particular projects were funded and how much was given to each project in 2012 and 2013 (so far) in relation to the categories "Other Dioceses in Australia", "Other Australian Activities" and "Other Initiatives"?
- (b) Who were the "overseas visitors" and what was the visit purpose?
- (c) Which "leaders" were trained and how was that training provided?

To which the President replied –

I am informed that the answer is as follows –

- (a) The answer is shown in tabular form on the screen above. It can also be viewed on the notice board in the foyer to the Wesley Theatre.

	2012	2013 (Jan-Sept)
<b>Other Dioceses within Australia</b>		
Armidale	\$5,000	\$5,000
North West Australia	\$50,000	\$47,000
Tasmania	\$5,000	\$5,000
Northern Territory	\$38,000	\$38,000
<b>Other Australian Activities</b>		
NATSIAC	\$1,000	\$1,000
Faithfulness in Services – simple English	\$5,000	
NT – Support KCC Youth Program	\$5,000	

**Other Initiatives**

Lausanne – Archbishop		\$2,000
Vanuatu New Testament	\$10,000	
Myanmar – MU Conference	\$10,000	
Russia – Layson travel	\$2,500	
Preaching Conference – Alfred Olwa		\$2,500

- (b) Overseas visitors were Bishop Omindo of Tanzania, Bishop Tome of Vanuatu, Bishop Moo of Myanmar, Bishop Moon Hing of Malaysia and Bishop Dapo of Nigeria in 2012 and Bishop Sebahene and Canon Mallam in 2013. The purpose of their visits was to meet the leadership of this diocese for discussions of strategic importance, and to be informed about theological education, notably the use of the PTC course.
  
- (c) A number of training opportunities and bursaries were provided. This included subsidising Masters courses at the Alexandria School of Theology, the studies of Canon Alfred Olwa from Uganda Christian University at Moore Theological College, studies of the Rev George Otieno of Tanzania for a Masters degree at St John’s University Tanzania, the studies of Canon Mark Derry from South Africa at Moore Theological College and of the Rev Ryan Van der Avoort at George Whitefield College South Africa and the visit of the Rev Alan Lukabyo to Madagascar to teach PTC.

**20. Filling vacancies in the position of head of Anglican schools**

Mr Gilbert van der Jagt asked the following question –

- (a) Over the past 12 months, have there been any vacancies in the position of head of Anglican schools or university colleges that would trigger the protocol in new paragraph 2.6.5 of the Diocesan Policy Statement on Education passed by the Synod as motion 9.5 on 10 October 2012?
  
- (b) If so, has the protocol been applied?

To which the President replied –

I am informed that the answer is as follows –

The relevant part of the Diocesan Policy Statement on Education referred to in the question expresses the mind of the Synod as to the process that should be followed in filling a vacancy in the position of head of an Anglican school or university college. Until the protocol finds expression in the governing ordinance of the relevant school or college it is not mandatory for the protocol to be followed, although it is expected that it will be followed as a matter of courtesy, subject to it not being inconsistent with the governing ordinance for the school or college to do so.

So far as we are aware, the only vacancy in the position of head in the last 12 months was at Nowra Anglican College, which is a school of the Sydney Anglican Schools Corporation. The protocol does not presently find expression in the governing ordinance of the corporation (although the corporation is in the process of reviewing its ordinance). Nonetheless the corporation followed the protocol in filling the vacancy at Nowra Anglican College.

## Elections

### Uncontested elections

In accordance with clause 4.1 of the Schedule to the Synod Elections Ordinance 2000, I hereby certify that the following nominations of persons do not exceed the number of persons required to be elected for the offices shown.

---

1. **STANDING COMMITTEE**

(Standing Committee Ordinance 1897)

**1 member of the clergy to be elected for 1 year**

Canon Stephen Robert Gibson

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2. **ST ANDREW'S CATHEDRAL CHAPTER**

(Cathedral Ordinance 1969)

**1 clerical canon to be elected for 4 years by the clerical members of the Synod**

The Rev Dr Mark Thompson

**1 lay canon to be elected for 4 years by the lay members of the Synod**

Mr David Mahaffey

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3. **ANGLICAN AID**

(The Archbishop of Sydney's Anglican Aid Ordinance 2011)

**2 persons to be elected for 3 years**

Mr Ross Hall

Mr Brett Hall

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4. **ANGLICAN CHURCH PROPERTY TRUST DIOCESE OF SYDNEY**

(Anglican Church Property Trust Diocese of Sydney Ordinance 1965)

**2 lay persons to be elected for 6 years**

Mr Richard J Neal

Mrs Melinda West

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5. **ANGLICAN EDUCATION COMMISSION**

(Anglican Education Commission Ordinance 2006)

**2 persons to be elected for 3 years**

Dr Trevor H Cairney

Mr Ian J Wing

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6. **SYDNEY ANGLICAN HOME MISSION SOCIETY COUNCIL (ANGLICARE)**

(Sydney Anglican Home Mission Society Ordinance 1981)

**1 member of the clergy to be elected for 3 years**

The Rev Ramon Robinson

**2 persons to be elected for 3 years**

Miss Naomi Bradshaw

Mrs Gillian Davidson

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- 7. ANGLICAN RETIREMENT VILLAGES DIOCESE OF SYDNEY**  
(Anglican Retirement Villages Diocese of Sydney Constitution Ordinance 1961)
- 2 person to be elected for 3 years**  
Mr Allan Fife  
Mrs Laura Elder
- 
- 8. COUNCIL OF ANGLICAN YOUTH AND EDUCATION DIOCESE OF SYDNEY (YOUTHWORKS)**  
(Anglican Youth and Education Diocese of Sydney Ordinance 1919)
- 1 member of the clergy to be elected for 3 years**  
The Rev Stuart Crawshaw
- 1 lay person to be elected for 3 years**  
Mr Mark Streeter
- 
- 9. ARDEN ANGLICAN SCHOOL COUNCIL**  
(Arden Anglican School Council Ordinance 1962)
- 2 clergymen to be elected for 3 years**  
The Rev Geoffrey N Collison  
The Rev Roger W Green
- 1 clergyman to be elected for 2 years**  
The Rev Fergus Semler
- 2 persons to be elected for 3 years**  
Mr Alan Harper  
Dr Mike Swanton
- 
- 10. THE COUNCIL OF BARKER COLLEGE**  
(The Barker College Ordinance 1978)
- 2 members of the clergy to be elected for 3 years**  
The Rev Michael J Crichton  
The Rev Christopher Pears
- 1 lay person to be elected for 3 years**  
Mr Ian C Miller
- 
- 11. MINISTRY TRAINING AND DEVELOPMENT COUNCIL**  
(Ministry Training and Development Council Ordinance 1989)
- 1 clergyman, being an incumbent of an ecclesiastical unit, to be elected for 3 years**  
The Rev Craig J Schafer
- 1 lay person to be elected for 3 years**  
Mr Stephen Hodgkinson
- 
- 13. DEPARTMENT OF EVANGELISM AND NEW CHURCHES BOARD**  
(Department of Evangelism and New Churches Ordinance 2010)
- 1 member of the clergy to be elected for 3 years**  
The Rev Joseph Wiltshire

**1 lay person to be elected for 3 years**

Mr Ryan Millar

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**14. DIOCESAN REPRESENTATIVES ON GENERAL SYNOD**  
(General Synod Representation Ordinance 1986)

**3 members of the clergy to be elected for 1 year**

The Rev Alison M Napier  
Canon Phillip James Colgan  
Canon Richard James Smith

**1 lay person to be elected for 1 year**

Mr Garth Owen Blake

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**15. THE COUNCIL OF THE ILLAWARRA GRAMMAR SCHOOL**  
(The Illawarra Grammar School Ordinance 1958)

**1 clergyman to be elected for 4 years**

The Rev Martin J Bragger

**2 lay persons to be elected for 4 years**

Dr Stewart Birt  
Mr Roger B Summerill

**1 lay person to be elected for 2 years**

Professor A D (Tony) Okely

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**16. MACARTHUR ANGLICAN SCHOOL COUNCIL**  
(Macarthur Anglican School Ordinance 1982)

**2 persons to be elected for 3 years**

Dr Matthew Playford  
Dr Edward Bryant

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**18. MOORE THEOLOGICAL COLLEGE COUNCIL**  
(Moore Theological College Ordinance 2009)

**1 member of the clergy to be elected for 3 years**

Canon Richard James Smith

**1 lay person to be elected for 3 years**

Mr Tony Clemens

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**19. PARISH RELATIONSHIPS ORDINANCE PANELS**  
(Parish Relationships Ordinance 2001)

**Panel**

**4 persons to be elected for 1 year**

Canon Andrew Grant  
Mrs Deborah L Blackwell  
The Rev Michael G Robinson

**Appeal Group**

**2 members of the clergy, who are or have been incumbents, to be elected for 1 year**

Canon Andrew Grant  
The Rev Peter J Hutchinson

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**Licensing Review Group**

**4 members of the clergy, including at least 2 in presbyter's orders, to be elected for 1 year**

The Rev Michael G Robinson

**3 persons to be elected for 1 year**

Mrs Jennifer Everist

Mr Andrew McLachlan

Mrs Deborah L Blackwell

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**20. COUNCIL OF ST CATHERINE'S SCHOOL, WAVERLEY**

(St Catherine's School Waverley Ordinance 1922)

**1 member of the clergy to be elected for 3 years**

The Rev Danielle E Treweek

**2 lay persons to be elected for 3 years**

Mrs Margaret Forsyth

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**21. SYDNEY CHURCH OF ENGLAND FINANCE AND LOANS BOARD**

(Sydney Church of England Finance and Loans Board Ordinance 1957)

**1 member of the clergy to be elected for 3 years**

The Rev Antony G E Barraclough

**2 lay persons to be elected for 3 years**

Mr Bruce H Robinson

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**22. SYDNEY ANGLICAN SCHOOLS CORPORATION**

(Sydney Anglican Schools Corporation Ordinance 1947)

**8 persons to be elected for 3 years**

Mr Gregory A Catto

Mr John W Hibberd

Mr Adrian B Jackson

Mr David J Minty

Mr Stephen G Poucher

Mr Scott R J Sloan

Mr Rick Stevens

Mr John Ward

**1 person to be elected for 2 years**

Mr Ian Blair

---

**23. SYDNEY CHURCH OF ENGLAND GRAMMAR SCHOOL COUNCIL (SHORE)**

(The Sydney Church of England Grammar School Constitution Consolidation and Amendment Ordinance 1923)

**1 licensed clergyman to be elected for 6 years**

The Rev Michael H Paget

---

**25. SYNOD POOL**

(Parish Disputes Ordinance 1999)

**4 lay persons to be elected by the lay members of Synod for 2 years**

Mrs Jennifer M Everist

Mr Andrew J McLachlan

Ms Karen Ray  
Mrs Deborah L Blackwell

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- 26. COUNCIL OF TARA ANGLICAN SCHOOL FOR GIRLS**  
(Tara Anglican Girls' School Ordinance 1956, as amended 28 May 2012)

**3 persons to be elected for 3 years**

The Rev Adrian S Russell  
Mrs Catherine Yeomans  
Mr David H Braga

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- 27. TERTIARY EDUCATION MINISTRY OVERSIGHT COMMITTEE**  
(Synod Resolution 35/09)

**9 persons to be elected for 3 years**

Professor Christopher R Bellenger  
The Rev Patrick C Benn  
The Rev Richard J Blight  
Dr Leela Cejnar  
The Rev Robert J Copland  
Dr Sara M Denize  
The Rev Stephen T Gooch  
Canon Mark H Williamson  
Dr Boyo G Ockinga

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- 28. COUNCIL OF TRINITY GRAMMAR SCHOOL**  
(Trinity Grammar School Constitution Ordinance 1928)

**2 clergymen to be elected for 3 years**

The Rev Andrew Katay  
The Rev John W Wise

**2 lay persons to be elected for 3 years**

Mr Matthew R Bradfield  
Mr Martin J Cook

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- 29. WILLIAM BRANWHITE CLARKE COLLEGE COUNCIL**  
(The William Branwhite Clarke College Ordinance 1987)

**1 lay person to be elected for 3 years**

Mrs Cathy Knudson

I HEREBY DECLARE the persons named in the statement above to be elected to the office shown.

GLENN N DAVIES  
Archbishop of Sydney  
14 October 2013

## Resolutions passed

*Resolutions 1/13 – 3/13 were passed at the Archbishop Election Synod in August 2013.*

### 4/13 Review of School Chapels and Chaplains Ordinance 1975

Synod –

- (a) notes the report summarising submissions received from Synod members, school councils and others in response to Synod resolution 1/12, and
- (b) requests the Standing Committee to appoint a committee, with appropriate representation from chaplains and heads of schools (or their nominees), to consider the submissions received with a view to bringing an ordinance to the next ordinary session of Synod to amend the School Chapels and Chaplains Ordinance 1975.

(Mr Tony Willis 14/10/2013)

### 5/13 Tertiary Education Ministry Oversight Committee

Synod –

- (a) receives the annual report of the Tertiary Education Ministry Oversight Committee (“TEMOC”), to which is appended a discussion paper about Anglican ministry to the TAFE and CVET sector, and
- (b) notes that TEMOC has requested that parishes and organisations respond to the Discussion Paper by 30 March 2014, and
- (c) notes that TEMOC will host a consultation day on VET ministry in April 2014, with a view to bringing specific proposal to the Synod in 2014 for the direction and funding of this work.

(Professor Chris Bellenger 14/10/2013)

### 6/13 Amendments to the *Faithfulness in Service* definition of bullying

Synod, noting –

- (a) the terms of resolution 27/12,
- (b) that Safe Work Australia is yet to finalise its model code on workplace bullying, and
- (c) that the Diocesan Grievance Policy and Procedure is due for review by the Standing Committee after July 2014,

defers consideration of the amendment to the definition of “bullying” in *Faithfulness in Service* until the next ordinary session of the Synod.

(Mr Lachlan Bryant 14/10/2013)

### 7/13 Review of the Department of Evangelism and New Churches

Synod establishes the following guidelines with respect to the planting of new fellowships by the Department of Evangelism and New Churches (“ENC”) –

- (a) Before establishing a new fellowship, ENC should discuss the proposal with the Parish Council, Minister, Mission Area Leader, Regional Council and Regional Bishop of the parish in which the fellowship is proposed to be situated.
- (b) In the context of this discussion, a representative of ENC (preferably the proposed new fellowship leader) should present a ministry plan for the new fellowship. It is not necessary that this ministry plan be agreed to by the parties present (although this is preferable) but ENC must consider any feedback given.
- (c) All parties should encourage and maintain communication and a spirit of partnership in relation to their ministry activities.

(Mr Malcolm Purvis 14/10/2013)

### 8/13 General Synod Assessments and Consultation

Synod, noting the report “28/11 General Synod Assessments and Consultation” –

- (a) encourages ongoing dialogue at the forthcoming session of the General Synod in 2014 in response to General Synod resolution 155/10 concerning the unity of the Anglican Church of

Australia, and

- (b) welcomes the work of the Financial Principles and Policies Task Force (the "Task Force") in considering the financial principles and policies which should apply to the use of General Synod funds, and
- (c) endorses the Standing Committee's response to the proposals in the Task Force's report of October 2012, and
- (d) notes the General Synod Standing Committee is due to consider the outcome of the Task Force's work at its meeting in November 2013, and
- (e) in anticipation of the satisfactory resolution of this matter, approves the payment of an additional \$27,332 from funds under the Synod's control to meet the shortfall between the total amount to be invoiced for the General Synod assessment in 2013 (\$348,332) and the amount currently allocated by the Synod for this purpose (\$321,000).

(Dr Robert Tong 14/10/2013)

### **9/13 Protecting, strengthening and promoting freedom of religion and related freedoms**

Synod –

- (i) recognising the importance of freedom of religion and its manifestation in the related freedoms of speech, association and conscience for a healthy and mature society,
- (ii) declaring its opinion that such freedoms are at risk of being undermined in Australian society due to a focus on other, sometimes competing, rights,
- (a) calls on the Federal and State governments to take steps to ensure that the freedoms of religion, speech, association and conscience are protected, strengthened and promoted,
- (b) respectfully requests the Archbishop to convey the above terms of this resolution to the Prime Minister, the Premier and their respective Attorneys General, and
- (c) requests the Standing Committee of the General Synod to promote by its request a motion for a resolution in similar terms to the above at the forthcoming session of the General Synod in 2014.

(Bishop Robert Forsyth 14/10/2013)

### **10/13 Retirement of Dr Philip Selden**

Synod gives thanks to God for the ministry of Dr Philip Selden who retires in November as Diocesan Registrar and Executive Assistant to the Archbishop after almost 12 years of dedicated and faithful service. During this time Philip has served as a member of the Standing Committee, the chair of the Work Outside the Diocese Committee, a member of the Endowment of the See Committee, the Registrar for the Synod of the Province of New South Wales and in numerous other ways to serve the Diocese. Synod expresses its gratitude to Philip for his service and wishes him and his wife, Pru, God's blessing for their future life and ministry.

(Bishop Robert Forsyth 14/10/2013)

### **11/13 Purchase of Macquarie Anglican Grammar School and Orange Anglican Grammar School in the Diocese of Bathurst**

Synod –

- (a) notes with pleasure that the Sydney Anglican Schools Corporation has purchased Macquarie Anglican Grammar School in Dubbo and Orange Anglican Grammar School, both in the Diocese of Bathurst,
- (b) gives thanks to God that these purchases have been made with the goodwill of the Bishop of Bathurst and the Archbishop of Sydney,
- (c) offers its prayerful encouragement to the Principals of these two schools, respectively Mr Geoff Fouracre and Mr Len Elliott, and
- (d) congratulates the Corporation on these purchases which will help to ensure the future of the schools in the provision of Christian education.

(Mr Tony Willis 14/10/2013)

**12/13 Archbishop Glenn Davies**

Synod thanks God for the election of Dr Glenn Davies as Archbishop of Sydney and assures him of our wholehearted and prayerful support. We thank God for his recent statement on the Bible's teaching about marriage as "an exclusive relationship between a man and a woman for life". We also thank God for his inaugural sermon in which he reaffirmed the priority of prayer in his own ministry and in the ministry of each one of us.

(The Rev Dr Mark Thompson 14/10/13)

**13/13 *Jesusbrings* mission campaign**

Synod enthusiastically endorses the united diocesan mission campaign *Jesusbrings* and commends it to parishes and organisations for each to prayerfully consider how they can be involved in Jesus bringing forgiveness to the guilty, hope to the broken, eternity without tears, real community, satisfaction to the satisfied, joy to marriage, wisdom to parents and life to the full and encourages each parish to set apart time in their services on Sunday 2nd February 2014, or another convenient Sunday, to pray for the mission.

(The Rev Dominic Steele 14/10/2013)

**14/13 Goal of a paperless Synod**

Synod, noting the initial steps towards reducing the distribution of materials to Synod members in printed form by the passing of the *Synod (Electronic Communications) Amendment Ordinance 2013* (the "Electronic Communications Ordinance"), adopts the goal of operating on an essentially paperless basis by the 51<sup>st</sup> Synod (in 2017) and to this end –

- (a) requests the Standing Committee to make regulations under clause 6B(4) of the *Synod Membership Ordinance 1995* along the lines outlined in the Explanatory Statement for the Electronic Communications Ordinance and to review the scope of those regulations from time to time, and
- (b) encourages members, where possible, to download electronic forms of Synod documents on tablets or laptops for use during Synod sessions in preference to using printed forms, and
- (c) requests the Registrar to ask the members of the 50<sup>th</sup> Synod whether they opt to continue receiving printed forms of the Synod book and other large documents for use during sessions of this Synod and to report this information to the first session of this Synod, and
- (d) requests the Secretariat, in light of this information, to consider and report to the Standing Committee on further steps that might be taken to achieve the goal of a paperless Synod, and
- (e) requests the Standing Committee, when choosing a venue for sessions of the 51<sup>st</sup> Synod, to take into account the provision of recharging points and the capacity of the venue to support Synod members accessing and downloading Synod documents by Wi-Fi during these sessions.

(The Rev Nigel Fortescue 14/10/2013)

**15/13 Upholding the classical definition of marriage**

Synod –

- (a) regrets and opposes any misuse of the Bible to justify a lack of love towards members of the gay community, and
- (b) noting the millions of Australians who want to uphold the classical definition of marriage, as reflected in the *Marriage Act 1961*, commends the Federal Government on its decision to challenge the Australian Capital Territory's proposed "same sex marriage" legislation, should such legislation be passed, and
- (c) urges the Federal Government to take whatever action may be necessary to preserve the God-given institution of marriage, desiring our society to avoid the significant ramifications of a breakdown in or dilution of the most basic family unit.

(The Rev Raj Gupta 15/10/2013)

### **16/13 GAFCON 2013**

Synod welcomes the second Global Anglican Future Conference (GAFCON) to be held in Nairobi, 21 to 26 October 2013. It commends the theme, "Make disciples of all nations..." amidst the continual challenge to uphold the authority of Scripture, the truth of the gospel and the Lordship of Jesus Christ. Synod looks forward to the Conference's contributions in maintaining and generating partnerships with faithful Anglicans from around the world. Synod encourages prayer for the Conference, the Global Fellowship of Confessing Anglicans (GFCA) General Secretary, Archbishop Peter Jensen and the 94 Australian delegates.

(The Rev Gavin Poole 15/10/2013)

### **17/13 The Rev Eric Bird**

Synod gives thanks to God for the life and ministry of the Rev Eric Bird. We praise God for the eternal results of his ministry in the parishes of Punchbowl, Wollongong, Keiraville and Minto, and most especially for the 24 years of his tireless service in retirement to establish the parish of Shoalhaven Heads. Eric was also a pioneer in the use of radio for Christian ministry, offered low-cost professional desktop publishing and printing services, and played a significant role in bringing "Evangelism Explosion" to our Diocese. He was also a member of the Board of the Department of Evangelism that recommended John Chapman's appointment to his role as Diocesan Missioner.

In all things, Eric humbly sought to promote the clear teaching of God's word, and Synod is thankful to God that he was pleased to use Eric Bird to promote the Gospel by every means possible. We offer our condolences to his widow Dorothy and their family, and share in their rejoicing that Eric has received his long-awaited hope.

(The Rev Anthony Douglas 15/10/2013)

### **18/13 Review of the Discipline Ordinance 2006 and Relinquishment of Holy Orders Ordinance 1994**

Synod requests the Standing Committee to review the *Discipline Ordinance 2006* and the *Relinquishment of Holy Orders Ordinance 1994*, with particular regard to their interaction with the *Child Protection (Working With Children) Act 2012* (NSW), and to bring a report and any proposed amending ordinance or ordinances to the 1<sup>st</sup> ordinary session of the 50<sup>th</sup> Synod.

(Mr Garth Blake 15/10/2013)

### **19/13 Review of the Diocesan Mission and the next phase of Mission**

Synod, noting the report on the review of the Diocesan Mission and the next phase of Mission, requests its members to provide comment on the draft early exposure of a possible new Diocesan Mission outlined in the report by 30 November 2013, with a view to a new Diocesan Mission being prepared by the Archbishop and Standing Committee, and circulated to Synod members by 1 August 2014 for consideration at the 2014 session of Synod.

(Bishop Peter Hayward 15/10/2013)

### **20/13 Church planting models for Greenfield Areas**

Synod, noting the report on the strategy for ministry in Greenfield and Brownfield areas of the Diocese, invites its members to submit comments on the holistic strategy for promoting ministry in Greenfield and Brownfield areas of the Diocese to the CPTF by 31 December 2013.

(The Rev Bruce Hall 15/10/2013)

### **21/13 Special Religious Education**

This Synod –

- (a) acknowledges the privileged access which the Anglican Church and the other approved religious bodies have to deliver SRE in government primary and secondary schools,
- (b) acknowledges the contribution of Genr8 to helping churches to expand the provision of SRE in government secondary schools, and

- (c) notes and applauds the partnership announced between Bush Church Aid Society and Genr8 which will enable the provision of additional SRE coordinators in country regions of New South Wales so that SRE can be provided not only in the city of Sydney but throughout the State of New South Wales.

(Mr Fred Chilton 16/10/2013)

### **22/13 The Diocesan Mission and Baby Boomers**

Given that Baby Boomers (the generation born between 1946-1962) is arguably the largest segment in the Australian population and will be entering their retirement at an unprecedented rate over the next 15 years, with more discretionary time and increased longevity, this Synod requests the Missions Committee to explore and report back to Synod on how the Diocesan Mission plan for the next 10 years will be directed toward –

- (a) ensuring that Baby Boomers in the Diocese are evangelised, nurtured in their faith, reaching out to their peers with the Gospel, and exercising their spiritual gifts and godly wisdom in vital ministry within churches and the wider community, and
- (b) raising the awareness of parishes and the Diocese concerning the needs and potential of Baby Boomers and inspiring, training, and encouraging them in ministry to their peers and others.

(Mr James Ackland 16/10/2013)

### **23/13 Transparency of Synod funding**

Synod, in order to improve the transparency of Synod funding, requests the Standing Committee to consider, as part of its review of the document “Statement of Funding Principles and Priorities for 2013” (the “Statement”) –

- (a) requiring all potential recipients of Synod grants (under the Appropriation headings *Long Term Mission Commitments* and *Current Mission Activities*) to provide the Standing Committee, for the purposes of formulating the Synod budget for the next triennium, with information about their ongoing funding requirements for the triennium, including information similar to that referred to on page 21 of the Statement; and
- (b) making this information available to Synod members.

(Mr John Pascoe 16/10/2013)

### **24/13 Christian marriage**

This Synod, noting that all authorised services of this Church solemnising marriage affirm that God’s word defines marriage as a union between a man and a woman and noting further that celebrants acting in the name of this Church are required, as part of their registration as celebrants, to use only Anglican rites on such occasions, calls on the General Synod and all diocesan bishops to ensure that there are no marriages solemnised in the name of this Church which do not conform to this standard.

(The Rev Dr Mark Thompson 16/10/2013)

### **25/13 Parish contributions to the Synod fund**

Synod –

- (a) acknowledges the generous and sacrificial contribution from the following parish trust funds to the Synod fund each year –
- St James, Sydney
  - Manly
  - Hunters Hill
  - Narellan
  - Ryde
  - St Philips, Sydney
- (b) thanks those parishes for contributing in this way to our Diocese and so to our shared diocesan mission, and

- (c) requests the Secretary of the Synod to write to the rector each of those parishes, in their ex officio capacity as chair of their respective parish councils, thanking each parish for their partnership in the gospel expressed in their past and ongoing financial support of the Diocese and the diocesan mission.

(Canon Christopher Allan 16/10/2013)

### **26/13 Thanksgiving for Indigenous churches and fellowships**

Synod –

- (a) thanks God for those who first brought the gospel to this land and proclaimed it to our first peoples,
- (b) thanks God for the thousands of Indigenous believers who in past days have faithfully run the race set before them,
- (c) thanks God for the leadership and members of the Indigenous churches and fellowships presently meeting in the Diocese at Glebe, Mt Druitt, Campbelltown and Nowra, and for plans to commence a work located in Redfern,
- (d) thanks God for efforts of the Sydney Anglican Indigenous Peoples' Ministry Committee is making to grow these and other ministries,
- (e) calls on parishes and members to join in prayer for the continuing growth of the gospel among the Indigenous communities in the Diocese, and
- (f) urges parishes to consider prayer, financial and other forms of partnership with our Indigenous churches and fellowships beyond the present funding and other support provided under the Sydney Anglican Indigenous Peoples' Ministry Ordinance.

(Pastor Michael Duckett 16/10/2013)

### **27/13 Annual Caleb Awards**

Synod congratulates Anglican Youthworks upon the recent recognition of their publishing ministry through being awarded three major and significant prizes at the Caleb Awards last week.

The annual Caleb Awards are presented by the Omega Writer's Association and are an acknowledgement of quality authorship and overall presentation as opposed to market success. These awards promote Christian writing in the specific areas of fiction, non-fiction and poetry. Entry is open to Australia, New Zealand and South Pacific authors.

Anglican Youthworks won the top prizes for –

1. Children's Books: *Wonderfully Madison*, by Penny Reeve (author) and Jemima Trappel (illustrator), under the Growing Faith imprint;
2. Reviewer's Choice: *Youth Ministry on the Front Foot*, edited by Zachary Veron, under the Youthworks Press imprint; and the
3. Caleb Gala Prize (for the best overall book of the year); *Teen Sex By the Book*, by Dr Patricia Weerakoon, under the Fervr imprint

Synod further encourages the staff and authors of Anglican Youthworks to continue producing world class resources and publications to support children's, youth and families' ministries in our Diocese and beyond.

(The Rev Christopher Braga 16/10/2013)

### **28/13 Clovelly: Reclassification as a Parish**

Synod assents to the reclassification of Clovelly as a parish with effect from 1 January 2014.

(The Rev David Rogers 16/10/2013)

### **29/13 Robertson: Reclassification as a Parish**

Synod assents to the reclassification of Robertson as a parish with effect from 1 January 2014.

(Mr Tony Willis 16/10/2013)

**30/13 Mission Property Committee**

Synod –

- (a) notes the progress of the Mission Property Committee (“MPC”) in relation to Greenfield acquisitions;
- (b) notes that in addition to its other funding sources, the MPC proposes a financial contribution from those parishes benefitting directly from the MPC’s current and future Greenfield developments, and
- (c) provides in principle support for –
  - (i) parishes that receive MPC funded ministry centres paying a contribution to the Mission Property Fund equal to 10% of annual parish offertories from the date of occupation of the building for a period of between 15 and 30 years, or until substantial commencement of any “stage 2” building, and
  - (ii) parishes that receive MPC funded ministry residences paying a contribution to the Mission Property Fund equal to 50% of the market rental valuation, increasing to 100% after five years, until the original capital investment of the MPC is repaid.

(Mr Geoff Kyngdon 16/10/2013)

**31/13 Synod in 2014**

Synod supports the First Ordinary Session of the 50<sup>th</sup> Synod in 2014 being held over 5 days on the basis that the meeting will commence at the usual time of 3.15pm on each of those days.

(Mr Robert Wicks 16/10/2013)

**32/13 Bishop Dudley Foord**

This Synod gives thanks to God for the life and ministry of Bishop Dudley Foord, conveys heartfelt good wishes to Elizabeth, his wife, and members of his family and allows the mover to speak for 2 minutes in support of the main substance of this motion.

(Dr Barry Newman 16/10/2013)

**33/13 Domestic violence and educating clergy**

Synod requests Moore College and Ministry Training and Development, in consultation with the Safe Ministry Board and appropriate experts as required, having reviewed the input they already provide, to investigate and, as needed, develop an effective approach to educating ordinands and clergy in regards to domestic violence and how to respond when it comes up as an issue in marriage (and other relationships).

In such training, consideration ought to be given to ensuring that upholding the Bible's good teaching on submission and sacrificial love – both in preaching and teaching, and in marriage education or counselling – is not easily twisted as a cover for abuse.

Synod requests that Moore College and Ministry Training and Development report back with a progress report by the next session of Synod.

(Canon Sandy Grant 16/10/2013)

**Governance Policy for Diocesan Organisations** *(unnumbered procedural motion)*

That the motion –

“That the Governance Policy for Diocesan Organisations pass as a policy of the Synod.”

be referred to the first session of the next Synod.

(Dr Laurie Scandrett 16/10/2013)

## 2013 Report of the Standing Committee

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### 1. Introduction

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

#### 1.2 Access

Meetings are held in the Chapter House, St Andrew's Cathedral. 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 [rjw@sydney.anglican.asn.au](mailto:rjw@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 Secretariat at [www.sds.asn.au](http://www.sds.asn.au).

#### 1.3 Meetings and members

Since October 2012 we have met 10 times. The names of the members will be listed in the 2013 Diocesan Year Book and on the website of Sydney Diocesan Secretariat at [www.sds.asn.au](http://www.sds.asn.au).

During the year, the following changes took place to the membership of the Standing Committee –

- Archbishop Peter Jensen ceased being a member *ex-officio* upon his retirement as the Archbishop of the See of Sydney. The Synod elected Bishop Glenn Davies as the next Archbishop of the See of Sydney.
- Bishop Glenn Davies ceased being a member *ex-officio* as the Bishop of North Sydney upon his election and inauguration as the Archbishop of the See of Sydney.
- Acting Judge Peter Johns ceased being a member *ex-officio* upon his retirement as Chancellor.
- Archdeacon Ian Cox ceased being a member *ex-officio* upon his retirement as Archdeacon of Liverpool for the Georges River Region.
- Archdeacon Kara Gilbert commenced being a member *ex-officio* upon her appointment as Archdeacon for Women's Ministry in the Diocese.
- A vacancy arose in the position of a lay person elected by the Northern Region upon the resignation of Ms Simone Sietsma. The Northern Region elected Ms Nicola Warwick-Mayo to fill the vacancy.

- A vacancy arose in the position of a lay person elected by the Georges River Region upon the resignation of Mr Stephen Mitchell. The Georges River Region elected Mr Robert Bradfield to fill the vacancy.
- The Rev Dr John Woodhouse ceased being a member *ex-officio* upon his retirement as Principal of Moore Theological College. The Rev Dr Mark Thompson became a member *ex-officio* upon his appointment as the new Principal.
- A vacancy arose in the position of a minister elected by the whole Synod upon the Rev Dr Mark Thompson becoming a member *ex-officio* upon his appointment as Principal of Moore Theological College. The Standing Committee elected the Rev Gary Koo to fill the vacancy.
- A vacancy arose in the position of a lay person elected by the Wollongong Region upon the resignation of Mr Peter Kell. The Wollongong Region elected Dr David Nockles to fill the vacancy.
- A vacancy arose in the position of a lay person elected by the Northern Region upon Mr Michael Meek being appointed Chancellor. The Northern Region elected Mr John Driver to fill the vacancy.

#### **1.4 Retirement of Archbishop Peter Jensen**

We noted that the June meeting was the last meeting of Archbishop Peter Jensen as a member of the Standing Committee. We recorded our thanks to God and our gratitude for the Archbishop's significant work and ministry over many years including –

- (a) his ministry in the parish of Broadway between 1969 and 1976, and
- (b) his ministry, from 1973 as Lecturer at Moore Theological College and as its Principal between 1985 and 2001, and
- (c) from 2001, his ministry to us as Archbishop, including his chairmanship of the Standing Committee, and
- (d) his leadership of the Sydney Diocese at General Synod, and
- (e) his international leadership through the Fellowship of Confessing Anglicans and the GAFCON movement.

We sent our best wishes to the Archbishop and Mrs Jensen and prayed for God's continued blessing on them and the new ministries they will exercise in the future.

Following the Archbishop's retirement, the Administrator informed us of his intention to grant Bishop Jensen the courtesy title of an archbishop to be used when he judges it fit. In informing us of this proposal, the Administrator noted that the matter had not been raised by Bishop Jensen but purely by him and others.

#### **1.5 Inauguration of Archbishop Glenn Davies**

We congratulated Bishop Glenn Davies on his election as the 12<sup>th</sup> Archbishop of Sydney on 6 August 2013 and noted that Bishop Davies was inaugurated as Archbishop in St Andrew's Cathedral on Friday 23 August 2013.

We assured Glenn and his wife Diane of our prayers, particularly during the time of transition to office.

We welcomed Archbishop Davies to his first meeting of the Standing Committee as Archbishop. We look forward to his ministry to us as Archbishop and Chairman.

#### **1.6 Death of Acting Judge Peter Grogan**

We noted with sadness the death of Acting Judge Peter Grogan who served as a Chancellor of the Diocese from 2005 to 2008. We thanked God for Peter's life and witness and extended our prayerful good wishes to his wife and their family.

#### **1.7 The Rev Dr Mark Thompson as the next Principal of Moore Theological College**

We congratulated the Rev Dr Mark Thompson on his appointment as the next Principal of Moore College and assured him and his wife of our prayers as he commenced this role.

#### **1.8 Election of the Venerable Ian Palmer as the next Bishop of Bathurst**

We noted the election of the Venerable Ian Palmer to be the next Bishop of Bathurst. We extended our prayerful best wishes to Archdeacon Palmer and his wife as they took up this new phase of their ministry.

#### **1.9 Appointment of Mr Michael Meek SC as Deputy Chancellor and Chancellor**

We noted Archbishop Jensen's appointment of Mr Michael Meek SC as Deputy Chancellor with the encouragement and good will of the then Chancellor, Acting Judge Peter Johns.

Following the retirement of Acting Judge Peter Johns as Chancellor (see item 1.14), Archbishop Davies announced his appointment of Mr Meek as Chancellor of the Diocese.

On both occasions, we congratulated Mr Meek and assured him of our prayerful support.

#### **1.10 Death of Lady Patricia Loane**

We noted with sadness the death of Lady Patricia Loane, gave thanks to God for her life and ministry and sent our condolences to her family.

#### **1.11 Retirement of the Rev Dr John Woodhouse**

We recognised that our April 2013 meeting was the last meeting for the Rev Dr John Woodhouse before his retirement as the Principal of Moore Theological College. We thanked God for John's long and faithful service of the cause of Christ as a member of the Synod and of the Standing Committee. We noted that John's personal integrity and his willingness to serve the interests of the Diocese has been an outstanding example to us all and prayed that God will bless all that he gives John to do in the new phase of his ministry.

#### **1.12 Retirement of Archdeacon Ian Cox**

We noted that our June 2013 meeting was the last meeting of Archdeacon Ian Cox prior to his retirement as Archdeacon of Liverpool. We gave God thanks for Ian's contribution at our meetings and prayed for God's continued blessing on him and his wife and the ministries they will exercise in the future.

#### **1.13 Retirement of Mr Peter Kell**

We noted the resignation of Mr Peter Kell as a member of the Standing Committee, thanked Peter for his service to the Standing Committee and prayed for God's continued blessing on his ministry in this Diocese.

#### **1.14 Retirement of Acting Judge Peter Johns as Chancellor**

We noted the retirement of Acting Judge Peter Johns as Chancellor of the Diocese, gave thanks to God for Peter's tireless work as Chancellor and his wise, considered and godly advice, and assured Peter of our sincere appreciation, best wishes and prayers.

#### **1.15 Service of Bishop Robert Forsyth as Administrator**

We thanked Bishop Robert Forsyth for his service as Administrator during the vacancy in the See of Sydney and, in particular, gave thanks for his service as President during the session of the Synod to elect the Archbishop.

#### **1.15A Retirement of Dr Philip Selden and appointment of Mr Doug Marr as Diocesan Registrar**

We noted the retirement of Dr Philip Selden as Diocesan Registrar and requested that a motion be moved at the Synod giving God thanks for Philip's dedicated and faithful service in this role for almost 12 years. We also noted Archbishop Davies' appointment of Mr Doug Marr as the next Registrar.

#### **1.15B Death of Mr Warren Gotley**

We noted with sadness the news of the death of Mr Warren Gotley who held the position of Diocesan Secretary from 1973 until his retirement in 1997. We conveyed our condolences to Warren's wife and family and assured them of our prayers at this time.

#### **1.15C Election of Bishop Greg Thompson as the next Bishop of the Diocese of Newcastle**

We congratulated Bishop Greg Thompson, Bishop of the Northern Territory, on his appointment as the next Bishop of Newcastle. We extended our prayerful good wishes to Bishop Thompson and his wife as they take up this new phase of ministry.

#### **1.15D Death of Bishop Dudley Foord**

**1.16** We noted with sadness the death of Bishop Dudley Foord, gave thanks to God for his significant ministry both in the Diocese of Sydney and the Church of England in South Africa and sent our condolences to Mrs Elizabeth Foord and family and assured them of our prayers at this time.**Management and structure**

Each meeting of the Standing Committee is like a small Synod meeting. The major committees are –

Mission Board	Ordinance Reviewers and Panels
Finance Committee	Social Issues Executive
General Synod Canons Committee	Stipends and Allowances Committee
Governance Oversight Committee	Work Outside the Diocese Committee

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.

2. Actions with the Archbishop

**2.1 Estate of Late M.A. Grant (Sisters' Endowment)**

The Archbishop-in-Council appropriated \$30,000 from this Estate for distribution by the Archbishop to assist clergy, clergy widows and clergy children or orphans who are in need.

**2.2 Parramatta '54 Free Fund**

The income of this fund is to be distributed among the objects of the Diocese of Sydney as determined by the Archbishop-in-Council. During the year \$6,421 was paid to the General Synod Office for the airfares, accommodation costs and travel equalisation adjustment for the 5 Sydney Bishops to attend the March 2013 Australian Bishops' Conference held in Perth.

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 and a risk management report. The reports must be lodged by 30 June each year. A later lodgement date has been approved for three organisations, Anglicare, Anglican Retirement Villages and Anglican Aid whose financial year ends on 30 June.

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 and Parish Funds**

The annual financial statements for the Amalgamated Synod Funds and Amalgamated Parish Funds have been prepared and the auditors have reported according to an agreed review of procedures instead of an audit.

These reports are printed separately.

**3.3 Ordination training fund**

From this Fund, bursaries are available to –

- (a) candidates studying through Moore Theological College or Youthworks College for ordination in Sydney, and
- (b) candidates studying through Moore Theological College or Youthworks College for commissioning as Diocesan Lay Workers in Sydney.

Bursaries are paid at the end of the academic year. In 2012, \$37,000 was paid (\$145,000 in 2011).

**3.4 Ordinances**

The following table shows the number of ordinances passed and assented to in 2007 to 2012 and in 2013 up to 23 September –

	2007	2008	2009	2010	2011	2012	2013
Standing Committee	45	38	27	36	40	53	39
Synod	3	6	13	4	10	3	0
	48	44	40	40	50	56	39

A separate report lists the ordinances passed by us since the 2012 session of the Synod. There are 12 ordinances of particular interest.

The *St Phillip's York Street Leasing Ordinance 2011 Amendment Ordinance 2012* extended by a period of 3 years the period in which rental proceeds arising from the lease of 1 York Street, Sydney can be distributed and reduced the proportion of income distributed to the parish from 85% to 60%.

The *Synod (Royal Commission) Special Application Ordinance 2013* provided for the application of an amount of Synod funds for the purpose of preparing and responding to the Royal Commission into

Institutional Responses to Child Sexual Abuse.

The *Wilton Estate Variation of Trusts and Land Sale Ordinance 2013* authorised the sale of certain land at Kingsford and varied the trusts of such land to enable the sale proceeds to be added to the Endowment of the See Capital Fund.

The *St Andrew's House Ordinance 1975 Amendment Ordinance 2013* provided for a 4 year fixed term of office for members of the St Andrew's House Corporation.

The *Special Religious Education (Program Evaluation) Funding Ordinance 2013* permitted the application of Synod funds for the purposes of meeting the costs and expenses of undertaking the professional evaluation of the diocesan Special Religious Education program in 2013.

The *Solemn Promises Ordinance 2011 Amending Ordinance 2013* amended the Solemn Promise to be made before a person is ordained, licensed or consecrated, or elected as Archbishop to make it clear that the elements of bread and wine in the Holy Communion must be separately distributed as well as administered.

The *Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2013* amended the *Archbishop of Sydney Election Ordinance 1982* to enable the Synod to take a further vote on which nominees on the Select List should be placed on the Final List where no nominee has received a majority of votes in both houses of the Synod on the first vote.

The *Manly Leasing (Interim Management Arrangements) Ordinance 2013* provided for interim arrangements to permit the wardens of St Matthew's Manly to manage leased property held under the Manly Leasing and Variation of Trusts Ordinance 2006.

The *Macarthur Anglican School Ordinance 1982 Amendment Ordinance 2013* provided for a 3 year fixed term of office for members of the School Council appointed by the Archbishop.

The *Parish Administration (Safe Ministry) Amendment Ordinance 2013* extended the scope of persons required to undertake Safe Ministry Training before working with children in parishes.

The *Sydney Diocesan Secretariat Ordinance 1973 Amendment Ordinance 2013* modified the requirements for the Secretariat to report to and table its minutes at meetings of the Standing Committee.

The *St John's Parramatta Endowment Fund Ordinance 1930 Amendment Ordinance 2013* provided for a 5 year fixed term of office for the trustees of the Parramatta Endowment Fund.

### 3.5 Parochial cost recoveries - arrears

The following table compares the arrears of cost recovery charges as at 30 June 2012 and 2013 –

	2012	2013
Cabramatta	3,754	-
Chester Hill with Sefton	1,446	1,627
Figtree	-	1,379
Hoxton Park	-	3,961
Richmond	3,057	7,251
Rouse Hill	9,648	-
Shellharbour City Centre	12,710	7,190
Windsor	-	2,511
	<u>30,615</u>	<u>23,919</u>

### 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.

As at 30 April 2013, 88 parochial units (33%) had not lodged a set of prescribed financial statements. By 21 August 2013 this had improved so that only 4 parochial units (1.5%) had not lodged their financial statements.

The Finance Committee has processes in place to remind parochial units of their obligations under the Ordinance, assist with any enquiries and review the statements lodged. The Finance Committee also works with the Regional Bishops and the Archdeacon of Liverpool to investigate and report to us on the status of the audited financial statements for parochial units that are late in lodging the required information.

### 3.7 Local revenues test for parish status

The parishes of Auburn (St Philips) and Willoughby East had local revenues below the requisite amount in 2012. These parishes have been advised of the importance of ensuring their 2013 and future revenues meet the relevant threshold figures in order to retain their parish status.

### 3.8 Diocesan Endowment – Review of Performance 2010-2012

Glebe Administration Board is the trustee of the Diocesan Endowment, being the property held on the trusts set out in the *Diocesan Endowment Ordinance 1984*. The principal object of GAB is to maintain the real value of the Diocesan Endowment and provide a reasonable income therefrom.

We received a report from GAB about the performance of the Diocesan Endowment from 30 June 2010 to 31 December 2012, being the period during which the investment objective and current investment management arrangements were in place.

The report showed that the investment return objective of the Diocesan Endowment (being a real rate of return of 5% per annum) was achieved over that period and that, after the payment of costs and the making of distributions to the Synod, the real value of the Diocesan Endowment was maintained.

Further information about the performance of the Diocesan Endowment can be found in the Annual Report of GAB for 2012, which can be found on the website at [www.sds.asn.au](http://www.sds.asn.au).

### 3.9 Diocesan Endowment – Review of the Investment Objective 2013

Every 3 years, Glebe Administration Board undertakes a comprehensive review of the investment objective of the Diocesan Endowment, having regard to the principal object to maintain the real value of the Endowment and provide a reasonable return therefrom, projected asset class returns and risk tolerances.

A review was undertaken in March 2013 with the assistance of Mercer, GAB's asset consultant.

We received a report about the result of the review and the decision of GAB to reduce the investment return objective from a real rate of return of 5% per annum measured over rolling 5 year periods to 4% per annum measured over such rolling periods.

The report also explained the major risks in managing the investments of the Diocesan Endowment, and how GAB seeks to manage those risks within acceptable tolerances.

Further information about the investment objective for the Diocesan Endowment can be found in the Annual Report of GAB for 2012, and the Investment Policy Statement for the Endowment, both of which can be found on the website at [www.sds.asn.au](http://www.sds.asn.au).

### 3.10 Recommended distribution from the Diocesan Endowment for 2014

We noted the advice of Glebe Administration Board that, for the purposes of clause 5(1) of the *Diocesan Endowment Ordinance 1984*, \$3.6 million could prudently be distributed from the Diocesan Endowment in 2013 for spending by the Synod in 2014.

### 3.11 Property Trust's Long Term Pooling Fund

The Property Trust is the trustee of the Long Term Pooling Fund, being a Fund in which funds held on trust for parishes and organisations are pooled and invested in a portfolio of diversified asset classes.

We received a report from the Property Trust about the performance of the Fund from 30 June 2010 to 31 December 2012, being the period during which the current investment objective and investment management arrangements were in place.

The report showed that the investment return objective for the Fund (being a real rate of return of 5% per annum) was achieved over that period and that, after distributions, the real value of the price of a unit in the Fund was maintained.

The annual accounts of the Fund are now provided to us as required under the *Long Term Pooling Fund Ordinance 2012*.

### 3.12 Synod Appropriations and Allocations for 2014 and 2015

Under clause 3 of the *Synod Estimates Ordinance 1998* we are required to prepare for the 3<sup>rd</sup> ordinary session of the 49<sup>th</sup> Synod a proposed ordinance reflecting the Statement of Funding Principles and Priorities which contains estimates for 2014 and 2015 of –

- the amount required for meeting the cost of sittings of the Synod, the maintenance of diocesan offices and the expenses of such other diocesan activities and commitments as, in our opinion, should be supported, and
- the amount which, in our opinion, should be granted to organisations under the control of

Synod or to other organisations, and

- the amount of income available from endowments or other trusts for meeting the amounts referred to above in the relevant financial year.

A bill for the *Synod Appropriations and Allocations Ordinance 2013* and an explanatory report are printed separately.

### **3.13 Parochial cost recoveries for 2014 and 2015**

Under clause 5 of the *Cost Recoveries Framework Ordinance 2008*, we are required to prepare for the 3<sup>rd</sup> ordinary session of the 49<sup>th</sup> Synod an ordinance which specifies the cost recoveries charge in respect of ministry costs and parochial network costs to be paid by each parochial unit in the following two financial years.

A bill for the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2013* and an explanatory report are printed separately.

### **3.14 Stipends, allowances and benefits for 2014**

We approved an external review of the basis for setting the level of minimum stipends and allowances paid to parish ministry staff in the Diocese. Pending the outcome of the review, we agreed that the recommended minimum stipend for 2014 should continue to be determined at 80% of Average Weekly Earnings.

A report on stipends, allowances and benefits for 2014 is printed separately.

### **3.15 Work Outside the Diocese**

In the 6 months to 30 June 2013, the Work Outside the Diocese Committee had applied \$150,204 from a total Synod allocation in 2013 of \$175,000. It is expected that further amounts will be applied during the 6 months to 31 December 2013 from the 2013 allocation, and the reserves of \$136,557.

### **3.16 Gilbulla Memorial Conference Centre Sale Ordinance 2001**

Under the *Gilbulla Memorial Conference Centre Sale Ordinance 2001*, we are required to provide an annual report to the Synod on progress in acquiring, constructing, adapting and/or renovating a property or building to be used as a conference centre and retreat house for the Diocese.

In 2007 we agreed to release to Anglican Youthworks, upon its request to the Property Trust, the invested funds from the sale of Gilbulla Memorial Conference Centre in order to purchase a new conference centre.

Anglican Youthworks has not yet been successful in acquiring another conference site. Over the past few years Youthworks has considered several potential sites and most recently (during the winter of 2013) has been actively pursuing a camping and conferencing centre option north of Sydney along the Hawkesbury River. Youthworks is not in a rush to secure another property and remains particular about the requirements for a suitable property.

### **3.17 Review of Standing Committee's policies concerning parish property**

Last year we reported that we had appointed a committee to undertake a review of our large receipts policy and a number of related matters.

The committee provided an extensive report with a number of recommendations. We have not yet completed our consideration of those recommendations. However it is our intention that the operation of any new policy concerning large receipts will be referred to the Synod for its endorsement.

### **3.18 Request from Diocese of Bathurst for financial assistance**

In September 2012 we noted a letter from the Bishop of Bathurst to the Archbishop of Sydney requesting financial support for the Diocese of Bathurst. The Archbishop advised that he had appointed a working party to investigate the background to the request and report to us with recommendations.

We considered the working party's report and recommendations at our meeting in November 2012. In response, we agreed that no financial assistance should be given in the form of cash or bank guarantees. We also referred to Sydney Anglican Schools Corporation the possible acquisition of one or more of the 3 Bathurst schools at a fair market price.

Subsequently, Macquarie Anglican Grammar School at Dubbo and Orange Anglican Grammar School were purchased by Sydney Anglican Schools Corporation. See item 4.16.

### 3.19 Relief from the variable parish cost recoveries charges payable by the parish of Shellharbour City Centre

In August 2012, we asked the Chancellor to review a request that the parish of Shellharbour City be granted partial relief from the variable parochial cost recoveries charge payable by the parish in 2012 and 2013.

The Chancellor subsequently advised us that he had determined that the parish's request for relief be declined. However, on the recommendation of the Chancellor, we asked the Finance Committee to review and consider several matters, including whether amendments were required to clause 8(1) of the *Cost Recoveries Framework Ordinance 2008*.

After due consideration, the Finance Committee did not propose that any further action be taken.

### 3.20 Sale of Bishopscourt

The *Bishopscourt Sale Ordinance 2012* authorised the sale of Bishopscourt at any time within 5 years after the date of assent to the ordinance, at such price as we, acting on the recommendation of the Property Trust, approve by resolution.

The sale process is being managed by the Property Trust. The work to date includes undertaking a valuation of the property, undertaking due diligence, obtaining legal advice on the sale process, and seeking and evaluating proposals from real estate agents for the sale of the property. A real estate agent for the sale has been appointed by the Property Trust and it is expected that marketing of the property will commence in the near future.

From March 2013, we have received regular reports from the Property Trust about the progress of the sale. We have also appointed a subcommittee to liaise with the Property Trust on a day to day basis about the progress of the sale. To date, that subcommittee has reported that it is satisfied with progress.

### 3.21 Endowment of the See finances

We noted that the expenditure of the Endowment of the See in 2014 may exceed the income available in that year to meet that expenditure. In order to address this possibility we requested that the EOS Committee keep us informed as to the possible measures proposed by it to reduce expenditure. We also –

- (a) agreed to a summary of the 2010, 2011 and 2012 audited financial statements for the Endowment of the See being provided to members of the Synod at the 2013 Election Synod, and
- (b) requested that a suitable form of a report concerning the financial forecasts for the Endowment of the See Expenditure Fund be printed for members of the Synod as part of those materials.

A revised seven year cash flow forecast 2013-2019 for the Endowment of the See Expenditure Fund under cover of an explanatory report is printed separately.

### 3.22 Reserves for Synod

After reviewing the balances in the Synod Fund and the Parochial Cost Recoveries Fund after certain recent payments, the Finance Committee reported that the balance of unallocated funds in those Funds may be insufficient to cover the necessary level of working capital and provide a "risk reserve".

We asked the Finance Committee –

- (a) to assess the appropriate amount of working capital to be held in the Funds under the control of the Synod, and
- (b) to develop a policy for the purposes of establishing and maintaining a "risk reserve" for the Synod, and
- (c) to consider the merits of any unspent surplus accumulated in the Funds beyond reasonable agreed maximum working capital and risk reserve levels being periodically returned to the original source or sources of the funding by an appropriate mechanism.

Subsequently, on the recommendation of the Finance Committee, we agreed that –

- (d) generally, the current balance in each of the Funds under the control of the Synod is reasonable but not excessive, given the expected future commitments and the need for a level of working capital appropriate to the function of each Fund, and
- (e) a new Synod "holding" fund should be established as a "risk reserve" for the Synod, and
- (f) a minimum amount of "risk reserve" should be held in the new holding fund, and that amount should be reviewed annually, and

- (g) the “risk reserve” could be used if there was a material external liability or the imminent risk of such a liability which affects the Diocese as a whole and which is not properly met by other diocesan organisations or funds, and
- (h) if there was an urgent need to replenish the “risk reserve” that be done by way of a combination of a contribution from the funds of the Synod and a levy on parishes, and if there was a surplus it should be reduced by either reducing the next appropriation from the Diocesan Endowment or reducing the future Parochial Cost Recoveries charge.

### **3.23 Superannuation contributions and stipend continuance**

We noted changes in the superannuation guarantee legislation effective 1 July 2013 which –

- remove the age restriction (70 years) for the payment of superannuation contributions, and
- increase the superannuation guarantee contribution to 9.25%.

We have asked the Sydney Diocesan Superannuation Board for its consideration of these changes and whether any amendments to the *Sydney Diocesan Superannuation Fund Ordinance 1961* are required in response. We also noted that there will be an increasing qualifying age for the aged pension with the first increase to 65.5 years in July 2017.

We are considering whether the limit on any stipend continuance insurance obtained for clergy under the Parochial Cost Recoveries program can be increased to match the increased qualifying age for the aged pension.

### **3.24 Future accommodation for the Archbishop**

We received a report from the Endowment of the See Committee about accommodation for the next Archbishop.

In its report, the Committee advised –

- if the next Archbishop was currently serving in Sydney, there may be no immediate urgency in providing accommodation as it may be possible for him to stay in his present residence on a short term basis while the decision regarding new accommodation is made, and
- it is desirable that Bishops court be sold as soon as is practicable and the proceeds invested in the Endowment of the See Capital Fund, and
- the next Archbishop will be provided with rental accommodation but, pending the timing of the sale of Bishops court, he may be invited to move into Bishops court until that property is sold, and
- the Registrar has been requested, together with others co-opted by him, to arrange to lease a suitable residence in consultation with the next Archbishop.

### **3.25 Archbishop’s remuneration**

We also received a report from the Endowment of the See Committee about the stipend, benefits and allowances to be offered to the next Archbishop.

Subject to one matter which we recommended the Committee review, we agreed to information about the remuneration package for the next Archbishop being provided to Synod members as part of the material prepared for the Election Synod.

### **3.26 Review of Mission Areas**

At our request the Mission Board undertook a review of the effectiveness and funding of Mission Areas. The Mission Board reported that good progress had been made in the areas of partnership and networking among churches, growing trust, sharing of resources and prayer. Some progress had also been made in terms of rector training and coaching. We thanked the Mission Area leaders for their work in the growth of gospel partnerships in the Diocese. However, in view of the decreasing funds available, and noting that other clergy give considerable time to wider Diocesan work, we agreed that Mission Area leaders should continue their role on a voluntary unpaid basis from 2015.

We decided not to recommend any new funding for Mission Areas through Synod Appropriations and Allocations in 2014 and 2015. However we agreed that some funding to those parishes whose rector is a Mission Area leader could continue in 2014 out of accumulated reserves of the Mission Areas Fund, with payments to be approved by the Regional Bishop if he is satisfied that good work is proceeding. We also agreed that in 2014 and 2015, specific training initiatives should continue to be funded from the accumulated reserves of the Mission Areas fund, with the approval of the Archbishop or his delegate.

### **3.27 Parish of Forestville property development proposal**

We noted the parish of Forestville is considering the development of its property at 701 Warringah Road,

Forestville. We agreed in principle with the development solely to enable the parish to take the next steps in exploring the practicality and financial viability of the project.

### **3.28 Financial sustainability of the Cathedral's ministries**

We appointed a working group to address the issue of the sustainability of the Cathedral's ministries by our November meeting including preliminary analysis of the Cathedral's long term property maintenance needs. We also agreed in principle that from 1 January 2014 the Cathedral be exempted from all variable parish cost recoveries, levies or assessments (though continues to be liable for all fixed parish cost recoveries relating to ministers' entitlements such as superannuation), and requested that any enabling legislation be brought to our November meeting.

## **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, and these appointments fall vacant at this coming Synod session. Other appointments are made by the Standing Committee in its own right.

From November 2012 to June 2013, 54 such positions were filled (151 for the same period in 2011 – 2012).

### **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. The annual reports are printed separately, together with any reports for reclassification of provisional parishes under the *Parishes Ordinance 1979*.

### **4.3 Constitution of Blue Mountains Grammar School**

Blue Mountains Grammar School Limited proposed an amendment to its constitution, and we appointed a working group to review the amendment. The working group considered that there was a broader range of issues which needed to be pursued with the School concerning its relationship with the Diocese before it could consider the detail of the proposed constitutional change. We authorised the working group to pursue broad discussions with the School about its relationship with the Diocese.

Upon receiving a report from the working group we requested that the Property Trust, a member of the company, be advised that we supported an amendment to the constitution relating to the appointment of the 4 directors by the members of the company.

The amendment was passed at the Annual General Meeting of the company held on 14 June 2013.

### **4.4 Confirmation as a pre-requisite for Ordination**

Noting that there is some doubt as to the necessity of confirmation being a pre-requisite for those to be ordained deacon, we referred the question to the Chancellor for his opinion.

The Chancellor's opinion has not yet been received.

### **4.5 Review of the services of Sydney Diocesan Secretariat to Synod and Standing Committee**

We undertook a review of the services provided by SDS during 2012 and confirmed that the services had been provided in a satisfactory manner. We agreed the revised form of the service level standards to be provided by SDS in 2013 and have reviewed the services provided by SDS during the first 4 months of 2013. Those services will be reviewed again later in 2013.

We affirmed the principle previously expressed that SDS should recover from each diocesan organisation it serves, including the Synod and Standing Committee but excluding parishes, the cost of serving that organisation. Noting that this principle would not be achieved in relation to the funding made available by the Synod for the purposes of services to be provided by SDS to the Synod and Standing Committee in 2013, we requested that the Mission Board Strategy Committee consider in consultation with SDS the objective of achieving full funding of the cost of SDS's services to the Synod and Standing Committee as it prepares the Synod's budgets for 2014-2015 and beyond.

### **4.6 Governance Oversight Committee**

Last year we reported that in response to a recommendation of the Archbishop's Strategic Commission on Structure, Funding and Governance, we had agreed to establish a Governance Committee whose function was to monitor the compliance, governance and risk management processes of the central diocesan organisations (Sydney Diocesan Secretariat, Glebe Administration Board, the Property Trust and St Andrew's House Corporation) and the way in which conflicts of interest of members of those

organisations were managed.

We have asked that the committee (renamed the "Governance Oversight Committee") also consider and report back to us about the appropriateness of the current arrangements for the financial oversight of the Property Trust.

#### **4.7 Enhanced reporting from central diocesan organisations**

One of the recommendations of the Archbishop's Strategic Commission on Structure, Funding and Governance was the creation of a central investment management board. Last year we reported that we had resolved to reconsider that recommendation after the end of 2013 and, in the meantime, we had requested that Glebe Administration Board, the Property Trust and St Andrew's House Corporation provide us with reports each 6 months about key performance indicators (such as risk, performance, cost and administrative efficiency), with the first of such reports to be provided before the end of 2012.

The Archbishop's Strategic Commission also made recommendations about Sydney Diocesan Secretariat. Last year we reported that we had also resolved to reconsider those recommendations after the end of 2013 and, in the meantime, had requested that Sydney Diocesan Secretariat keep us informed of its operations and plans for the future.

In addition, we also asked the Endowment of the See Committee to provide reports each 6 months about its operations and plans for the future.

Each of the named organisations has reported to us in accordance with our requests. These reports are reviewed by the Governance Oversight Committee (see item 4.6) on our behalf.

#### **4.8 Freedom 4 Faith**

Last year we reported about the work of a group of church representatives and Christian academics known as Freedom 4 Faith to advance the cause of freedom of religion in Australia. The Diocese is an affiliate member of Freedom 4 Faith and is represented on its Board by Robert Wicks, the Diocesan Secretary, and on its campaign committee by Bishop Robert Forsyth.

Freedom 4 Faith continues to actively engage in all significant public policy issues which touch on the question of freedom of religion in Australia. In recent times, it has made extensive submissions in relation to proposals to consolidate and amend Commonwealth anti-discrimination laws (see item 5.8) and amend State legislation in a manner which would restrict religious freedom.

Freedom 4 Faith organised a religious freedom conference at the University of Sydney on 15 March 2013. Speakers included Professor Robyn Fretwell Wilson of Washington and Lee University, Professor Patrick Parkinson of the University of Sydney, Dr Ryan Messmore of Campion College Sydney, Andrea Michello-Williams of Christian Concern and the Christian Legal Centre (UK) and Professor Gillian Triggs of the Australian Human Rights Commission.

We agreed to pay Freedom 4 Faith \$10,000 from Synod Fund Contingencies for our 2013 Institution Affiliation Fee.

#### **4.9 Richard Johnson College**

Last year we reported about the new direction proposed to be taken by Richard Johnson College Limited and approved a number of amendments to the constitution of the company which would have the effect of severing its ties with the Diocese.

We were subsequently advised that the company went into voluntary liquidation on 17 November 2012 and that the assets of the company had been directed to other organisations with similar objects in accordance with a resolution of the members of the company.

#### **4.10 Employment status of clergy**

Generally speaking, parish clergy are regarded as the holders of an ecclesiastical office, and are not workers or employees at general law or for the purposes of legislation.

However, on 20 December 2012 the County Court of Victoria handed down a judgement in relation to whether a clergyman in the Diocese of Gippsland was a "worker" within the meaning of the *Accident Compensation Act 1986* (Vic). This involved the question of whether the clergyman entered and worked under a contract of services or one of employment. The application succeeded with the Court finding that the Bishop of the Diocese was the employer of the clergyman. The evidentiary matters taken into account by the court in determining whether there was an intention to create legal relations between the clergyman and the bishop were not, on the whole, dissimilar to the typical arrangements that are in place in relation to parish clergy in our Diocese, although there were nonetheless some differences which may be significant.

Accordingly, we invited the Chancellor to appoint a committee of lawyers to examine the judgement and report back to us about the potential impact of the judgement on our Diocese and to recommend what action, if any, should be taken in response.

The judgment has been appealed by the Diocese of Gippsland. The committee's examination of the judgment has been deferred pending the outcome of that appeal.

#### **4.11 32/12 United Mission Campaign**

By resolution 32/12 the Synod asked us, through the Mission Board, to work with Evangelism and New Churches to co-ordinate a united mission campaign throughout the Diocese around Easter 2014 so that people can be encouraged and enabled to share Christ with their friends and neighbours.

The Mission Board is proposing a united mission campaign around Easter 2014 using the tag line *Jesusbrings*. The campaign will be extensively promoted to all parishes over the next few months and the message reinforced at the Synod in October 2013.

The concept is that participating parishes would “buy in” to receive a suite of resources to use for a set charge. The actual charge is intended to be scaleable, so a parish could choose either the small package or large package.

In order to make it as easy as possible for parishes to agree to be involved and access the resources, it is proposed that they be able to elect to pay for the resources as an addition to their parochial cost recovery charge in 2014.

We requested that a motion be moved at the Synod about the *Jesusbrings* mission campaign.

#### **4.12 NSW Council of Churches**

We appointed a group to discuss with our representatives on the NSW Council of Churches and the next Archbishop the future of the Council, and our Diocese's involvement with it, in light of the Synod's decision last year to discontinue funding to pay for the affiliation fee for the Diocese.

The group has also been authorised to have discussions with the NSW Council of Churches about these matters.

In the meantime, we authorised the payment of \$14,822 from Synod Fund Contingencies for the purpose of paying our 2013-2014 affiliation fee for the NSW Council of Churches.

#### **4.13 SCEGGS Darlinghurst Constitution Amendments**

Last year we reported that we had deferred consideration of a proposed amendment to the constitution of SCEGGS Darlinghurst Limited until we had the benefit of discussions with the School Council about the amendment. The proposed amendment related to the provision of the constitution which limited to those directors appointed by Sydney Diocesan Secretariat discussion of the business concerning “the instruction or practice of religion or the appointment or removal of the chaplain”.

The discussions with the School Council were subsequently held and a revised form of the amendment was agreed. It was further agreed to also amend the constitution to provide for a fixed term of 3 years for directors appointed by Sydney Diocesan Secretariat, with such directors being eligible for reappointment at the end of their term.

We requested that Sydney Diocesan Secretariat support these amendments which were subsequently made at the Annual General Meeting of SCEGGS Darlinghurst held on 20 May 2013.

#### **4.14 Parish names on the ACNC Register**

As a charity, every parish (parish, provisional parish, recognised church etc) is required to be registered with the Australian Charities and Not-for-profits Commission (ACNC). The legal name of a charity appears on both the Australian Business Register and the ACNC Register.

It is readily apparent from a search of the ACNC Register that in most cases the legal name of our parishes is not the name as that last designated by the Archbishop under the *Parish Administration Ordinance 2008*. In other words, the legal name of the parish is not supported by its governing documents.

In addition, there is considered to be value in maintaining a visible Anglican “brand” in the names of parishes which appear in publically available records such as the Australian Business Register and the ACNC Register.

After receiving the comments of the Regional Councils, we have agreed the following naming protocol be adopted as the legal name for each parish –

“**Anglican Parish of** .....[insert last name designated by the Archbishop, ie, as it appears in the Year Book]”

Each parochial unit will be designated a “parish” for these purposes.

We have also agreed that the former legal name of each parish be added to the “other names” field of the ACNC Register.

We have asked that Sydney Diocesan Secretariat notify the ACNC, and the Australian Taxation Office if necessary, of these changes for each parish, by November 2013.

#### **4.15 Statements of Faith used by New College and Robert Menzies College**

In 2007 the Synod passed the Diocesan Policy Statement on Education. Among other things, the Policy Statement required that members of pre-schools, schools or university college councils sign a statement of personal faith, prior to taking up their office, in the form set out in its Appendix.

This requirement is now reflected in the *Synod Elections Ordinance 2000* (in relation to certain bodies whose members are elected by the Synod) and in a regulation made by the Standing Committee (in relation to certain bodies whose members we elect).

We elect the members of Robert Menzies College Council and New College Council. Both organisations include a declaration as to personal faith in their respective constitutions which must be signed by a person before they become a member. However, the form of those declarations is different from that in the Appendix to the Policy Statement of Education. Having reviewed those declarations, we amended our regulation to recognise that the signing of the declaration by a prospective member of Robert Menzies College Council or New College Council in substance satisfies the requirement to sign the statement of faith set out in the Policy Statement on Education.

#### **4.16 Macquarie Anglican Grammar School and Orange Anglican Grammar School**

On 22 July 2013, we received notification from Sydney Anglican Schools Corporation under clause 15.2(a) of the *Sydney Anglican Schools Corporation Ordinance 1947* that it had established a provisional school council for each of Macquarie Anglican Grammar School and Orange Anglican Grammar School.

The establishment of these provisional school councils was a consequence of the purchase by the Corporation from the Diocese of Bathurst of the land, buildings and business of each of the schools. The purchase is due to be completed before the end of September this year.

We were assured by the Corporation that while both schools are located beyond the geographic boundaries of the Diocese, the purchases were occurring with the very positive goodwill and support of both the Archbishop of Sydney and the Bishop of Bathurst.

#### **4.17 Discipline Ordinance 2006 Amendment Ordinance 2013**

We requested that a bill for the *Discipline Ordinance 2006 Amendment Ordinance 2013* be promoted to the Synod to clarify the recommendations that the Professional Standards Committee can make to deal with complaints and to address a number of other miscellaneous matters.

The bill and an explanatory statement for the bill are printed separately.

## **5. Relations with Government**

### **5.1 Social Issues Executive**

The Social Issues Executive (SIE) is a subcommittee of the Standing Committee. The SIE provides advice to the Archbishop on issues which are referred to it by him. It also provides advice on issues referred to it by the Standing Committee or at the request of the Synod. Within its resource constraints the SIE also identifies and initiates the study and discussion of social issues among Anglicans in the Diocese, and where possible interacts with Government in particular through submissions to various Parliamentary inquiries.

The SIE has published over 100 hundred ‘Social Issues briefings’ on a diverse range of current social issues. These concise and thought provoking pieces are all readily available ([www.sie.org.au](http://www.sie.org.au)). The briefings continue to be a great resource for interested Christians wishing to engage meaningfully with current debates and social concerns. They cover many topics, such as Same-Sex Marriage, Euthanasia, Gambling, and the place of a Christian voice in public debate, to name a few. Past reports and submissions to government inquires into policy and legislative reforms, can be found in the same location.

The SIE continues to raise Diocesan awareness of the proposals to broaden marriage laws to encompass same sex couples and the ongoing moves towards legalising euthanasia. This past year a number of individual members have engaged in public discourse on these topics. Some notable examples

throughout the year are, the Rev Andrew Errington's, 'Same-sex marriage - what is really at issue?' published on *ABC Religion and Ethics* 30 Apr 2013; and Dr Megan Best's numerous public speaking engagements on topics such as abortion and euthanasia, including at the NSW Parliament House. Also of particular note at present are the resources and guidance on the SIE website for people who want to write opposing any moves to implement a euthanasia bill in NSW.

Finally the SIE acts as the advisory panel for the Centre for Christian Living (CCL), a centre started in 2011 devoted to examining ethical and moral issues from the perspective of Christian theology. Members of the SIE actively contribute and participate in the ministry and efforts of the CCL. For more information on the Centre for Christian Living, see the Moore Theological College Annual Report to Synod, or visit [www.ccl.moore.edu.au](http://www.ccl.moore.edu.au).

## 5.2 Transition to the Australian Charities and Not-for-profits Commission

Last year we reported about the extensive reforms to the charities and not-for-profit sector announced by the Federal Government as part of its May 2011 budget. The key reforms are contained in the *Australian Charities and Not-for-profits Commission Act 2012* which commenced on 3 December 2012. The Australian Charities and Not-for profits Commission (ACNC) commenced operations on that date.

We reported last year that we had expressed our support for the creation of a new full time position within Sydney Diocesan Secretariat for the purposes of managing transitional and ongoing compliance work in relation to the ACNC. We authorised payments totalling \$27,200 towards the cost of the proposed Charities Compliance Officer (being 34% of the total cost) who was employed with effect from 29 January 2013. The balance of the cost is being paid by contributions from other diocesan organisations.

Part of the work undertaken has been to prepare and provide information to parishes and diocesan organisations about the steps they need to take to successfully transition to the new regulatory environment under the ACNC.

We agreed a number of policies to assist the streamlining of administration associated with the ACNC. One of these policies was to require that parishes and organisations put in place a suitable master trust ordinance before we will consider an ordinance to authorise a dealing with or variation of trusts in respect of any property held by the Property Trust or before we or the Finance Committee will consider passing a resolution under such an ordinance.

## 5.3 Governance standards for charities registered with the Australian Charities and Not-for-profits Commission

In December 2012, the Commonwealth Government issued a consultation paper regarding the development of governance standards for the not-for-profit sector dealing with the following matters –

- Purposes and NFP nature of a registered entity
- Accountability to members
- Compliance with Australian laws
- Responsible management of financial affairs
- Suitability of responsible entities
- Duties of responsible entities

We made a submission in response to the consultation paper, commenting upon the proposed governance standards and suggested other matters which might be considered.

Subsequently, the Government released the final form of the governance standards as a regulation under the *Australian Charities and Not-for-profits Commission Act* which commenced on 1 July 2013. Since the consultation paper, there was some simplification of the standards and a reduction in their number from 6 to 5 dealing with the following matters –

- Purpose and not-for-profit nature of a registered charity
- Accountability to members
- Compliance with Australian laws
- Duties of responsible entities (ie directors)
- Duties of responsible entities.

The regulation provides for a period of transition for registered entities, where necessary to amend their governing rules to comply with these standards.

While it is expected that many diocesan bodies, including parishes, will be exempt from a legal obligation to comply with these standards because they are "basic religious charities", a number of diocesan bodies,

including schools, will be required to comply with the standards to remain registered with the ACNC.

Although some diocesan bodies will be exempt from a legal obligation to comply with the standards, it may nonetheless be desirable for diocesan bodies which are basic religious charities to adopt these standards so far as is reasonably possible and as a matter of diocesan policy to avoid becoming detached from the mainstream regulation of charities.

Accordingly, we asked the Diocesan Governance Committee to look at the appropriate steps that should be taken in response to the governance standards made under the ACNC Act both in terms of legal compliance and policy across the Diocese.

#### **5.4 Statutory definition of “charity”**

On 8 April 2013, the Commonwealth Government released exposure draft legislation for a statutory definition of “charity” as part of its ongoing program of reforms for the not-for-profit sector.

The exposure draft was considered to be a considerable improvement on previous attempts to draft a statutory definition of charity to replace the meaning of charity under the common law. In particular, the exposure draft retained the public benefit presumption for a small number of charitable purposes, including the purpose of advancing religion.

Nevertheless we considered that there were several matters which required further consideration, and so we authorised the making of a submission on our behalf on the exposure draft.

The *Charities Act 2013* was subsequently passed by the Federal Parliament and is due to commence on 1 January 2014.

#### **5.5 Not-for-profits Sector Tax Concession Working Group**

The Not-for-Profits Sector Tax Concession Working Group, established by Treasury, issued a discussion paper which considered the range of tax concessions provided to the not-for-profit sector and identified options to improve their effectiveness in supporting the work of the sector.

A particular focus of the discussion paper was the proposal to extend gift deductibility to all charities, including churches. However, in order to achieve a revenue neutral outcome, there was also a proposal to wind-back some fringe benefit tax concessions currently extended to charities, particularly public benevolent institutions.

We appointed a committee which prepared a submission on our behalf in response to the discussion paper.

#### **5.6 Income Tax Ruling TR 2013/2 on gift deductible school building funds**

A number of our parishes operate school building funds that have been endorsed as deductible gift recipients, meaning that donors receive a tax deduction for donations made. Schools building funds have been used by parishes to raise funds for facilities with an educational purpose such as halls and multi-purpose buildings.

We reported last year that at the end of 2011 the Australian Taxation Office issued a draft Tax Ruling TR 2011/D5 which proposed significant changes to the rules as to when a building would be a “school” for tax deduction purposes. Draft Ruling TR 2011/D5 proposed that a building needed to be used exclusively for education purposes to be a “school”, with any other use being minor or occasional or integral to its use as a school. This was different to the principle set out in existing Tax Ruling TR 96/8 that education only needed to be the “principal and primary use” of the building for it to be a “school” for tax deduction purposes. This was a less onerous test that proposed by the draft Ruling.

We also reported last year that the Property Trust had made a submission that the approach of the ATO in draft Ruling TR 2011/D5 was not consistent with the law.

On 13 February 2013 the ATO released Tax Ruling TR 2013/2 in which it abandoned the test proposed in draft Ruling TR2011/D5. Nevertheless, there are a number of complexities with the new ruling that may mean it is difficult for parishes to comply without significant changes to the way “educational” activities are typically undertaken by them.

The new Ruling does not apply a “principal” use test, nor a sole use test. Instead, it provides –

- the use of a building as a school must be substantial, and
- non-school use must not be of a kind, frequency or relative magnitude as to preclude the characterisation as a school, and
- non-school use must not materially limit, detract from or otherwise be incompatible with school use, and

- where a church carries on a school, it is relevant the extent to which the school is able to control the use of the building.

The new Ruling also provides that there be a “school organisation” with a demonstrable distinct entity, which provides regular and systematic instruction in a course of non-recreational education. The Ruling outlines that a school organisation will ordinarily have its own name, be an institution in its own right (even though it may exist within a broader institution or organisation) and have a governing body which controls its affairs.

While some aspects of this test did not represent a change from the then current position, the new Ruling appears to go much further than TR96/8 in requiring that a school have a distinct identity and separate arrangements for operation and governance.

The Ruling applies to years of income commencing both before and after the date of its issue, but transitional provisions apply in respect of donations applied to meet costs incurred before that date, or binding legal obligations made before that date.

Information has been circulated to parishes about the new Ruling.

### **5.7 Royal Commission into Institutional Responses to Child Sexual Abuse**

On 12 November 2012, the then Prime Minister announced that she would be recommending to the Governor-General the establishment of a Royal Commission into institutional responses to child sexual abuse in Australia. The Royal Commission was subsequently established by letters patent.

A report about the progress of the response of the Diocese to the Royal Commission is printed separately.

### **5.8 Consolidation of Commonwealth Anti-discrimination Laws**

At the end of 2011, the Commonwealth Attorney-General released a discussion paper outlining a proposal to consolidate 5 current Commonwealth anti-discrimination Acts into one Act.

In late 2012, the Government released exposure draft legislation which was referred to the Senate Standing Committee on Legal and Constitutional Affairs for inquiry and report.

The Government stated that the draft legislation would not significantly change existing laws or protections, but was only intended to simplify and clarify the existing anti-discrimination legislation.

However, this was far from the case and, among other things, the draft legislation would have narrowed existing exemptions for religious organisations in certain key areas. Accordingly, we appointed a subcommittee to prepare and lodge on our behalf a submission with the Senate Standing Committee. It is understood that the Senate Standing Committee received a number of submissions about the proposed legislation.

The Senate Standing Committee subsequently released its report and, most significantly for our purposes –

- expressed the view that discrimination on religious grounds is justified if it reasonable and proportionate in the circumstances, and
- recommended that religious organisations and educational institutions should continue to have the right to employ staff in accordance with their founding ethos and values (including requiring a particular faith even if not employed in a specifically religious role), and
- recommended that exemptions that allow religious organisations to discriminate in the delivery of services in the general community should be removed, where that discrimination would otherwise be unlawful. Religious organisations should rely on general exemptions for “justifiable conduct” if they wish to discriminate in the provision of services to the public.

The Government subsequently withdrew the draft legislation, stating that it remained committed to consolidating anti-discrimination laws but that a prohibition on speech that offends or insults goes too far. The Government introduced new draft legislation to amend the *Sex Discrimination Act 1984* to –

- include sexual orientation, gender identity and intersex status as new protected attributes,
- replace the definition of ‘marital status’ with a new definition of ‘marital and relationship status’ which includes same-sex de facto couples, and
- qualify the exemption for religious bodies in section 37 of the Act by providing that the exemption does not apply if the discriminatory act or practice is connected with the provision of Commonwealth-funded aged care (but a provider may still discriminate in the employment of persons to provided that care).

The Coalition did not support the amendment to qualify the exemption for religious organisations that provide Commonwealth-funded aged care. It remains unclear whether the Coalition would seek to repeal the amendment if they are elected to government.

We asked the subcommittee which prepared our submission to keep a watching brief on this matter and interact with the Government as necessary to ensure that freedom of religion is not curtailed.

### **5.9 Racial vilification**

In early 2013, the NSW Government announced an inquiry into the racial vilification provisions in the *Anti-Discrimination Act 1977* (NSW) and invited submissions.

On examination, it appeared that the focus of the inquiry was the criminal offence of serious racial vilification in section 20D of the Act, and was motivated by the fact that there has never been a successful prosecution under the provision. Since the focus was relatively narrow and it did not appear that the inquiry would impact religious freedom, we decided not to make a submission to the inquiry.

However, we had input into submissions made by others to the inquiry.

We continue to monitor the matter. If exposure draft legislation is later to emerge which contains an unwarranted limitation on free speech, we will make representations at that time.

### **5.10 Working with children check**

Last year we reported about legislation being introduced into NSW to extend the screening procedure, known as the Working with Children Check (WWCC), to volunteers who have direct and face-to-face contact with children.

The new WWCC is now being phased in across NSW by the Commission for Children and Young People from 15 June 2013.

In summary, for our parishes, the new WWCC requires –

- All new persons employed after 15 June 2013 who will be in child related work must obtain a WWCC.
- All clergy, and all lay workers (paid or unpaid) working on a staff ministry team, must obtain a WWCC during the period 15 June to 31 December 2013.
- All other persons who are in child related work, including volunteers, must obtain a WWCC during 2014.

A circular has been sent to ministers and wardens explaining the requirements for WWCC and providing advice about implementation and administration.

### **5.11 Rights of the Terminally Ill Bill 2013**

We were informed of a proposal for the introduction into the NSW Parliament of a private members' bill to legalise voluntary euthanasia. We requested that the Social Issues Executive prepare materials outlining our objections to this bill for distribution to parishes and Synod members to assist them in expressing their objections to local members of Parliament.

The bill was not referred to a parliamentary inquiry and was defeated in the Legislative Council on 23 May 2013 with 13 votes for and 23 votes against.

### **5.12 Freedom of religion and speech**

We noted a number of recent developments in the areas of religious freedom and anti-discrimination law which suggest that it has become increasingly difficult to maintain protections for religious freedom. We requested that a motion calling on the recently elected Federal government to take steps to protect and strengthen the freedoms of religion and speech be moved at the forthcoming session of the Synod.

### **5.13 Exposure draft for a Cemeteries and Crematoria Bill 2013**

We noted a proposal of the NSW Government for legislation to regulate the cemeteries and crematoria industry. We approved the lodgement of a submission in respect of an exposure draft for a Cemeteries and Crematoria Bill 2013.

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

### **6.1 28/11 General Synod assessments and consultation**

A report about this matter is printed separately.

### **6.2 National Bishops' Protocol 15**

We noted the National Bishops' Protocol 15 (2012) on Ministerial Appointments which is in the following

terms –

As bishops in the Australian Church we accept the weight of 1998 Lambeth Resolution 1.10 and the 2004 General Synod resolutions 33, 59 and 61-64 [attached to the Protocol] as expressing the mind of the Church on issues of human sexuality.

We undertake to uphold the position of our Church in regard to human sexuality as we ordain, license, authorise or appoint to ministries within our dioceses.

We understand that issues of sexuality are subject to ongoing conversation within our Church and we undertake to support these conversations, while seeking to maintain the unity of the Spirit in the bond of peace.

### **6.3 16<sup>th</sup> Session of the General Synod of the Anglican Church of Australia**

We have been advised by the General Secretary of the General Synod that the 16<sup>th</sup> Session of the General Synod is to be held in Adelaide from 30 June to 4 July 2014.

## **7. Sydney Synod Matters**

### **7.1 Special session of the 49<sup>th</sup> Synod to elect an Archbishop**

A special session of the 49<sup>th</sup> Synod was held on 5 and 6 August 2013 to elect a new Archbishop of Sydney.

The proceedings of the special Synod are published on SDS's website at [www.sds.asn.au](http://www.sds.asn.au).

### **7.2 38/07 Fellowship Meal for the proclamation of the Lord's Death**

By resolution 38/07, the Synod requested that the Diocesan Doctrine Commission consider the appropriateness, with respect to the teaching of scripture and the Anglican formularies, of Anglican churches having a fellowship meal for the proclamation of the Lord's death, and to bring a report to the Synod at a convenient time.

We received a report from the Doctrine Commission and requested that the Commission reconsider the report in light of comments received from members of the Standing Committee.

We await further advice from the Doctrine Commission.

### **7.3 41/10 Amendments to the *Anglican Church of Australia Trust Property Act 1917***

By resolution 41/10, the Synod requested a number of amendments to the *Anglican Church of Australia Trust Property Act 1917* concerning various governance matters relevant to the proper functioning of the Property Trust.

Consideration of this request was delayed in the Attorney-General's Department.

We have recently been advised that the proposed amendments have been approved and the bill is being drafted by the Parliamentary Counsel's office to implement the amendments. It is hoped that the bill will be introduced into the Parliament in the near future.

### **7.4 43/10 Governance policy for diocesan organisations**

In 2010, the Synod received a draft governance policy for diocesan organisations and passed resolution 47/10 which, among other things, requested that a copy of the draft policy be sent to each member of the Synod and to the board of each diocesan organisation for comment with a view to a revised form of the policy being brought to the Synod in 2011. A number of substantial submissions were received in response.

In 2011, the Synod was provided with a summary of the submissions as part of a progress report on the matter.

Following the 2011 session of the Synod, the Diocesan Governance Committee completed an extensive review of the draft governance policy taking into account 2 significant inputs, first, the submissions made by Synod members and diocesan organisations and, second, the ACNC governance standards which were finalised in early 2013 and came into effect on 1 July 2013.

As a consequence, the Governance Committee has made a number of significant changes to the draft policy. It is proposed that the revised draft policy be considered and adopted as a policy by the Synod this year.

The revised policy and accompanying report are printed separately.

### **7.5 19/11 Indefinite term of membership on diocesan bodies**

By resolution 19/11, the Synod asked us to review the membership of diocesan organisations to

determine any bodies which have members appointed for an indefinite term and to consider whether this is appropriate.

We undertook the review and determined that the some or all of the members of the following bodies hold office for indefinite terms –

- Macarthur Anglican School Council
- St Andrew's House Corporation
- St John's Parramatta Endowment Fund.

We requested that the Diocesan Secretary consult with these bodies and bring to a future meeting suitable ordinance amendments, taking into account any comments received during the consultations.

An ordinance to amend the relevant provisions of the *St Andrew's House Ordinance 1975* has now been passed, and an ordinance to amend the *Macarthur Anglican School Ordinance 1982* has been promoted for our consideration.

Discussions are under way with the Trustees of the St John's Parramatta Endowment Fund, and we have appointed a small committee to assist in that process.

In addition, we noted that the constitutions of SCEGGS Darlinghurst Limited and SCEGGS Redlands Limited did not provide for a fixed term of office for all directors appointed by Sydney Diocesan Secretariat (SDS) on our recommendation.

We requested that SCEGGS Darlinghurst Limited be asked to amend its constitution to provide for a transition to fixed terms for all directors appointed by SDS (with retiring directors being eligible for reappointment). The amendment of the constitution has now been made (see item 4.13).

We also asked that SDS implement a process whereby those SDS appointed directors of SCEGGS Redlands who were not subject to a fixed term of office are transitioned to a fixed 3 year term. SDS has now implemented such a process.

#### **7.6 28/11 General Synod assessment and consultation**

See item 6.1.

#### **7.7 29/11 Efficiency and transparency of Synod election processes**

By resolution 29/11, the Synod asked us to consider possible improvements to the efficiency and transparency of the Synod election processes without changing the qualifications and composition of the various committees, councils and boards.

We appointed a committee to consider and report to us with proposals. We agreed in principle with the proposals, provided in 2 reports, and requested that the Diocesan Secretary prepare an ordinance to amend the *Synod Elections Ordinance 2000* to give effect to the proposals.

The bill for the *Synod Elections (Efficiency and Transparency) Amendment Ordinance 2013* is being promoted to the Synod at our request. The bill and accompanying explanatory report are printed separately.

#### **7.8 1/12 Review of School Chapels and Chaplains Ordinance 1975**

By resolution 1/12, the Synod, noting the report about the review of the *School Chapels and Chaplains Ordinance 1975* –

- (a) encouraged Synod members, school councils and the Sydney Anglican Schools Corporation to consider the report and its recommendations and provide comments to the Diocesan Secretary by 31 March 2013, and
- (b) requested that we bring to the 2013 session of the Synod suitable amendments to the Ordinance having regard to such comments.

We referred the comments received to the committee which prepared the report about the review of the Ordinance and asked the committee to prepare proposals for the amendment of the ordinance.

A report about this matter is printed separately.

#### **7.9 5/12 Reduced number of days for Synod in 2013**

By resolution 5/12, the Synod supported the holding of the 3<sup>rd</sup> ordinary session of the 49<sup>th</sup> Synod over 3 days and, for this purpose, agreed to commence meeting at 2.00pm and conclude meeting at 10.00pm on each of those days.

A motion is to be moved on the first day of the forthcoming session at our request to suspend all relevant business rules to facilitate the holding of the session of Synod over 3 days.

We also requested that a motion be moved on the last day of the session to enable the Synod to decide whether it wants to hold the Synod in 2013 over a 3 or 4 day period.

#### **7.10 13/12 Electronic distribution of Synod materials**

By resolution 13/12, the Synod requested that we bring to the next ordinary session a proposal, together with any necessary changes to our ordinances, to reduce or discontinue the distribution of materials to Synod members in printed form with effect from the 1<sup>st</sup> ordinary session of the 50<sup>th</sup> Synod in 2014.

We appointed a committee to consider the Synod's request and report to us about an appropriate proposal. On the recommendation of the committee, we have requested that a bill for the *Synod (Electronic Communications) Amendment Ordinance 2013* be promoted to the Synod at our request.

The bill and the accompanying explanatory report are printed separately.

We have also encouraged our members, where possible, to opt out of receiving printed agendas for our meetings and to request that the Diocesan Secretary report annually on the number of members who have opted out.

#### **7.11 14/12 Special Religious Education**

By resolution 14/12, the Synod, noting the report on *Special Religious Education in Government Primary Schools – the Challenge over the next Ten Years* –

- (a) affirmed its commitment to the sustaining of high quality Special Religious Education within all Government primary schools within the Diocese, and
- (b) requested that we address the need for sufficient funds for this ministry in the 2014-2015 budget.

In response to this resolution, we appointed a committee to commission a professional evaluation of the Diocese's SRE program in anticipation of the review of SRE which the NSW Government has announced will be undertaken in 2014/2015.

We passed the *Special Religious Education (Program Evaluation) Funding Ordinance 2013* and, pursuant thereto, resolved to authorise the application of funds to be applied toward the cost and expenses of undertaking that review.

#### **7.12 21/12 Use of distributions from Diocesan Endowment**

Resolution 21/12 requested we consider bringing to Synod in 2013 –

- (a) an Appropriations and Allocations Ordinance that utilises the entire Diocesan Endowment distribution amount to be paid into the Mission Property Fund and applied towards church land acquisition projects, and
- (b) a Parochial Cost Recoveries Ordinance and associated schedules such that the annual ministry costs and parochial network costs of the Diocese are no longer aided by appropriations or allocations from the Diocesan Endowment in the next budget.

We received a paper from the mover of resolution 21/12 and referred it to the Mission Board Strategy Committee for its report.

After considering the matter, the Mission Board Strategy Committee resolved to recommend to us that for 2014-2015 the funds available to the Synod from distributions from the Diocesan Endowment be allocated in accordance with the principles outlined in the Statement of Funding Principles and Priorities for 2013 and utilised in the *Synod Appropriations and Allocations Ordinance 2012* and the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2012*.

On the recommendation of the Mission Board, we adopted the Mission Board Strategy Committee's recommendation.

#### **7.13 22/12 Church planting models for greenfields areas**

By resolution 22/12, Synod requested that the Mission Board, together with the Mission Property Committee and Evangelism and New Churches and in wide consultation with other interested persons, report to the Synod in 2013 on the proposed ministry model or models – along with alternatives – which underlie the proposed land acquisitions and building plans in "greenfields" areas of the Diocese.

A report about this matter is printed separately.

#### **7.14 27/12 Amendments to the *Faithfulness in Service* definition of bullying**

By motion 27/12 Synod resolved to approve amendments to *Faithfulness in Service* with the exception of a new definition of "bullying" and deferred consideration of this definition until the next ordinary session of the Synod.

Two of the reasons put forward for the deferral last year were that Safe Work Australia was yet to finalise its model code on bullying for the purposes of work, health and safety law and that the Diocese of Melbourne had adopted a different, and perhaps more preferable, definition to that recommended by the General Synod Professional Standards Commission.

We are proposing to the Synod that it defer consideration of the definition of “bullying” for a further year. Safe Work Australia is still yet to finalise its model code although a further exposure draft has been released. It may be that *Faithfulness in Service* could cross reference the code rather than adopting its own definition since the code will apply as a benchmark for what is expected of organisations so far as the effects of bullying on work, health and safety is concerned. However perhaps the more significant factor justifying deferral is that the Diocesan Grievance Policy and Procedure is due for review by the Standing Committee after July 2014. The Grievance Policy and Procedure was principally formulated to address bullying. It would seem premature for the Synod to insert a new definition of bullying in *Faithfulness in Service* without having the benefit of the Standing Committee's review of the Grievance Policy and Procedure, especially when this review is due in less than 12 months.

#### **7.15 28/12 Towards 2050**

By resolution 28/12, the Synod, noted the terms of resolution 2/10 and the further report of the Standing Committee provided to the Synod in response to its request in resolution 3/11 and, among other things, requested that the Mission Board, on our behalf, bring to Synod in 2013 the suggested shape of the next phase of the mission of the Diocese and its response to the recommendations in the Towards 2050 report.

A report about this matter (dealing also with 31/12 Review of the Diocesan Mission) is printed separately.

#### **7.16 31/12 Review of the Diocesan Mission**

By resolution 31/12, the Synod –

- (a) asked that we, through the Mission Board, survey Synod members, parish councils and other diocesan organisations to review and assess what has been achieved and what lessons have been learned in the 10 years of the Diocesan Mission, and
- (b) asked that we, through the Mission Board, bring to Synod in 2013 a detailed report about the work of this review, including specific recommendations as to what policies, structures and implementation strategies should be adopted for the next phase of mission in the Diocese to seek and to save the lost, and
- (c) following feedback from parishes and diocesan organisations, bring to Synod in 2014 for its approval the suggested shape of the next phase of mission within the Diocese.

A report about this matter (dealing also with 28/12 Towards 2050) is printed separately.

#### **7.17 32/12 United Mission Campaign**

See item 4.11.

#### **7.18 34/12 Consideration of Synod resolutions 19/11 and 29/11**

By resolution 34/12, the Synod requested that we give due consideration to Synod resolutions 19/11 and 29/11.

See items 7.5 and 7.6.

#### **7.19 36/12 Department of Evangelism and New Churches**

By resolution 36/12, the Synod, in light of 38/11 Review of the Department of Evangelism and New Churches report –

- (a) requested that ENC consult widely with the parish council, minister, mission area leader, regional council and bishop of the area in which any new fellowship is proposed to be planted, and
- (b) requested that we bring to the next ordinary session of the Synod a redrafted amendment to the *Department of Evangelism and New Churches Ordinance 2010* that would increase effective consultation while maintaining simplicity of process and harmony of relationships between all affected parties.

A report about this matter is printed separately.

#### **7.20 Review of the procedure for a vote by Houses**

At the conclusion of the 2012 session, the Synod referred to us for our consideration the following motion which remained on its business paper –

'Synod asks the Standing Committee –

- (a) to consider the matter of a biblical basis for voting by orders,
- (b) to consult with the other dioceses within the province of NSW in order to seek amendment to the Schedule to the Anglican Church of Australia Constitutions Act 1902 to the effect of –

In clause 6 of the schedule, omit the words “any eight members of one order” and substitute instead “any eight members of the order of clergy and any eight members of the order of lay persons”, and

- (c) to report on this matter to the Synod during the session of 2013.'

We asked Bishop Glenn Davies to prepare a report for our consideration. We have approved the printing of a form of Bishop Davies' report for the Synod, but do not make any recommendations. That report is printed separately.

#### **7.21 Further funding sources for Synod**

Section 5 of the Statement of Funding Principles and Priorities for 2013 stated that “work needs to be done on how funds can be raised from other sources”. We appointed a committee to consider further funding sources for Synod and to report to us.

We have received the report of the committee and will report at a later time about the outcomes of our consideration of its recommendations.

#### **7.22 Printing of SDS and GAB Annual Reports for Synod**

The annual report and annual financial reports for Sydney Diocesan Secretariat and Glebe Administration Board have been available on line since 2010 as part of the material prepared about proceedings of the session each Synod. From 2012, SDS and GAB have also made these reports available on-line prior to their tabling at the Synod session.

In view of the on-line availability of these reports (and consistent with the stated desire of the Synod to reduce the amount of printed material used for Synod sessions) these reports will not be printed in the Synod book from this year. There will however be a suitable reference in the Synod Book to their availability on-line.

#### **7.23 Reconstitution of Regional Councils by reference to Mission Areas**

A bill for the *Regions (Mission Areas) Amendment Ordinance 2013* is being promoted to the Synod at our request to reconstitute regional councils by reference to mission areas.

The bill and the explanatory report are printed separately.

#### **7.23 Minutes tabled at the Synod**

We noted the particular need for confidentiality associated with certain matters under our consideration, including details of current legal proceedings and matters which are properly treated as commercial-in-confidence. We authorised the Diocesan Secretary to omit such material from the minutes tabled at Synod.

#### **7.24 Resolutions made by the Synod in 2012 and not mentioned in this report**

Circulars were sent to parishes and organisations about the matters arising from the 2012 Synod session. Copies of Synod resolutions were sent to appropriate persons and organisations.

#### **7.25 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.

ROBERT WICKS

*Diocesan Secretary*

23 September 2013

## Synod Funds – Amalgamated

### Annual financial report – 31 December 2012

Incorporating –

- Sydney Diocesan Synod Fund Funds 127 – 129 (unaudited)
- Standing Committee of Synod  
Sydney Diocesan Account Funds 153 – 189 (unaudited)

### Discussion and Analysis report for the year ended 31 December 2012

The Synod Funds' (the Fund) Discussion and Analysis report provides an overview of the Fund's financial activities for the calendar year ended 31 December 2012. The Discussion and Analysis should be read in conjunction with the unaudited annual report for the same period, and the notes thereto, beginning on page 61.

The Fund is an amalgamation of the individual funds listed below. At 31 December 2012 the Synod Funds comprised of 6 funds (2011: 5 funds):

Fund 127	Sydney Diocesan Synod Fund - Work Outside the Diocese
Fund 128	Sydney Diocesan Synod Fund – Mission Areas Fund
Fund 129	Sydney Diocesan Synod Fund
Fund 130	Sydney Representative at General Synod
Fund 153	The Archbishop's Professional Standards Unit
Fund 189	Sydney Diocesan Ordination Training Fund

During 2012 the balance of monies provisioned for the purpose of paying expenses for those persons representing the Sydney Diocese at the General Synod were established as a separate Fund (0130).

The main sources of funds during 2012 were distributions from the Diocesan Endowment and various parish ordinances. The Standing Committee confirmed in the Diocesan Endowment (Special Distribution) Amendment Ordinance 2011 a distribution of \$3,642,000 (2011: \$5,250,000) to be available to the Fund for spending in 2012. The amount distributed to the Fund by various parish ordinances totalled \$1,147,823 (2011: \$1,277,434). In addition a number of Parishes donated directly to Work Outside the Diocese \$27,230 (2011: Nil). The Fund also received contributions under the Parochial Cost Recoveries Ordinance 2009 to support the Professional Standards Unit, the Safe Ministry program and the costs associated with membership of the Anglican Church in Australia, the Province of New South Wales and the NSW Council of Churches. Also interest is earned on surplus cash held on deposit with the Glebe Administration Board.

The Fund's total revenues decreased by \$1,819,468 or 23.45% from \$7,759,900 (2011) to \$5,940,432 (2012) due to the reduction in distributions from the Diocesan Endowment.

The application of funds is divided between:

- grants as appropriated by the Standing Committee in the Synod Appropriations and Allocations Ordinance 2011,
- grants as appropriated under the delegations of the various committees of the comprising funds, and
- administrative expenses of the Professional Standards Unit.

The Fund's total outgoings decreased by \$1,917,968 or 23.85% from \$8,042,361 (2011) to \$6,124,393 (2012).

The Net Assets of the Fund declined by 7.7% (2012: \$2,208,526 compared to 2011: \$2,392,497). The assets of the Fund are composed of mainly of cash and receivables. Liabilities of the Fund represent accrued expenses and provisions for staff leave entitlements.

The Equity of each Fund represents accumulated surpluses from operations.

There are no matters that have arisen since 31 December 2012 which are likely to have a significant effect on the Fund.

This report has been adopted at a duly constituted and convened meeting of the members of the Finance Committee of the Standing Committee of Synod on 16 May 2013.

**Standing Committee of Synod - Synod Funds**

**Income Statement for the 12 months ended 31 December 2012**

	Fund 127	Fund 128	Fund 129	Fund 130	Fund 153	Fund 189	Elimination	Total	Actual
	SDSF Work Outside the Diocese	SDSF Mission Areas Fund	Sydney Diocesan Synod Fund (SDSF)	Sydney Reps at General Synod	SDA ABP's Professional Standards Unit	SDA Ordination Training Fund			12 Months ending 31 December 2011
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Income</b>									
Distributions - Glebe Administration Board	-	-	3,642,000	-	-	-	-	3,642,000	5,250,000
Distributions - Anglican Church Property Trust - Refer to Note 2	-	-	1,006,822	-	-	-	-	1,006,822	1,008,649
Distributions - St James Hall	-	-	141,001	-	-	-	-	141,001	268,785
Interest	5,725	14,758	37,209	181	2,350	3,226	-	63,449	101,863
PCR Contributions	-	-	313,582	-	595,008	-	-	908,590	495,000
Synod Grants	200,000	200,000	-	-	-	-	(400,000)	-	-
Other Income	27,230	-	14,972	89,571	146,801	-	-	278,574	635,603
<b>Total income</b>	<b>232,955</b>	<b>214,758</b>	<b>5,155,586</b>	<b>89,752</b>	<b>744,159</b>	<b>3,226</b>	<b>(400,000)</b>	<b>6,040,436</b>	<b>7,759,900</b>
<b>Expenses</b>									
Staff & Related	-	1,646	-	-	262,778	-	-	264,424	311,455
Professional Fees	-	-	12,000	-	61,323	1,800	-	75,123	307,799
SDS Fees	-	-	699,996	-	26,256	3,000	-	729,252	679,341
Computer & Software	-	-	-	-	40	-	-	40	3,219
Rent & Occupancy	-	-	-	-	26,032	-	-	26,032	32,830
Printing & Stationery	-	-	-	-	6,568	-	-	6,568	4,946
Entertainment & Travel	-	-	-	-	8,230	-	-	8,230	28,876
Depreciation	-	-	-	-	1,827	-	-	1,827	1,604
Advertising	-	-	-	-	10,295	-	-	10,295	8,410
Office	-	-	7,097	-	7,765	-	-	14,862	6,596
Miscellaneous	-	-	-	-	39,978	-	-	39,978	36,942
Grants and Subsidies	278,698	195,539	4,728,294	-	215,470	37,000	(400,000)	5,055,001	6,599,405
Bad Debts	-	-	-	-	(7,235)	-	-	(7,235)	20,938
<b>Total Expenses</b>	<b>278,698</b>	<b>197,185</b>	<b>5,447,387</b>	<b>-</b>	<b>659,327</b>	<b>41,800</b>	<b>(400,000)</b>	<b>6,224,397</b>	<b>8,042,361</b>
<b>Net Surplus/(Deficit)</b>	<b>(45,743)</b>	<b>17,573</b>	<b>(291,801)</b>	<b>89,752</b>	<b>84,832</b>	<b>(38,574)</b>	<b>-</b>	<b>(183,961)</b>	<b>(282,461)</b>

**Standing Committee of Synod - Synod Funds**  
**Balance Sheet for the 12 months ended 31 December 2012**

	Fund 127	Fund 128	Fund 129	Fund 130	Fund 153	Fund 189	Elimination	Total	Actual
	SDSF Work Outside the Diocese	SDSF Mission Areas Fund	Sydney Diocesan Synod Fund (SDSF)	Sydney Reps at General Synod	SDA ABP's Professional Standards Unit	SDA Ordination Training Fund			31 December 2011
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Assets</b>									
Cash	136,557	543,091	1,224,336	89,752	176,028	90,378	-	<b>2,260,142</b>	2,611,583
Receivables	-	-	1,668	-	500	-	-	<b>2,168</b>	22,258
Fixed Assets	-	-	-	-	4,536	-	-	<b>4,536</b>	4,765
Other	-	127	266	-	531	-	-	<b>924</b>	4,250
<b>Total assets</b>	<b>136,557</b>	<b>543,218</b>	<b>1,226,270</b>	<b>89,752</b>	<b>181,595</b>	<b>90,378</b>		<b>2,267,770</b>	<b>2,642,856</b>
<b>Liabilities</b>									
Payables	-	-	30,544	-	12,797	1,800	-	<b>45,141</b>	152,690
Provisions	-	-	-	-	14,103	-	-	<b>14,103</b>	97,679
<b>Total liabilities</b>	<b>-</b>	<b>-</b>	<b>30,544</b>	<b>-</b>	<b>26,900</b>	<b>1,800</b>	<b>-</b>	<b>59,244</b>	<b>250,369</b>
<b>Net assets</b>	<b>136,557</b>	<b>543,218</b>	<b>1,195,726</b>	<b>89,752</b>	<b>154,695</b>	<b>88,578</b>	<b>-</b>	<b>2,208,526</b>	<b>2,392,487</b>
<b>Equity</b>									
Accumulated Funds	182,300	525,645	1,487,527	-	69,863	127,152	-	<b>2,392,487</b>	2,674,948
Current year	(45,743)	17,573	(291,801)	89,752	84,832	(38,574)	-	<b>(183,961)</b>	(282,461)
<b>Total Equity</b>	<b>136,557</b>	<b>543,218</b>	<b>1,195,726</b>	<b>89,752</b>	<b>154,695</b>	<b>88,578</b>	<b>-</b>	<b>2,208,526</b>	<b>2,392,487</b>

**Notes to the financial report for the year ended 31 December 2012**

**1. Summary of significant accounting policies**

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**(a) Basis of preparation**

This is a special purpose financial statement that has been prepared for the sole purpose of providing amalgamated financial information to Synod and for distribution to the members of Synod and must not be used for any other purpose. The Finance Committee of Standing Committee has determined that the accounting policies adopted are appropriate to meet the needs of Synod.

The income statement and balance sheet are submitted as amalgamated statements for administrative purposes. The process of amalgamation consists of adding all the balances of the individual funds on a line by line basis. There is no consideration of beneficial interests, which is involved or implied in the preparation of the amalgamated financial report. Material transactions have been eliminated between the funds.

The net assets at the date of exit of funds exiting the amalgamated accounts are debited to the relevant category of equity. The items of the statement of income for a fund that has exited the amalgamated accounts during the period are only included in the amalgamated accounts until the date of exit. When a fund is joining the amalgamated accounts a credit to equity is generally recognised to record the net assets that have been included in the amalgamated accounts.

**Historical cost convention**

These financial statements have been prepared under the historical cost convention.

**(b) Revenue recognition**

Revenue and other income is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of taxes paid. Revenue and other income is recognised for the major business activities as follows:

**Grants and donations**

Grants and donations are recognised to the extent they have been deposited in the bank, which is the point at which the entity gains control of the grant or donation.

**Disposal of plant and equipment**

Income from the disposal of plant and equipment is measured at fair value of the consideration received or receivable less the carrying value of the fixed asset or group of assets sold. Gain or loss arising from the sale is recognised at net amount in the income statement.

**Distributions**

Distributions are recognised on an accruals basis when the right to receive payment is established.

**Interest**

Interest revenue is recognised on a time proportion basis using the effective interest method.

**(c) Grants and donations expense**

Grants and donations are generally recognised upon payment.

**(d) Acquisitions of assets**

The purchase method of accounting is used to account for all acquisitions of assets regardless of whether equity instruments or other assets are acquired. Cost is measured as the fair value of the assets given, shares issued or liabilities incurred or assumed at the date of exchange.

**(e) Cash and cash equivalents**

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

**(f) Receivables**

Receivables are recognised initially at fair value and subsequently measured at amortised cost, less provision for doubtful debts. Receivables are due for settlement no more than 30 days from the date of recognition.

The collectability of receivables is reviewed on an ongoing basis. Debts, which are known to be uncollectible, are written off. A provision for doubtful receivables is established when there is objective evidence that the entity will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is recognised in the income statement.

**(g) Fair value estimation**

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

**(h) Plant and equipment**

Plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated using the straight-line method to allocate their cost or re-valued amounts, net of their residual values, over their estimated useful lives as follows:

- Computer hardware and printers 3 years
- Furniture and fittings 10 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

**(i) Payables**

These amounts represent liabilities for goods and services provided prior to the end of financial year that are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

**(j) Provisions**

Provisions are recognised when there is a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the balance sheet date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as interest expense.

**(k) Employee benefits**

***Wages, salaries, annual leave and sick leave***

Liabilities for wages and salaries including non-monetary benefits and annual leave expected to be settled within 12 months of the reporting date are recognised either in payables or current provisions in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

No liability has been recognised for sick leave, as there is no provision made for sick leave and it is not considered that any sick leave taken will incur in additional costs.

***Long service leave***

The liability for long service leave expected to be settled more than 12 months from the reporting date is recognised as a provision and measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

Employee benefit on-costs are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

**(l) Goods and Service Tax (GST)**

The funds are members of the Sydney Diocesan Secretariat GST group.

Revenues, expenses and assets are recognised net of the amount of GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances, it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the balance sheet.

Cash flows are presented on a net basis. The GST components of cash flows arising from operating, investing or financing activities, which are recoverable from, or payable to the ATO, are presented as operating cash flow.

**(m) Income tax**

The funds are exempt from income tax under Section 50-5 of the Income Tax Assessment Act 1997.

**2. Distributions – Anglican Church Property Trust – Sydney Diocesan Synod Fund**

	2012	2011
	\$	\$
C.E.N.E.F Ordinance 1978	68,185	77,797
Hunters Hill (Woolwich) Ordinance 1994	1,531	1,795
Narellan (Elderslie) Land Sale Ordinance 1980	36,605	43,619
Ryde (Kirkby Gdns. & Archbold) Ordinance 2000	429,053	408,679
Sydney St Phillip (Resumption) Ordinance 19/1983	7,019	8,649
St Philip's Sydney York St Property Lease Ordinance 1966	72,934	72,285
Manly Leasing and Variation of Trusts Ordinance 2006	391,495	395,825
	1,006,822	1,008,649

**3. Current liabilities - Provisions**

	2012	2011
	\$	\$
<b>Current</b>		
Provision for General Synod Representatives (unpaid grants)	-	69,571
Employee benefits - annual leave	8,726	14,607
	8,726	84,178
	2012	2011
	\$	\$
<b>Movements in provision:</b>		
<b>Provision for General Synod Representatives</b>		
Balance 1 January	69,571	44,411
Synod Grant Transfer to General Synod Representatives	20,000	25,000
Reimbursement/(Payment) of General Synod expenses	-	160
Transfer to new fund Sydney Representatives to General Synod (0130)	(89,571)	-
Balance 31 December	-	69,571

**4. Non-current liabilities - Provisions**

	2012	2011
	\$	\$
<b>Non-current</b>		
Employee benefits - long service leave	5,377	13,501
	2012	2011
	\$	\$
<b>Provisions</b>		
Provisions - Current	8,726	84,178
Provisions - Non-current	5,377	13,501
Balance 31 December	14,103	97,679

**5. Events occurring after the end of the reporting period**

The members are not aware of any events occurring after the reporting period that impact on the financial report as at 31 December 2012.

The financial statements were authorised for issue on 16 May 2013 by the Committee.

### Members Declaration

The members of the Finance Committee of Standing Committee of Synod declare that the financial statements and notes set out on pages 61 to 65:

- (a) comply with the accounting policies summarised in note 1;
- (b) give a fairly presented view of the Fund's financial position as at 31 December 2012 and of its performance, as represented by the results of its operations and its cash flows, for the year ended on that date.

In the members' opinion there are reasonable grounds to believe the individual funds will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the members.

JOHN PASCOE  
Member

RODNEY COSIER  
Member

16 May 2013

### Synod Funds Amalgamated Report on Agreed Upon Procedures for 2012

Report on Agreed Upon Procedures for the following funds –

Fund 127	SDSF Work Outside the Diocese
Fund 128	SDSF Connect09
Fund 129	Sydney Diocesan Synod Fund
Fund 153	SDA ABP's Professional Standards Unit
Fund 189	SDA Ordination Training Fund

Dear Finance Committee Members

We have performed the procedures agreed with the Finance Committee as detailed in the written instructions of 20 February 2013 and described below with respect to validity, accuracy and authorisation of transactions in the entities listed above.

#### Those Charged with Governance's Responsibility for the Procedures Agreed

Those Charged with Governance are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you wish to draw on the subject matter.

#### Assurance Practitioner's Responsibility

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services *ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings*. We have complied with ethical requirements equivalent to those application to Other Assurance Engagements, including independence.

Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on validity, accuracy and authorisation of transactions of the entities listed above.

Had we performed additional procedures or had we performed an audit or a review of the entities listed above in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

#### Findings

Please refer to Appendices 1 and 2 for our findings [*not reproduced here*].

**Restriction on Distribution and Use of Report**

Our report is solely for your information and is not to be used for any other purpose or distributed to any other party. This report relates only to the [attached] Agreed Upon Procedures and does not extend to any of the financial reports of the entities/funds listed above, taken as a whole. We do not accept any responsibility for losses occasioned to Diocese of Sydney, the entities/funds listed above or to any other party as a result of the circulation, reproduction or use of our final or draft report contrary to the provisions of this paragraph.

PricewaterhouseCoopers

FRANCOIS BRUDER  
Principal

Sydney  
4 April 2013

## Parish Funds – Amalgamated

### Annual financial report – 31 December 2012

Incorporating –

- Parish Funds Funds 951 – 955 (unaudited)

### Discussion and Analysis report for the year ended 31 December 2012

The Parish Funds' Discussion and Analysis provides an overview of the Parish Funds' financial activities for the calendar year ended 31 December 2012. The Discussion and Analysis should be read in conjunction with the unaudited annual report for the same period, and the notes thereto, beginning on page 70.

The Parish Funds is a group of funds amalgamated in 2006 to administer clergy entitlements under the oversight of the Finance Committee of the Standing Committee of Synod.

This is a special purpose financial statement that has been prepared for the sole purpose of providing amalgamated financial information to Synod and for distribution to the members of Synod and must not be used for any other purpose.

At 31 December 2012 the Parish Funds amalgamation is comprised of 5 funds (2011: 5):

Fund 951	Sydney Diocesan Parish Fund
Fund 952	Clergy Benefits Fund
Fund 953	Long Service Leave Clearing Fund
Fund 954	Sydney Diocesan Sickness & Accident Fund
Fund 955	Clergy Removals Fund

The source of funds during 2012 were mainly from Parochial Cost Recoveries Charges on Parochial units as determined in the Parochial Cost Recoveries Ordinance 2009 Amendment Ordinance 2011 passed by the Synod of the Diocese of Sydney on 17 October 2011 and given assent to by the Archbishop on 18 October 2011. In addition interest is earned on cash held on deposit with the Glebe Administration Board through at call Glebe Income Accounts. The Parish Funds total revenues increased by \$15,159 or 0.13% from \$11,292,013 (2011) to \$11,307,172 (2012). The components of the 2012 variable charge recoveries were restructured by increasing the allowance for ACPT insurance costs by 12%, or \$344,400, increasing the support of the Professional Standards Unit by \$100,000, including support for membership and affiliation costs, \$313,582, and a contribution of \$50,000 to the Diocesan Archives but removed the 2011 support of the Endowment of the See, a saving of \$896,727.

The application of funds is divided predominately between fixed "ministry costs" and variable "parochial network costs". Ministry costs are a fixed cost per minister, being comprised of contributions to superannuation funds, the Long Service Leave Fund, the Sydney Diocesan Sickness and Accident Fund and cost of effecting stipend continuance insurance.

Under the Parochial Cost Recoveries Ordinance 2009 parochial network costs during 2010 and 2011 were comprised of –

- the property and liability insurance program,
- the parish risk management program,
- two-thirds of the costs of the Professional Standards Unit,
- the safe ministry training, and
- a provision for relief.

In 2012 cost recovery items were extended as follows –

- increasing the proportion of recovered costs of the Professional Standards Unit from two-thirds to five-sixths, an increase of \$100,000,
- adding the costs of membership of the Anglican Church of Australia, the Province of New South Wales and the NSW Council of Churches, \$350,000,

- adding a one-third contribution toward the cost of the Diocesan Archives, \$50,000, and
- adding the cost of supporting a standard accounting system for parishes, \$11,000.

Funds were also applied to expenses such as Sydney Diocesan Secretariat fees and interest expense, incurred due to the settlement by instalments of the Anglican Church Property Trust – Insurance Fund insurance premium. The Parish Funds' total outgoings increased by \$41,140, or 0.36%, from \$11,503,772 (2011) to \$11,544,912 (2012).

The Net Assets of the Parish Funds declined by 8.6% (2012: \$2,513,131 compared to 2011: \$2,750,871). The assets of the Parish Funds are composed of cash and receivables. Liabilities of the Parish Funds represent accrued expenses and other payables.

The Equity of each Parish Fund represents accumulated surpluses from operations.

There are no matters that have arisen since 31 December 2012 which are likely to have a significant effect on the Funds.

This report has been adopted at a duly constituted and convened meeting of the members of the Finance Committee of the Standing Committee of Synod on 16 May 2013.

## Standing Committee of Synod – Parish Funds

## Amalgamated income and expenditure statement for the period ending 31 December 2012

	FUND 951 PARISH COSTS RECOVERY	FUND 952 CLERGY BENEFITS FUND	FUND 953 LONG SERVICE LEAVE	FUND 954 SICKNESS & ACCIDENT	FUND 955 CLERGY REMOVALS FUND	ELIMIN- ATIONS	TOTAL	Dec-11 TOTAL
	\$	\$	\$	\$	\$	\$	\$	\$
<b>INCOME</b>								
Interest on cash	21,259	14,938	6,363	8,417	1,891	-	52,868	61,606
Moorebank Estate - Distribution	-	-	-	-	28,942	-	28,942	39,835
PCR Variable Charge Recovery	3,016,460	-	-	-	-	-	3,016,460	3,282,894
PCR Superannuation Recovery	4,453,836	-	-	-	-	-	4,453,836	4,174,835
PCR LSL Recovery	574,668	-	539,231	-	-	(574,668)	539,231	516,597
PCR Risk Management Recovery	230,001	-	-	-	-	-	230,001	224,991
PCR Professional Standards Unit Recovery	495,004	-	-	-	-	-	495,004	-
PCR Safe Ministry Recovery	100,004	-	-	-	-	-	100,004	100,000
Endowment of the See Funding Recovery	-	-	-	-	-	-	-	896,727
PCR Archives Recovery	50,002	-	-	-	-	-	50,002	-
PCR SAPAS Recovery	11,000	-	-	-	-	-	11,000	-
PCR Relief or Remission Recovery	20,000	-	-	-	-	-	20,000	-
PCR General Synod Recovery	313,582	-	-	-	-	-	313,582	-
AXA Stipend Continuance receipts	-	360,072	-	-	-	-	360,072	391,894
PCR Stipend Continuance Recovery	461,604	424,978	-	-	-	(461,604)	424,978	420,370
PCR Stipend Continuance Admin Fees	-	36,770	-	-	-	-	36,770	34,323
Stipend Continuance Organisations	-	56,792	-	-	-	-	56,792	56,849
Stipend Continuance Orgs - Admin Fees	-	4,724	-	-	-	-	4,724	4,479
PCR LSL - Admin Fees	-	-	35,918	-	-	-	35,918	33,817
LSL - Buy-backs	-	-	19,313	-	-	-	19,313	70,120
LSL - Claims - Anglican LSL Fund	-	-	928,327	-	-	-	928,327	859,956
LSL - Organisations	-	-	98,941	-	-	-	98,941	91,851
LSL - Organisations - Admin Fees	-	-	6,616	-	-	-	6,616	5,980
PCR S&A Recovery	23,791	-	-	23,791	-	(23,791)	23,791	23,542
Sundry Income	-	-	-	-	-	-	-	1,347
<b>TOTAL INCOME</b>	<b>9,771,211</b>	<b>898,274</b>	<b>1,634,709</b>	<b>32,208</b>	<b>30,833</b>	<b>(1,060,063)</b>	<b>11,307,172</b>	<b>11,292,013</b>



**Amalgamated Balance Sheet as at 31 December 2012**

	FUND 951 PARISH COSTS RECOVERY	FUND 952 CLERGY BENEFITS FUND	FUND 953 LONG SERVICE LEAVE	FUND 954 SICKNESS & ACCIDENT	FUND 955 CLERGY REMOVALS FUND	ELIMINS- ATION	TOTAL	Dec-11 TOTAL
	\$	\$	\$	\$	\$	\$	\$	\$
<b>Assets</b>								
Cash	1,109,312	802,907	428,016	405,493	80,407	-	2,826,135	2,907,154
Fund 951 - Receivable	-	-	-	-	-	-	-	-
PCR Receivables - Parishes	13,713	-	-	-	-	-	13,713	6,852
Organisations Receivable	-	-	5,155	-	-	-	5,155	260
Other receivables	275	18,124	-	-	6,487	-	24,886	20,625
<b>TOTAL Assets</b>	<b>1,123,300</b>	<b>821,031</b>	<b>433,171</b>	<b>405,493</b>	<b>86,894</b>	<b>-</b>	<b>2,869,889</b>	<b>2,934,891</b>
<b>Liabilities</b>								
Superannuation Clearing Account	4,956	-	-	-	-	-	4,956	-
Other Payables	9,000	94,357	248,193	-	252	-	351,802	184,020
<b>TOTAL Liabilities</b>	<b>13,956</b>	<b>94,357</b>	<b>248,193</b>	<b>-</b>	<b>252</b>	<b>-</b>	<b>356,758</b>	<b>184,020</b>
<b>Net Assets</b>	<b>1,109,344</b>	<b>726,674</b>	<b>184,978</b>	<b>405,493</b>	<b>86,642</b>	<b>-</b>	<b>2,513,131</b>	<b>2,750,871</b>
<b>Equity</b>								
Accumulated Surplus - Prior Year	1,329,822	752,809	178,562	411,702	77,976	-	2,750,871	2,962,630
Net Surplus/(Deficit) - Current Year	(220,478)	(26,135)	6,416	(6,209)	8,666	-	(237,740)	(211,759)
<b>TOTAL Equity</b>	<b>1,109,344</b>	<b>726,674</b>	<b>184,978</b>	<b>405,493</b>	<b>86,642</b>	<b>-</b>	<b>2,513,131</b>	<b>2,750,871</b>

**Notes to the financial report for the year ended 31 December 2012****1. Summary of significant accounting policies**

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**(a) Basis of preparation**

This is a special purpose financial statement that has been prepared for the sole purpose of providing amalgamated financial information to Synod and for distribution to the members of Synod and must not be used for any other purpose. The Standing Committee has determined that the accounting policies adopted are appropriate to meet the needs of Synod.

The statement of income and balance sheet are submitted as amalgamated statements for administrative purposes. The process of amalgamation consists of adding all the balances of the individual funds on a line by line basis. There is no consideration of beneficial interests, which is involved or implied in the preparation of the amalgamated financial report. Material transactions have been eliminated between the funds.

The net assets at the date of exit of funds exiting the amalgamated accounts are debited to the relevant category of equity. The items of the statement of income for a fund that has exited the amalgamated accounts during the period are only included in the amalgamated accounts until the date of exit. When a fund is joining the amalgamated accounts a credit to equity is generally recognised to record the net assets that have been included in the amalgamated accounts.

**Historical cost convention**

These financial statements have been prepared under the historical cost convention.

**(b) Revenue recognition**

Revenue and other income is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of taxes paid. Revenue and other income is recognised for the major business activities as follows:

***Grants and donations***

Grants and donations are recognised to the extent they have been deposited in the bank, which is the point at which the entity gains control of the grant or donation.

***Distributions***

Distributions are recognised on an accruals basis when the right to receive payment is established.

***Interest***

Interest revenue is recognised on a time proportion basis using the effective interest method.

***Recoveries***

Personnel cost recoveries from parochial and non-parochial units have been accounted for as income received in respect of certain clergy entitlements to cover superannuation contributions, insurances and other premiums paid on behalf of parochial and non-parochial units.

Diocesan program costs recovered from parochial units have been accounted for as income received in respect of insurances and other centrally managed programs.

Recognition is on an accruals basis.

**(c) Grants and donations expense**

Grants and donations are generally recognised upon payment.

**(d) Acquisitions of assets**

The purchase method of accounting is used to account for all acquisitions of assets regardless of whether equity instruments or other assets are acquired. Cost is measured as the fair value of the assets given, shares issued or liabilities incurred or assumed at the date of exchange.

**(e) Cash and cash equivalents**

For cash flow statement presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

**(f) Receivables**

Receivables are recognised initially at fair value and subsequently measured at amortised cost, less provision for doubtful debts. Receivables are due for settlement no more than 30 days from the date of recognition.

The collectability of receivables is reviewed on an ongoing basis. Debts, which are known to be uncollectible, are written off. A provision for doubtful receivables is established when there is objective evidence that the entity will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is recognised in the income statement.

**(g) Fair value estimation**

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

**(h) Payables**

These amounts represent liabilities for goods and services provided prior to the end of financial year that are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

**(i) Provisions**

Provisions are recognised when there is a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the balance sheet date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as interest expense.

**(j) Goods and Service Tax (GST)**

The funds are members of the Sydney Diocesan Secretariat GST group.

Revenues, expenses and assets are recognised net of the amount of GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances, it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the balance sheet.

**(k) Income tax**

The funds are exempt from income tax under Section 50-5 of the Income Tax Assessment Act 1997.

**2. Events occurring after the end of the reporting period**

The members are not aware of any events occurring after the reporting period that impact on the financial report as at 31 December 2012.

The financial statements were authorised for issue on 16 May 2013 by the Finance Committee of Standing Committee of Synod.

## MEMBERS DECLARATION

The members of the Finance Committee of Standing Committee of Synod declare that the financial statements and notes set out on pages 70 to 74:

- (a) comply with the accounting policies summarised in note 1;
- (b) give a fairly presented view of the Fund's financial position as at 31 December 2012 and of its performance, as represented by the results of its operations and its cash flows, for the year ended on that date.

In the members' opinion there are reasonable grounds to believe the individual funds will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the members.

JOHN PASCOE  
Member

RODNEY COSIER  
Member

16 May 2013

**Parish Funds Amalgamated  
Report on Agreed Upon Procedures for 2012**

Report on Agreed Upon Procedures for the following funds –

Fund 951	Sydney Diocesan Parish Fund
Fund 952	Clergy Benefits Fund
Fund 953	Long Service Leave Fund
Fund 954	Sydney Diocesan Sickness & Accident Fund
Fund 955	Clergy Removals Fund

Dear Finance Committee Members

We have performed the procedures agreed with the Finance Committee as detailed in the written instructions of 20 February 2013 and described below with respect to validity, accuracy and authorisation of transactions in the entities listed above.

**Those Charged with Governance’s Responsibility for the Procedures Agreed**

Those Charged with Governance are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you wish to draw on the subject matter.

**Assurance Practitioner’s Responsibility**

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services *ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings*. We have complied with ethical requirements equivalent to those application to Other Assurance Engagements, including independence.

Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on validity, accuracy and authorisation of transactions of the entities listed above.

Had we performed additional procedures or had we performed an audit or a review of the entities listed above in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

**Findings**

Please refer to Appendices 1 and 2 for our findings [*not reproduced here*].

**Restriction on Distribution and Use of Report**

Our report is solely for your information and is not to be used for any other purpose or distributed to any other party. This report relates only to the Agreed Upon Procedures and does not extend to any of the financial reports of the entities/funds listed above, taken as a whole. We do not accept any responsibility for losses occasioned to Diocese of Sydney, the entities/funds listed above or to any other party as a result of the circulation, reproduction or use of our final or draft report contrary to the provisions of this paragraph.

PricewaterhouseCoopers

FRANCOIS BRUDER  
Principal

Sydney  
4 April 2013

## **22/12 Church planting models for Greenfield Areas Strategy for ministry in Greenfield and Brownfield areas of the Diocese**

### **Introduction**

1. By resolution 22/12 the Synod requested that the Mission Board, together with the Mission Property Committee and Evangelism and New Churches and in wide consultation with other interested persons, report to the Synod in 2013 on the proposed ministry model or models – along with possible alternatives – which underlie the proposed land acquisitions and building plans in “Greenfield” areas of the Diocese.
2. The Mission Board appointed a Working Group to consider and report on a strategy for the promotion of ministry in Greenfield areas. The appointment of the Working Group followed the receipt by the Mission Board of 3 papers from Bishop Peter Hayward pointing out that although a strategy had been adopted for the acquisition of land in Greenfield areas there was a need for a more holistic strategy for ministry in such areas addressing, among other things, how ministry might be supported in the early years of a new centre.
3. The Working Group consisted of Mr Peter Kell (Chair), Bishop Peter Hayward, the Rev Bruce Hall, Mr Robert Mellor and the Rev Jono Squire.
4. The Working Group, as it considered the demographic data for projected population growth in the Diocese, first concluded that there was a need for strategies to be developed to support ministry in both Greenfield and Brownfield areas and, on further reflection, recommended that there be an holistic approach incorporating church planting for the promotion of ministry in those areas. The Working Group proposed that if its recommendation for such a holistic approach was adopted, the parish levy approved by the Synod for purchasing land in Greenfield areas might be expanded to include funding for the holistic strategy for 2015 and onwards.
5. The Working Group also recommended that a Church Planting Task Force (“CPTF”) be established to develop a detailed strategy.
6. The Standing Committee has considered the recommendations of the Working Group and –
  - (a) agrees that a holistic strategy for promoting ministry in Greenfield and Brownfield areas of the Diocese is needed,
  - (b) has agreed to appoint a Church Planting Task Force (CPTF) to develop a detailed strategy, taking into account comments received from Synod members.
7. However, the Standing Committee considers that the parish levy approved by the Synod should only be used for Greenfield land acquisitions.

### **Invitation to comment**

8. Members of the Synod are invited to send comments on the proposal on the holistic strategy for promoting ministry on Greenfield and Brownfield areas of the Diocese to the Church Planting Task Force by 31 December 2013. Comments should be sent via the Diocesan Secretary.

### **Working Group’s proposal**

#### *Holistic strategy for ministry in Diocese*

9. In 2012 the Synod passed the *Church Land Acquisition Levy Ordinance 2012* which raised \$2 million by a levy on parishes to be applied to the Mission Property Fund for the acquisition of land for sites for churches in Greenfield areas.
10. There were some members of Synod who spoke in favour of the levy being applied more widely than this purpose, and several raised the challenge to ministry posed by the forecasted growth in Brownfield areas over the next several decades as being an issue which should be addressed by Synod.
11. In a series of papers, Bishop Peter Hayward urged the Mission Board to consider the need for further strategies in addition to the acquisition of Greenfield church sites, namely placing church planters with housing provided early in the development of all Greenfield areas that are deemed suitable, irrespective of whether or not there will be a church building in that area.
12. The Mission Board appointed a Working Group to consider relevant material and report back with a suggested way forward.
13. The Working Group began by examining the demographic information available and sought the assistance of Anglicare which prepared a detailed report. That report together with information provided by Mr Robert Mellor estimates that for each year in the next 10 years 20,000 extra people will move into “Greenfield” areas of the Diocese and 40,000 extra will move into “Brownfield” areas of the Diocese.

14. As the Working Group considered its task and the challenges presented by the forecast growth of the population of the Diocese over the next few decades it became conscious that although the growth in Greenfield areas will be a tremendous challenge, the growth in existing or Brownfield areas will also be a stretch for us and there is a need for a holistic growth strategy. At present there are some strategies (around the work of Mission Property Committee ("MPC") for Greenfield areas, but no recognised articulated strategy for Brownfield areas.

15. The Working Group was well aware that the Diocese has very limited funds to apply to any strategy that might be developed to meet the challenge presented by the forecasted population growth. There is no money available from the Synod Appropriations for this purpose. The only potential fund is a continuation of the parish levy initiated in 2012. The funding of any part of the strategy beyond Greenfield land acquisition will require further work.

16. The Working Group proposed that a holistic approach be the basis of any strategy to meet this challenge, that it include funding for both Greenfield and Brownfield areas and be widened to include seed funding for the early years of new ministry in those areas.

17. The Working Group was of the opinion that the major part of any funds raised to support the strategy should still be applied in Greenfield areas as there is little or nothing available in these areas by way of plant and ministry, whereas there is in Brownfield areas both plant and ministry activity, although the former is often old and the latter sometimes patchy in effect.

18. For these reasons the Working Group recommended that the funds raised should be applied towards –

Greenfield areas: provision of land for churches; land and house for a minister, including in developing suburbs where a church site has not yet been acquired; seed funding for new ministries.

Brownfield areas: seed funding for new ministries.

19. The Working Group considered that the majority of the funds be applied for the acquisition of land for churches and housing for a minister in Greenfield areas, but that some of the money should be applied to seed funding start up ministries in both Greenfield and Brownfield areas.

20. The Working Group suggested one possible model for seed funding could be –

(a) Assumptions

- Optimal Church planting which is able to grow to viability within 3 years
- Ministry cost of church plant per year is ~\$110k
- School or other property available ~\$10k/year
- Total ~\$120k

(b) Minimum resources needed

- Willing and able planters
- Willing and able rectors to foster church planting in Parish context
- Mechanism to support church planting outside the Parish structure
- Seed funding
  - o Year 3 reducing funding arrangement; zero in 4th year
  - o Provide 50% first year and 50% other sources (working, fundraising, etc)
  - o Total required per church plant ~\$60k+40k+20k = 120k
- For 5 church plants per year ~\$600k with \$200k for Greenfields and \$400k Brownfields

#### *Church Planting Task Force*

21. The Working Group considered how the proposed holistic strategy should be managed by a sub-committee appointed by Standing Committee reflecting both the strategic importance of the work and the fact that the sub-committee would be responsible for administering a fund raised by a Synod levy for which Standing Committee would be accountable.

22. The Working Group proposed that the sub-committee be called the Church Planting Task Force (CPTF).

23. The CPTF should initially be responsible to develop a detailed strategy for Standing Committee for the proposed holistic Greenfields/Brownfields project, and thereafter administer the fund raised by levy in accordance with that approved strategy reporting regularly to the Standing Committee on its work.

24. The Standing Committee should report annually to Synod on the work of the CPTF.

25. The Working Group was aware that the proposed work of the CPTF will impact on the existing responsibilities of various Diocesan entities particularly the MPC and Evangelism and New Churches ("ENC"). Detailed work will be necessary to work through how that co-operative partnership should play out. It is partly for this purpose that the Working Group recommended that a representative of ENC and MPC should be appointed to the CPTF.

For and on behalf of the Standing Committee

PETER HAYWARD

29 August 2013

## Financial Resources of the Endowment of the See

(A report from the Endowment of the See Committee.)

### Purpose

1. The purpose of this report is to inform the Synod about the Endowment of the See Committee's response to the following resolution of the Standing Committee at its meeting on 26 August 2013 –

“Standing Committee respectfully requests that the financial resources of the Endowment of the See to sustainably fund such a position [a fourth assistant bishop] without a levy on the parishes of the diocese be presented to the September meeting of the Standing Committee particularly in light of the Synod Appropriations and Allocations Ordinance 2013.”

### Recommendation

2. Synod receive this report.

### Background

3. The EOS Expenditure Fund forecast together with a cash flow forecast for the next five years was provided to all members of the Synod prior to the recent Election Synod.

4. That cash flow forecast has now been amended slightly and is attached.

5. Reference should be made to that report, together with the revised cash flow forecast.

6. Those projections are based on two major factors –

- (a) payment by the EOS for four regions
- (b) the sale of Bishops court towards the end of 2014 at the latest.

7. With those assumptions, the cash (deficit) surplus after capex is anticipated to be as follows –

2013	(699,042)
2014	(639,705)
2015	178,881

8. If Bishops court is not sold until 2015, the first surplus would not occur until 2016. If Bishops court is not sold until 2016, the EOS would run out of cash during 2016.

9. At the present time, the Archbishop is assisted by three full time regional bishops and one honorary bishop rather than five assistant bishops. This does not provide adequate support for the regions, nor is the workload sustainable for the bishops.

10. The EOS Committee believes that the Standing Committee can be reassured that it should be possible to appoint a fourth regional bishop without affecting the long term sustainability of the EOS, as long as Bishops court is sold in the foreseeable future.

### Summary

11. The financial forecast for the EOS Expenditure Fund is based on two major assumptions –

- (a) the reduction from five to four regions being paid for by the EOS and
- (b) the sale of Bishops court.

12. The EOS Expenditure Fund should be able to sustainably fund the position of a fourth assistant bishop on the assumption that Bishops court is sold within the next two years at the latest.

For and on behalf of the Endowment of the See Committee

PHILIP SELDEN  
*Diocesan Registrar*

12 September 2013

## 80 Ordinary Session of Synod : Proceedings for 2013

### Endowment of the See Expenditure Fund Seven year cashflow forecast 2013 - 2019

	2013	2014	2015	2016	2017	2018	2019	Total
	\$	\$	\$	\$	\$	\$	\$	\$
<b>INCOME</b>								
Interest	38,407	22,426	13,717	19,505	22,739	25,307	25,187	167,288
Distribution from EOS Capital Fund	1,478,467	1,949,483	2,677,126	2,693,477	2,736,527	2,836,994	2,854,267	17,226,341
Grants	176,000	0	0	0	0	0	0	176,000
Wollongong Funding (WRC and SASC)	101,646	104,695	107,836	111,071	114,403	117,835	121,370	778,856
Sublease income	61,470	63,314	65,213	67,169	69,184	71,260	73,398	471,008
Cost recoveries	30,765	31,688	32,639	33,618	34,627	35,666	36,736	235,739
PCR archives contribution	50,000	51,500	53,045	54,636	56,275	57,963	59,702	383,121
Distribution from Ryde Kirkby Gardens	0	75,000	75,000	75,000	75,000	75,000	75,000	450,000
Estate distributions	40,000	41,200	42,436	43,709	45,020	46,371	47,762	306,498
<b>Total other income</b>	<b>283,881</b>	<b>367,397</b>	<b>376,169</b>	<b>385,203</b>	<b>394,509</b>	<b>404,095</b>	<b>413,968</b>	<b>2,625,222</b>
<b>TOTAL INCOME - CASH</b>	<b>1,976,755</b>	<b>2,339,306</b>	<b>3,067,012</b>	<b>3,098,185</b>	<b>3,153,775</b>	<b>3,266,396</b>	<b>3,293,422</b>	<b>20,194,851</b>
<b>EXPENSES</b>								
Salaries, Stipend and Wages	1,326,016	1,380,278	1,421,686	1,464,337	1,508,267	1,553,515	1,600,120	10,254,219
Housing allowances	136,400	125,042	128,793	132,657	136,637	140,736	144,958	945,223
Superannuation Contributions	168,010	172,112	177,275	182,593	188,071	193,713	199,524	1,281,298
Motor Vehicles	46,161	44,749	46,091	47,474	48,898	50,365	51,876	335,614
LSL Cost Recovery	9,375	9,013	9,283	9,561	9,848	10,143	10,447	67,670
Workers Compensation Insurance	8,500	8,755	9,018	9,289	9,568	9,855	10,151	65,136
Representation Costs	5,684	4,825	4,970	5,119	5,273	5,431	5,594	36,896
Fringe Benefit Tax	2,074	2,136	2,200	2,266	2,334	2,404	2,476	15,890
<b>Total Staff and related costs</b>	<b>1,702,219</b>	<b>1,746,910</b>	<b>1,799,316</b>	<b>1,853,296</b>	<b>1,908,896</b>	<b>1,966,162</b>	<b>2,025,146</b>	<b>13,001,945</b>
<b>Professional fees</b>	<b>13,450</b>	<b>13,854</b>	<b>14,270</b>	<b>14,698</b>	<b>15,139</b>	<b>15,593</b>	<b>16,061</b>	<b>103,065</b>
<b>SDS fees</b>	<b>295,000</b>	<b>303,850</b>	<b>312,966</b>	<b>322,355</b>	<b>332,026</b>	<b>341,987</b>	<b>352,247</b>	<b>2,260,431</b>
<b>Computer, Software and internet costs</b>	<b>24,500</b>	<b>25,235</b>	<b>25,992</b>	<b>26,772</b>	<b>27,575</b>	<b>28,402</b>	<b>29,254</b>	<b>187,730</b>
<b>Insurance</b>	<b>50,785</b>	<b>41,246</b>	<b>42,483</b>	<b>43,757</b>	<b>45,070</b>	<b>46,422</b>	<b>47,815</b>	<b>317,578</b>
Rent -SAH	274,912	283,159	291,654	300,404	309,416	318,698	328,259	2,106,502
Rent - Archives	34,210	35,236	36,293	37,382	38,503	39,658	40,848	262,130
Rent - Car Parking	47,201	48,617	50,076	51,578	53,125	54,719	56,361	361,677
Rent - Archbishop	0	104,000	107,120	110,334	113,644	117,053	120,565	672,716
Residential Rates - Municipal and Water	25,952	22,096	22,759	23,442	24,145	24,869	25,615	168,878
Fuel, Light and Power	24,205	24,931	25,679	26,449	27,242	28,059	28,901	185,466
Property Maintenance Expenses	20,000	20,600	21,218	21,855	22,511	23,186	23,882	153,252
Cleaning	16,660	17,160	17,675	18,205	18,751	19,314	19,893	127,658
Air Conditioning Recovery	2,000	2,060	2,122	2,186	2,252	2,320	2,390	15,330
<b>Total Rent and Occupancy</b>	<b>445,140</b>	<b>557,859</b>	<b>574,596</b>	<b>591,835</b>	<b>609,589</b>	<b>627,876</b>	<b>646,714</b>	<b>4,053,609</b>
<b>Printing and Stationery</b>	<b>25,644</b>	<b>26,413</b>	<b>27,205</b>	<b>28,021</b>	<b>28,862</b>	<b>29,728</b>	<b>30,620</b>	<b>196,493</b>
Catering and Hospitality Costs	40,000	32,996	33,986	35,006	36,056	37,138	38,252	253,434
Conference costs	10,810	11,134	11,468	11,812	12,166	12,531	12,907	82,828
Travel	9,500	9,270	9,548	9,834	10,129	10,433	10,746	69,460
Entertainment	24,000	740	762	785	809	833	858	28,787
<b>Total Catering, entertainment and travel</b>	<b>84,310</b>	<b>54,140</b>	<b>55,764</b>	<b>57,437</b>	<b>59,160</b>	<b>60,935</b>	<b>62,763</b>	<b>434,509</b>
Telecommunications - Mobile Phones	21,280	20,631	21,250	21,888	22,545	23,221	23,918	154,733
Telecommunications - Residential Phones	6,906	7,113	7,326	7,546	7,772	8,005	8,245	52,913
Telecommunications - Office Phones	4,091	4,214	4,340	4,470	4,604	4,742	4,884	31,345
Telecommunications - Fax	472	486	501	516	531	547	563	3,616
<b>Total Telephone costs (fixed and mobile)</b>	<b>32,749</b>	<b>32,444</b>	<b>33,417</b>	<b>34,420</b>	<b>35,452</b>	<b>36,515</b>	<b>37,610</b>	<b>242,607</b>
<b>Miscellaneous</b>	<b>2,000</b>	<b>2,060</b>	<b>2,122</b>	<b>2,186</b>	<b>2,252</b>	<b>2,320</b>	<b>2,390</b>	<b>15,330</b>
<b>TOTAL EXPENSES - CASH</b>	<b>2,675,797</b>	<b>2,804,011</b>	<b>2,888,131</b>	<b>2,974,777</b>	<b>3,064,021</b>	<b>3,155,940</b>	<b>3,250,620</b>	<b>20,813,297</b>
<b>CASH ( DEFICIT)/SURPLUS</b>	<b>(699,042)</b>	<b>(464,705)</b>	<b>178,881</b>	<b>123,408</b>	<b>89,754</b>	<b>110,456</b>	<b>42,802</b>	<b>(618,446)</b>
<b>CAPEX</b>								
Motor vehicle		(175,000)				(122,500)		(297,500)
Computers					(33,000)			(33,000)
<b>CASH ( DEFICIT)/SURPLUS after capex</b>	<b>(699,042)</b>	<b>(639,705)</b>	<b>178,881</b>	<b>123,408</b>	<b>56,754</b>	<b>(12,044)</b>	<b>42,802</b>	<b>(948,946)</b>
Opening cash	2,210,401	1,511,359	871,654	1,050,534	1,173,943	1,230,697	1,218,653	2,210,401
Cash inflow/(outflow)	(699,042)	(639,705)	178,881	123,408	56,754	(12,044)	42,802	(948,946)
<b>Closing cash</b>	<b>1,511,359</b>	<b>871,654</b>	<b>1,050,534</b>	<b>1,173,943</b>	<b>1,230,697</b>	<b>1,218,653</b>	<b>1,261,455</b>	<b>1,261,455</b>

**Endowment of the See Expenditure Fund  
Seven year cashflow forecast 2013 - 2019**

**Assumptions**

- 1 **Grants.** The grant of \$176,000 in 2013 is a Synod grant for the Episcopal team which does not continue after 2013.
- 2 **Other Income.** With one exception, all elements of 'Other Income' continue for the forecast period and increase by 3% pa. Other income includes:- grant from Wollongong Regional Council and contribution from SASC in respect of Tony Willis, contribution towards Archives from PCR, ACPT distribution from Betty Manuel Fund, recovery of secretarial services from Anglican Education Commission (AEC), rental from AEC, Ministry Training & Development and Professional Standards Unit.

	2013 forecast
Contributions from Wollongong Regional Council (WRC) –funding for Assistant to Bishop of Wollongong	\$40,000
Contributions from Sydney Anglican Schools Corporation (SASC) – funding for Assistant to Bishop of Wollongong	\$61,646
Sub lease income	\$61,470
Recoveries of costs for services provided	\$30,765
Archives contribution from PCR	\$50,000
Distribution from Betty Manuel Estate	\$40,000
<b>Total – other income</b>	<b>\$283,881</b>

- 3 For 2014 - 2019 all expenses increase by 3% pa , except for clergy stipends in 2014 which increase by 5.82% in accordance with a decision of the Standing Committee.
- 4 The Stipend rates for senior clergy are generally based upon the minimum stipend for a senior minister. They are :

	% of minimum stipend
Archbishop	200
Bishop	160

- 5 Staffing numbers assumed in the forecast period are -

	Full time	Part time
Episcopal staff	7	3
Support staff	8	1
<b>Total</b>	<b>15</b>	<b>4</b>

- 6 Housing allowances are being provided to the Bishop of Wollongong , Bishop of South Sydney , Assistant to Bishop of Wollongong and Archdeacon for Womens Ministry.
- 7 **Rent - Archbishop.** The Archbishop will be provided with rented accommodation at a cost of \$2,000 per week (\$104,000 per annum) in 2014 increasing by 3% pa.
- 8 Forecast assumes the Bishops court groundsman is retained.
- 9 Assistant to Bishop of Wollongong assumed to continue for the forecast period. The salary cost is offset by contributions from the Wollongong Regional Council and SASC.
- 10 **Insurance.** As a consequence of sale of Bishops court, insurance costs reduce by approx \$10K pa.
- 11 **CAPEX - Vehicles.** Current vehicle fleet is 8. Of these, 7 cars to be replaced in 2014 at a net cost of \$175,000 and 7 cars to be replaced in 2018 at net cost of \$123k .
- 12 **CAPEX - Computers.** Computers replaced in 2017 at a cost of \$33,000
- 13 Forecast assumes similar levels of hospitality expenses as are currently incurred at Bishops court.

## 28/11 General Synod Assessments and Consultation

(A progress report from the Standing Committee.)

### Purpose

1. The purpose of this report is to inform the Synod about various matters arising from Synod resolution 28/11 including progress in discussions about possible principles and policies to govern the use of General Synod funds.

### Recommendation

2. It is recommended that the Synod consider the following motion which will be moved at the forthcoming session of the Synod "by request of the Standing Committee" –

'Synod, noting the report "28/11 General Synod Assessments and Consultation" –

- (a) encourages ongoing dialogue at the forthcoming session of the General Synod in 2014 in response to General Synod resolution 155/10 concerning the unity of the Anglican Church of Australia, and
- (b) welcomes the work of the Financial Principles and Policies Task Force (the "Task Force") in considering the financial principles and policies which should apply to the use of General Synod funds, and
- (c) endorses the Standing Committee's response to the proposals in the Task Force's report of October 2012, and
- (d) notes the General Synod Standing Committee is due to consider the outcome of the Task Force's work at its meeting in November 2013, and
- (e) in anticipation of the satisfactory resolution of this matter, approves the payment of an additional \$27,332 from funds under the Synod's control to meet the shortfall between the total amount to be invoiced for the General Synod assessment in 2013 (\$348,332) and the amount currently allocated by the Synod for this purpose (\$321,000).'

### Background

3. The Synod passed resolution 28/11 in the terms set out in Attachment 1. This resolution provided an initial framework for pursuing dialogue with the General Synod in 3 broad areas, namely –

- (a) the unity of the Anglican Church of Australia,
- (b) the financial principles and policies to govern the use of General Synod funds, and
- (c) General Synod assessments.

### Unity of the Anglican Church of Australia

4. The first area of dialogue concerns the unity of the Anglican Church of Australia arising from General Synod resolution 155/10 passed at its session in September 2010. This resolution is in the following terms –

"Noting that this Session of General Synod is the closest scheduled meeting to the fiftieth anniversary of the commencement of the 1962 Constitution of The Anglican Church of Australia expresses its gratitude for the benefits that independence from the Church of England have brought.

It also acknowledges the serious stresses to the unity of the ACA that have developed over these 50 years and requests Standing Committee to appoint a representative commission to examine how the dioceses might better live together as a national body and bring to the next Session of Synod proposals, including constitutional amendments, which will allow the ACA to better express its unity and fellowship into its second 50 years."

5. In December 2010, the General Synod Standing Committee (the "GSSC") established the National Unity Task Force to facilitate discussion of the matters raised by resolution 155/10.

6. At its meeting on 10 December 2012, the GSSC invited 5 nominees to represent the Diocese of Sydney at a special meeting of the GSSC between 26 and 28 April 2013 to discuss the question of unity. Those representing the Diocese were Mr Neil Cameron, Canon Rick Smith, the Rev Dr Mark Thompson, Mr Doug Marr and the Rev Nigel Fortescue.

7. The initial impetus for these unity discussions was the 4 bills which the Standing Committee had requested be considered at the 2010 session of the General Synod and which had again been requested be considered at the next session of the General Synod in 2014. However it became apparent that focussing on these proposed amendments would not only unnecessarily restrict identifying ways in which

we can work together better as a denomination but would also be seen as giving undue weight to the views of the Diocese of Sydney at the expense of the views of other dioceses. Accordingly steps were taken at the meeting to encourage broader discussions.

8. Those representing the Diocese of Sydney at the special meeting reported that the discussions were both cordial and useful.

9. It is understood that the General Synod Design Group, being the group appointed by the GSSC to develop proposals for the consideration of the business at the General Synod session in 2014, is considering including as part of the General Synod session a continuation of discussions concerning unity along the lines of the April GSSC meeting. Accordingly the Standing Committee has requested that a summary of personal reflections of those who participated in the discussions at the GSSC meeting be sent to both the Design Group and also to the National Unity Task Force to take into account as they undertake their work.

### **Financial principles and policies for General Synod funds**

10. The second area of dialogue with the General Synod has involved consideration of proposals formulated by a second Task Force established by the GSSC in December 2010, the Financial Principles and Policies Task Force (the "Task Force"), concerning the principles and policies which should apply to the use of General Synod funds.

11. Following some initial consultation in 2011, the Task Force circulated a report to dioceses in October 2012 for comment. A copy of this report, in a form which omits attachments detailing non-preferred models of financial governance, is set out in Attachment 2.

12. In a submission made in March 2013, the Standing Committee made the following key points in response to the Task Force's report –

- **Preferred Model:** While none of the models outlined in the report entirely align with the financial principles and policies which the Standing Committee believes should be adopted for General Synod funds, the Task Force's preferred Model 4 comes closest. The main point of difference relates to the treatment of the Reserve Fund.
- **Reserve Fund:** The Standing Committee supports the Reserve Fund being maintained at an appropriate level to ensure the General Synod is capable of meeting any unforeseen expenses imposed on the Anglican Church of Australia, such as the costs incurred in properly responding to the Royal Commission on Child Sexual Abuse. However the Standing Committee does not support any proposal to treat the Reserve Fund as a perpetual and growing endowment.
- **Statutory Fund:** The Standing Committee accepts that payments are properly made from the Statutory Fund to cover the Primate's registry and travelling expenses in accordance with the Constitution. However the report does not examine the basis upon which other primatial activities should be funded. This should be considered in the context of other funding principles and a solution which is acceptable to all dioceses should be sought so that this issue does not remain an issue of contention.
- **Special Fund:** The Standing Committee generally endorses the comments in the report concerning the Special Fund including the reinforcement of the fact that contributions to this Fund are voluntary. The Standing Committee also considers the proposal to discontinue the previous practice of using surpluses from the Shared Services Fund to offset assessment payments made to the Special Fund is, as a matter of principle, correct given the voluntary nature of assessments paid to the Special Fund.
- **Shared Services Fund:** The Standing Committee supports generally the proposal in relation to the Shared Services Fund (SSF), particularly that surpluses from the SSF should not continue to be used to offset the assessments payable to the Special Fund and to fund the Primate's assistant. The Standing Committee considers that surpluses from the SSF should be used wholly to offset the amounts levied as statutory assessments on dioceses except where there is a need to replenish the Reserve Fund to adequate levels of capital, in which case surpluses should be diverted for this purpose.
- **Indigenous Fund:** The Standing Committee supports, in principle, the maintenance of the Indigenous Fund as a perpetual endowment.

13. The treatment of the Reserve Fund was further considered at a meeting on 21 May 2013 between the Chairman of the Task Force, Mr Allan Perryman and representatives of the Standing Committee. At the conclusion of the meeting, those representing the Standing Committee indicated their general support for the Task Force's recommendations in relation to the Reserve Fund subject to –

- (a) an appropriate ceiling on the size of the Reserve Fund being set to ensure that its purposes are limited to the provision of working, risk and emergency capital and to make clear that the Reserve Fund is not to operate as a perpetual endowment, and
- (b) suitable criteria being developed to describe the circumstances in which emergency payments can be made from the Reserve Fund, being payments which should not include recurrent expenditure properly budgeted for and paid from the Statutory Fund or discretionary expenditure which is appropriately paid from the Special Fund.

14. The GSSC is due to consider the outcome of the work of the Task Force at its meeting in November 2013.

**General Synod assessments**

15. The third area of dialogue involves the ongoing issue of General Synod assessments.

16. At its meeting on 25 February 2013, the Standing Committee resolved to authorise payment of the amount of \$87,083 on account of the first quarterly instalment of 2013 General Synod assessments for this Diocese totalling \$348,332. The Standing Committee agreed to authorise this payment but noted that since it had not at that time been advised of the full figures on which the 2013 assessment was based, it reserved its position in respect of future payments.

17. Additional information was subsequently provided concerning the calculation of the 2013 assessment. In light of this additional information, the Standing Committee agreed to withdraw its reservation on the payment of future instalments for the 2013 assessment. It took this step on the basis that the shortfall of \$27,332 between the total amount to be invoiced for 2013 assessments (\$348,332) and the amount currently allocated by the Synod for this purpose (\$321,000) would be referred to the forthcoming ordinary session of the Synod so that it can address this issue in light of the outcome of the work of the Financial Principles and Policies Task Force.

For and on behalf of the Standing Committee.

ROBERT WICKS  
*Diocesan Secretary*

11 September 2013

**28/11 General Synod assessments and consultation**

Synod, noting the report on 12/10 General Synod Assessments and Consultation with the General Synod Standing Committee –

- (a) in light of –
- (i) page 4-084 of Book 4 – General Synod Standing Committee Financial Report, The Fifteenth General Synod, 2010, that records –
    - the General Synod forecast surplus from its business activities in 2012 is \$143,360,
    - the General Synod forecast revenue that leads to that surplus is \$522,000, being \$294,000 from the Long Service Leave Fund and \$228,000 from Telstra Commissions, and
  - (ii) the contribution that will be made to that surplus by –
    - Sydney diocesan clergy, who make up approximately 33% of the active membership of the Long Service Leave Fund, and
    - the hundreds of Sydney parishes and parishioners and the dozens of Sydney diocesan schools, organisations and associated individuals who are contracted to Telstra via the Telstra Anglican Plan,
 requests that the General Synod Standing Committee –
    - grants relief to Sydney's 2011 general assessment charge proportionate to Sydney's contribution to the surplus from the General Synod's business activities, and
    - sets future budgets for the general assessment aware of Sydney's contribution to the surplus from the General Synod's business activities, and
- (b) supports the adoption of the following principles in respect of the finances of the General Synod –
- (i) existing surpluses in the Special Fund should be used to reduce the amount of special assessment payable by those dioceses who choose to pay the special assessment,
  - (ii) no surpluses should be accumulated in the Special Fund in the future,
  - (iii) income from the General Synod reserve should be used to fund the General Secretary's office,
  - (iv) royalties should be paid from the sale of liturgical resources back to the General Synod reserve, and
- (c) notes that 3 bills for canons promoted by representatives of this Diocese at the last session of the General Synod with the support of the Standing Committee, namely –
- (i) the bill to amend section 30 of the Constitution so as to make a declaration by the synod of a diocese that a canon affects the order and good government of the church within a diocese or the church trust property of the diocese conclusive, and
  - (ii) the bill to amend section 32(2) of the Constitution so as to ensure a financial liability imposed on a diocese is limited to the costs, charges and expenses necessary to maintain the Constitution, and
  - (iii) the bill to amend section 63 of the Constitution so as to bring to an end the advisory opinion jurisdiction of the Appellate Tribunal,
- were not debated or considered by the General Synod, and
- (iv) records its view that these amendments are critical to the maintenance of harmonious relationships within the Anglican Church of Australia, and
  - (v) requests the Diocesan Secretary to pass these views on to the Standing Committee of the General Synod and to the National Unity Task Force established by that body, and
  - (vi) further requests that these amendments, in the same or modified form be promoted to the next session of the General Synod by its representatives on that body.

**Financial Principles and Policies Task Force**  
**Possible Principles and Policies to govern the use of General Synod Funds**  
**October 2012**

**1. Introduction**

The Financial Principles and Policies Task Force (FPPTF) have considered the appropriate principles and policies to apply to the use of General Synod Funds. The Task Force deliberated via three face-to-face meetings and email.

**2. Task Force Membership**

- Allan Perryman (Chairman) (after 20 November, 2011)
- John McKenzie (Previous Chairman) (up to retirement from Task Force on 20 November, 2011)
- Bishop John Harrower
- Mike Codling
- Peter Kell
- Ken Spackman
- Michael Nicholls
- James Flavin (retired June, 2011)
- Martin Drevikovsky (by invitation)

**3. Context and Definitions**

The General Synod manages five separate funds, to which these financial principles and policies apply.

**a. Statutory Fund**

The Statutory Fund has been financed by “compulsory” assessments levied upon Dioceses that are used to fund:

- The conduct of General Synod
- Meetings of Standing Committee
- Meetings of Executive Committee
- Meetings of Commissions, Task Forces and Working groups
- Primate costs
- General Synod Office

**b. Special Fund**

The Special Fund has been financed by voluntary assessments levied upon Dioceses to fund grants to various national and international bodies, and for participation in national and international conferences

**c. Reserve Fund**

The purpose of the Reserve Fund is:

- To provide a financial “buffer” for the General Synod
- To allow expenditure on non-budget items usually of a “once off” nature
- To build a corpus for funding of operations and thereby reducing the reliance on statutory assessments as the source of funding for General Synod activities

**d. Shared Services Fund**

The purpose of the Shared Services Fund is to receive and record the revenue and expenses from the business arrangements undertaken by the General Synod Office

**e. Indigenous Endowment Fund**

The purpose of the Indigenous Fund is to support the work of the National Aboriginal Bishop

#### **4. Financial Principles**

The proposed financial principles are intended to support both the ongoing viability of the General Synod and its ability to achieve its objectives.

The proposed financial principles assumes that the General Synod accepts that it should engage in business activities to supplement its revenue and thereby lessen the size of Statutory Assessments required to be levied on the Dioceses.

##### **a. Purpose of the Financial Principles**

- Ensure that the General Synod establishes and maintains control of its financial destiny.
- Ensure that General Synod's financial resources are applied towards implementing the desired strategies and initiatives of the General Synod, including those activities mandated by the Constitution, in a sustainable manner
- Ensure that the General Synod balances its expenditure with its revenue raising capacity.

##### **b. Overarching Principles**

The funding model used by General Synod will:

- Be fair and equitable between all Dioceses.
- Achieve a long term income and expenditure balance giving due recognition to the financial capacity of Dioceses to contribute.
- Maintain reserves at levels that are adequate to provide a buffer for large or unexpected short-term cash flow fluctuations.
- Ensure that significant or material shifts in the allocation of General Synod expenditure are directly linked to either policy changes of General Synod or Standing Committee decisions that are supported by appropriate resolutions.
- Ensure that the income and expenditure of the General Synod and the funding model will be entirely transparent to the Dioceses.

##### **c. Policies in Respect of General Synod Funds**

###### **Statutory Fund**

- The purpose of the Statutory Fund is to give effect to the Constitutional provision that it is a duty of Standing Committee to apportion among and collect from the Dioceses on an equitable basis the necessary working expenses of the Synod and the Standing Committee and other expenses authorised by Synod
- The Statutory Funds are raised from Dioceses on an apportionment basis using the proportion of General Synod membership as defined in the table annexed to the Constitution that is used to determine the number of representatives each Diocese shall send to Synod
- The funds are spent on:
  - Conduct of General Synod – typically 3 year cycle
  - Meetings of Standing Committee – typically 2 to 3 a year
  - Meetings of Executive Committee – typically 2 to 3 a year
  - Meetings of Commissions, Task Forces and Working groups
  - Primate
  - General Synod Office

###### **Special Fund**

- The purpose of the Special Fund is to raise voluntary assessments from Dioceses to meet certain national and international expenditure.
- The special assessments are raised from dioceses that choose to participate, on an apportionment basis using their proportion of General Synod membership as defined in the table annexed to the Constitution.
- The funds are spent on grants to various national and international bodies, and for participation in national and international conferences.

**Shared Services Fund (SSF)**

- The purpose of the SSF is to receive and record the revenue and expenses from the business arrangements undertaken in the General Synod Office (GSO). Currently this comprises the Long Service Leave Management Agreement and the Telstra Business Services Agreement.
- The “Telstra Arrangement” is in essence a contracted price list that Telstra provides to the General Synod and through the Synod to all other Anglican bodies. This is a way of Telstra offering discounted telco services to religious organisations (Anglicans, Roman Catholics and Uniting Church negotiate together). This arrangement results in significant savings to participating parishes, Dioceses and other organisations. The General Synod receives a turnover based percentage income amount which covers expenses and provides a surplus. The arrangement is a contract of 3 years duration.
- The Long Service Leave Fund (LSLF) arrangement sees the LSLF contracting the administration of the fund to the GSO from which the General Synod earns a fee. The arrangement is on a year to year basis.
- The expenses of the SSF are
  - those charged directly to the fund
  - a labour cost based on the time a GSO employee spends working on the business arrangements
  - a fixed cost which is allocated against the individual business arrangements based on the proportion of total days worked on each of the relevant arrangements.
- Starting from 2011, the surplus from the SSF has been used to fund in part the Primate’s Assistant and to offset assessment payments made by the Dioceses to the Special Fund. It is proposed that this not continue
- Dividends from Broughton Publishing (when they occur) should be paid into the SSF.
- As a strategic policy, it is desirable for the SSF to be the vehicle for the General Synod to engage in more business arrangements so as to:
  - Provide “members” with benefits they could not attain individually (e.g. the Telstra Contract)
  - Provide members with an efficient means of conducting their affairs e.g. the National Insurance Scheme, common banking/investment entities
  - Augmenting GS funds so as to offset Assessments, fund one off projects, etc.

Conceptually, a business arrangement may be put in place that is utilised by some members but not all, for example, an arrangement that provides services to rural dioceses. There may then be an issue of equity as to where the surpluses from such a program are applied.

It is prudent to develop business activities as an assessment offset in view of the concern that some Dioceses may become increasingly financially stretched such that assessment payments are at risk.

**Indigenous Endowment Fund**

- The Indigenous Endowment Fund was established with grants from the Diocese of Melbourne and other parties to create income to support ministry amongst Australian Indigenous Anglicans. Standing Committee has resolved that the fund should operate on an endowment principles basis.
- Funds have been expended in support of the National Aboriginal Bishop based in the Diocese of North Queensland, along with a grant from the Statutory Fund. That position has been vacant since 31 December 2010.

**Reserve Fund**

- The purpose of the Reserve Fund is to accumulate and invest royalties, bequests and other non-assessment income derived by the General Synod, and to apply income over and above that necessary to preserve the real capital value of the fund, or the minimum as determined in Section 4.2.8, to specific projects approved by the Standing Committee. Within the fund, there is a separate capital account (Capital Fund 1999) comprising an amount equal to the original transfers into the Reserve Fund plus increases based on the inflation rate over the period since 1999. The Reserve Fund was created in 1996 from funds derived from APBA publishing,

surpluses from the Telstra Arrangement and investment returns. From 2010 the revenues and expenditures of the Telstra Arrangement were transferred to the Shared Services Fund.

- Funds have been expended on special projects such as Fresh Expressions Australia and the Indigenous Ministry Review Committee, and since 2011, partially funding the Primate's Assistant.
- The future uses to which reserves may be put include:
  - Partially offset assessments by using the earnings of invested reserves.
  - Fully fund assessments (aspirational).
  - Provide seed capital for new business activities commenced to augment General Synod revenue which might be used to offset assessments
  - Fund special projects
  - Fund one-off large expense items (e.g. office relocation or IT Upgrade)
  - Hold a prudent reserve to fund operations in the event of a catastrophic loss of income.
- Sources of funds to build and/or maintain the Reserve Fund are:
  - Retained earnings from the Shared Services Fund i.e. surpluses from business activities
  - Retained earnings from the Reserve Fund.

## **5. Flowchart of Fund Movements**

The FPPTF developed four models that provide for “funds flow” options that the Task Force believed were worthy of consideration.

The annexure includes the four funds flow models as Fund Flow Diagrams and the “dollar” impact of each model on the various General Synod Funds is considered for the years 2010 to 2013 (inclusive) in numerical matrices. For the years 2012 and 2013 the base numbers used were budget and forecast numbers respectively.

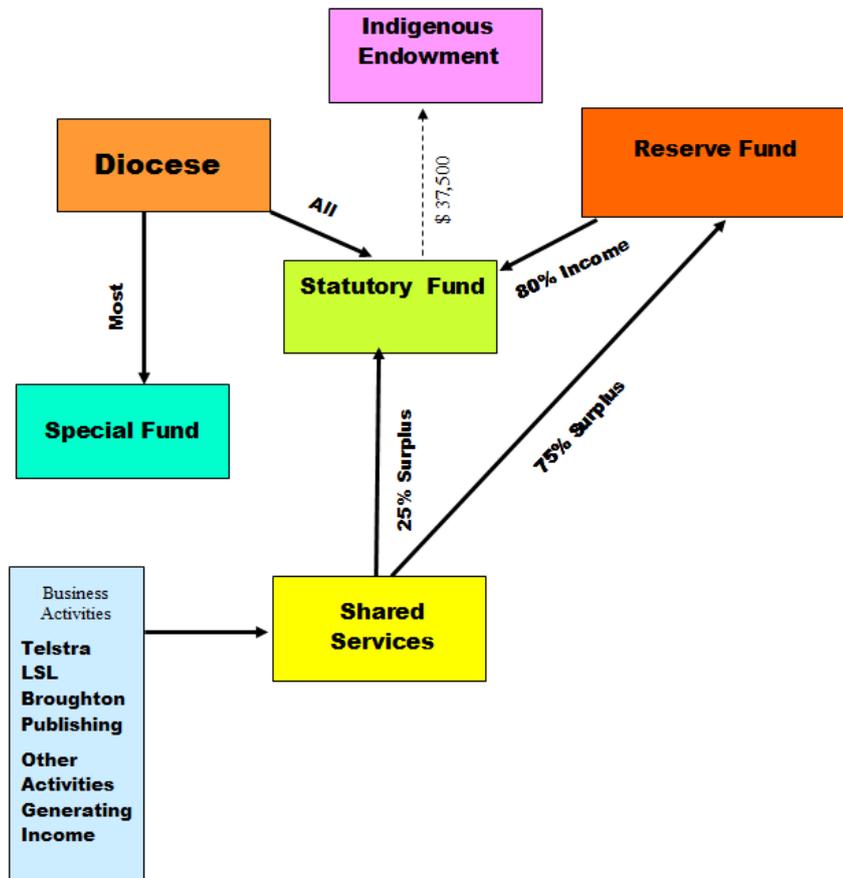
### **Background Information**

In preparing the four fund flow models, the following assumptions were made:

- i. All references to surpluses and income amounts are references to amounts achieved in the prior financial year
- ii. The Shared Services Fund came into existence in 2010 and therefore there are no distributions from Shared Services Fund until 2011
- iii. The Reserve Fund is never be allowed to fall to an amount that is less than the total of the previous financial year's operating costs plus 20%
- iv. The Reserve Fund is expected to slowly grow and the income derived from the Fund is expected to provide an increasing proportion of the General Synod funding requirement (thereby lowering the necessary statutory assessment).
- v. An aim of the funds flow models is to lessen the potential for volatility in the level of income (and therefore surplus) generated within the Shared Services Fund.
- vi. No new income stream has been anticipated or proposed for the Indigenous Endowment Fund.
- vii. The Statutory Fund will pay the Primate's allowance of \$140,000

On the following page, the model preferred by the Task Force (model 4) is shown. It was believed that this model fulfilled the criteria set, and offered the possibility of ongoing subsidy to the Statutory Assessment based on an endowment style distribution. This model also gives some immediate subsidy in the years where the income of the Shared Services Fund is higher.

## THE PREFERRED MODEL



If the reserve fund had not been used to fund two large amounts in the last year, then the effect of implementing the above proposal for 2013 would be as below. This gives an indication of what may be expected in the future.

Year 2013 Forecast P&L – Preferred Model	Forecast Year Ytd 2013					
	Stat	IE	Res	Spec	SSF	Total
<b>Operating Profit / (Loss) - Before Adjustments</b>	<b>24,616</b>	<b>9,285</b>	<b>119,608</b>	<b>(86,192)</b>	<b>100,705</b>	<b>168,022</b>
Adjustments						
Primate - add back original	98,367		38,071		76,142	212,580
Primate - proposed	(140,000)					(140,000)
<b>Operating Profit / (Loss) - After Adjustments</b>	<b>(17,017)</b>	<b>9,285</b>	<b>157,679</b>	<b>(86,192)</b>	<b>176,847</b>	<b>240,602</b>
-						
Proposed flow of Funds						
Shared Services Surplus - 25%	41,590	-	-	-	(166,359)	(124,769)
Shared Services Surplus - 75%	-	-	124,769	-	-	124,769
Reserve Fund Income - 80%	163,057	-	(163,057)	-	-	-
<b>Net Gain/(Loss) transfers</b>	<b>204,647</b>	<b>-</b>	<b>(38,288)</b>	<b>-</b>	<b>(166,359)</b>	<b>-</b>
<b>Surplus + Flow of Funds Total</b>	<b>229,263</b>	<b>9,285</b>	<b>81,320</b>	<b>(86,192)</b>	<b>(65,654)</b>	<b>168,022</b>

### Impact on Assessments

**Statutory Assessments decreased by: 204,647**

When the proposed minimum on the Reserve Fund is imposed the following would be the case.

Year 2013 Forecast P&L – Preferred Model	Forecast Year Ytd 2013					
	Stat	IE	Res	Spec	SSF	Total
<b>Operating Profit / (Loss) - Before Adjustments</b>	<b>24,616</b>	<b>9,285</b>	<b>119,608</b>	<b>(86,192)</b>	<b>100,705</b>	<b>168,022</b>
Adjustments						
Primate - add back original	98,367		38,071		76,142	212,580
Primate - proposed	(140,000)					(140,000)
<b>Operating Profit / (Loss) - After Adjustments</b>	<b>(17,017)</b>	<b>9,285</b>	<b>157,679</b>	<b>(86,192)</b>	<b>176,847</b>	<b>240,602</b>
-						
Proposed flow of Funds						
Shared Services Surplus - 25%	41,590	-	-	-	(166,359)	(124,769)
Shared Services Surplus - 75%	-	-	124,769	-	-	124,769
Reserve Fund Income - 80%	-	-	-	-	-	-
<b>Net Gain/(Loss) transfers</b>	<b>41,590</b>	<b>-</b>	<b>124,769</b>	<b>-</b>	<b>(166,359)</b>	<b>-</b>
<b>Surplus + Flow of Funds Total</b>	<b>66,206</b>	<b>9,285</b>	<b>244,377</b>	<b>(86,192)</b>	<b>(65,654)</b>	<b>168,022</b>

#### Impact on Assessments

**Statutory Assessments decreased by: 41,590**

The result of this for the larger diocese is estimated to be as follows with the minimum Reserve Fund as above.

Statutory Fund	CURRENT	MODEL
	2013	2013
Adelaide	67,500	65,272
Brisbane	112,500	108,787
Melbourne	202,500	195,816
Perth	101,250	97,908
Sydney	315,000	304,603
Special Fund	CURRENT	MODEL
	2013	2013
Adelaide	16,464	16,464
Brisbane	27,440	27,440
Melbourne	49,392	49,392
Perth	24,696	24,696

**ATTACHMENT**  
**Financial Principles and Policies Task Force**  
**Options considered.**  
**October 2012**

Four Models were selected for investigation.

The models were required to meet the following criteria.

- Be fair and equitable between all Dioceses.
- Achieve a long term income and expenditure balance giving due recognition to the financial capacity of Dioceses to contribute.
- Maintain reserves at levels that are adequate to provide a buffer for large or unexpected short-term cash flow fluctuations.
- Ensure that significant or material shifts in the allocation of General Synod expenditure are directly linked to either policy changes of General Synod or Standing Committee decisions that are supported by appropriate resolutions.
- Ensure that the income and expenditure of the General Synod and the funding model will be entirely transparent to the Dioceses.

In preparing the four fund flow models, the following assumptions were made:

- i. All references to surpluses and income amounts are references to amounts achieved in the prior financial year
- ii. The Shared Services Fund came into existence in 2010 and therefore there are no distributions from Shared Services Fund until 2011
- iii. The Reserve Fund is never be allowed to fall to an amount that is less than the total of the previous financial year's operating costs plus 20%
- iv. The Reserve Fund is expected to slowly grow and the income derived from the Fund is expected to provide an increasing proportion of the General Synod funding requirement (thereby lowering the necessary statutory assessment).
- v. An aim of the funds flow models is to lessen the potential for volatility in the level of income (and therefore surplus) generated within the Shared Services Fund.
- vi. No new income stream has been anticipated or proposed for the Indigenous Endowment Fund.
- vii. The Statutory Fund will pay the Primate's allowance of \$140,000

**Model 1:** The original model considered by the Task Force. Under this model, the surplus from the Shared Services Fund is split equally between the Statutory Fund and the Reserve Fund. There is also a distribution out of the income of the Reserve Fund, 10% to Special Fund and 70% to the Statutory Fund. This model was not preferred as the Task Force felt a greater share of the Shared Service Fund surplus should be directed to the Reserve Fund and the small (10%) distribution to the Special Fund added complexity for little benefit.

**Model 2:** This model is the same as Model 1 but with the income distribution (10%) from the Reserve Fund to the Special Fund removed. This model was not preferred as the Task Force felt a greater share of the Shared Services Fund surplus should be directed to the Reserve Fund.

**Model 3:** This model increases the amount of the Shared Services Fund surplus being distributed to the Reserve Fund (75%) and reduces the share of the surplus going to the Statutory Fund (25%). There is also a distribution out of the income of the Reserve Fund, 10% to Special Fund and 70% to the Statutory Fund. This model was not preferred as the Task Force felt the small (10%) distribution to the Special Fund added complexity for little benefit.

**Model 4: Preferred model.** This is the Preferred Model. This model increases the amount of the Shared Services Fund surplus being distributed to the Reserve Fund (75%) and reduces the share of the surplus going to the Statutory Fund (25%). There is also a distribution of 80% of the income of the Reserve Fund to the Statutory Fund. This model results in a "distribution" from the Reserve Fund to the Statutory Fund of \$41,000 in 2013. The distribution would have been significantly larger (in excess of \$200,000) but for the Task Force imposed requirement that the Reserve Fund only make distributions once the equity in the Fund is equal to 1.2x the previous year's operating costs.

## Governance Policy for Diocesan Organisations

### Explanatory report

1. At its session in 2010, the Synod received a draft governance policy for diocesan organisations and passed resolution 47/10 which, among other things, requested that a copy of the draft policy be sent to each member of the Synod and to the board of each diocesan organisation for comment with a view to a revised form of the policy being brought to the Synod in 2011. A number of substantial submissions were received in response.
2. At its session in 2011, the Synod was provided with a summary of the submissions as part of a brief progress report on this matter. A summary of some of the particular issues raised in the submissions is set out in Annexure 1.
3. Following the 2011 session of Synod, an extensive review of the draft governance policy was completed taking into account two significant inputs. The first input was the submissions made by Synod members and diocesan organisations. The second input was the governance standards for charities registered with the Australian Charities and Not-for-profits Commission (“ACNC”) which were finalised in early 2013 and which came into effect on 1 July 2013.
4. As a consequence of these inputs, the following significant changes were made to the form of governance policy being presented to the Synod in October 2013 as set out in Annexure 2 (the “Policy”) –
  - The Policy includes a number of principle-based Governance Standards in Appendix 1. As indicated in paragraph 17 of the Policy, these Governance Standards are intended to apply to all diocesan organisations.
  - The ACNC governance standards are incorporated into the broader Governance Standards in Appendix 1. Accordingly the Policy contemplates that all diocesan organisations should comply with the ACNC governance standards in an appropriate way even if some diocesan organisations are not legally bound to do so (by reason of the exemption given to “basic religious charities”).
  - The Policy also includes a second tier of provisions in the form of Policy Guidelines in Appendix 2. It is intended that the constituting ordinances of diocesan organisations which are bodies corporate should usually conform to the Policy Guidelines, although as indicated in paragraph 18, it is recognised that for some diocesan organisations complete conformity may not be appropriate.
  - One matter of particular interest at the 2010 session of Synod and in subsequent submissions was whether all members of diocesan school councils should be required to sign a statement of personal faith (Appendix 3) before being eligible for election or appointment to the council. This is a matter of some importance that will need to be decided by Synod. At present, the Policy is drafted to accommodate an alternative declaration of support for the Christian ethos of the school council which may be signed by alumni elected members as an alternative to the statement of personal faith (Appendix 4). Amendments will be prepared for the Synod to test whether the 2-tier declaration approach should be retained.
5. The recently elected Coalition government has announced its intention to abolish the ACNC. In the event that the Government acts on this announcement, the Governance Standards in the Policy which incorporate standards required under ACNC legislation would need to be reviewed and, if necessary, amended.

For and on behalf of the Standing Committee

ROBERT WICKS  
*Diocesan Secretary*

18 September 2013

## **Summary of submissions made by Synod members and diocesan organisations on the form of the draft Governance Policy for Diocesan Organisations received at the 2010 session of Synod**

### **General**

- Whether the provisions of the revised draft should be more descriptive and less prescriptive of desirable governance outcomes and, in particular, whether there should be a greater focus on governing principles and less of a focus on the standards?
- Whether sufficient attention has been given to “stakeholder” as opposed to “shareholder” models of corporate governance in framing the provisions of the revised draft and, in particular, how should the interests of the Synod in diocesan organisations and schools be balanced with the interests of other stakeholders?
- Whether the losses experienced by the Glebe Administration Board which triggered a governance review for that organisation are an appropriate justification for reviewing and potentially altering the governance arrangements for other diocesan organisations and schools?

### **Board size and composition**

- Whether it is necessary and/or desirable to prescribe an optimal range in the size of membership of diocesan boards given the diversity of the organisations governed by such boards?
- Whether it is necessary and/or desirable to prescribe a minimum number of clergy on diocesan boards in order to maintain the theological integrity of the board given the increased level of theological training and understanding etc among lay people?
- Whether gender or other issues of diversity should be expressly included in the standards for membership of diocesan boards and whether a board’s progress in achieving membership diversity should be included in their annual report to the Synod?
- Whether it is desirable to prescribe a limit on the number of alumni appointed members on the boards of new diocesan schools?

### **Election, appointment and term of office of board members**

- Whether alumni appointed members on the boards of diocesan schools should be permitted to sign a statement of support for the Christian ethos of the school as an alternative to signing a statement of personal faith?
- Whether the statement of personal faith proposed in the draft policy is too theologically narrow and therefore has the potential of reducing the pool of persons eligible to be appointed by the Synod (and others) to diocesan boards?
- Whether and how the need for board renewal should be balanced with the retention of board members with longer-term corporate memory etc.?
- How the views of diocesan boards about the skills and experience needed on the board should be accommodated in the processes by which persons are nominated for election by the Synod to the board?
- Whether a précis should be required for all nominees in Synod elections rather than just nominees for election to diocesan organisations which are bodies corporate?
- Whether the church attended by a person nominated for election by the Synod to a diocesan board is relevant to their election?

### **Chair of the board**

- Whether it would be preferable to provide for the periodic review of the chair of a diocesan board rather than prescribe a maximum tenure of the chair?

**Duties, powers, authorities and limits**

- Whether the revised draft should address the general duties and responsibilities that a board member has to the corporation at law (eg, duty of care and diligence, duty to act in the best interests, duty not to improperly use their position for personal gain etc)?
- Whether it is appropriate to involve the Synod and Standing Committee in mandating the borrowing limits and types of investments for diocesan organisations and schools?

**Reporting to Synod**

- Whether it is desirable to make annual reports of diocesan organisations and schools available to Synod members and, if so, on what basis?

**Archbishop**

- Whether the Archbishop exercising the role of “Visitor” to a diocesan organisation is a suitable alternative to his membership of the board of some organisations and, if so, what is the nature of this role?

## Governance Policy for Diocesan Organisations

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Application of this Policy	13-19
Appendix 1: Governance Standards	
Appendix 2: Policy Guidelines	
Appendix 3: Statement of Personal Faith	
Appendix 4: Statement of Support for Christian Ethos	

### Background

1. Representative members of the Anglican Church of Australia in New South Wales meet in synods to attend to governance needs arising from membership in the unincorporated association known as The Anglican Church of Australia. The New South Wales Parliament has provided a legislative framework for the seven New South Wales Anglican Diocesan Synods to carry out responsible and effective governance. The *Anglican Church of Australia Constitutions Act 1902* empowers each Anglican Synod in New South Wales to make ordinances for the order and good government of the Anglican Church of Australia within that diocese. The *Anglican Church of Australia Trust Property Act 1917* gives a synod the power –

- (a) to vary the trusts on which church trust property is held,
- (b) to appoint and remove trustees of such property, and
- (c) to constitute councils and committees to govern and control the management and use of such property.

In addition the *Anglican Church of Australia (Bodies Corporate) Act 1938* gives an extraordinary power to a Synod in New South Wales to constitute such councils and committees as bodies corporate for the management and governance of an organisation of the Anglican Church or for holding, managing or dealing with church trust property.

2. There are also a number of bodies not constituted by the Synod in respect of whose organisation and property the Synod is nonetheless empowered to make ordinances.
3. In the context of the Diocese of Sydney, there are currently about 60 diocesan organisations constituted or otherwise regulated by the Synod. These organisations pursue diocesan purposes through a wide range of activities, including welfare, aged care, schooling, youth work, theological education, and administrative, secretarial and investment services. About 20 of these are incorporated by or under the *Anglican Church of Australia Trust Property Act 1917* or the *Anglican Church of Australia (Bodies Corporate) Act 1938*.
4. The Synod acknowledges that diocesan organisations have taken steps on their own boards to ensure proper and effective board governance. Nevertheless, the Synod as the 'parliament of the diocese' also has a responsibility to the wider community to exercise oversight of all diocesan organisations, including facilitating their proper and effective governance.
5. Currently, the Synod seeks to discharge this responsibility by electing a majority of the board members of diocesan organisations and requiring diocesan organisations which manage church trust property to provide an annual report to the Synod including its financial statements and auditor's report.

### Purpose of this document

6. The adoption of a Synod Policy on the governance of diocesan organisations will enable the Synod to articulate more clearly how it intends exercising its powers to better achieve two broad expectations in the area of governance.
7. The first expectation is that those responsible for governing diocesan organisations will seek the highest standards of governance.

8. The second expectation addresses the reason for pursuing the highest standards of governance, namely, to maximise the extent to which a diocesan organisation meets the object for which it is constituted. The object of any diocesan organisation is to advance one purpose or another of the Diocese. Ultimately such purposes seek to promote the kingdom of Christ and give glory to God.

### The nature of Christian leadership

9. Leadership is a gift of God for the purposes of order and good government. Among the people of God, church leaders are gifted by God for the teaching, discipline and modelling of godliness to those under their care. Secular leaders are likewise accountable to God for their governance, which is for the good of the community they serve, since they also act as “God’s servants” (Rom 13:4). Boards of Christian organisations should therefore have similar standards of integrity, truth and commitment with respect to their governance responsibilities. In particular, Jesus’ use of the imagery of both shepherd and servant for his own ministry, as well as that of his apostles, ought to characterise those who would govern Christian organisations.
10. Scripture states: “We aim at what is honourable not only in the Lord’s sight but also in the sight of others” (2 Cor. 8:21). In light of this, it is appropriate that Christian organisations take pains to ensure the appearance (as well as the substance) of propriety and accountability. This includes abiding by the highest governance standards observed by secular organisations, e.g. corporations, where they are applicable.
11. The Synod acknowledges and gives thanks for the board members of diocesan organisations who give generously of their time, energy and skills to exercise the governance responsibilities with which they have been entrusted.
12. The Synod encourages board members of diocesan organisations to work in partnership with the Synod in seeking the highest standards of governance. Such standards are to be underpinned by prayer, sacrificial service, a dependence upon God for wisdom and a proper regard to best practice so that decisions made will enhance the organisation’s effectiveness to promote the kingdom of Christ and give glory to God.

### Application of this Policy

13. In this Policy –
- “board” means the body of persons responsible for governing a diocesan organisation.
- “body corporate” means a diocesan organisation incorporated by or under the *Anglican Church of Australia Trust Property Act 1917* or the *Anglican Church of Australia (Bodies Corporate) Act 1938*.
- “chief executive officer” means the person who is responsible to the board for the leadership and management of the diocesan organisation.
- “Diocese” means the Anglican Church of Australia in the Diocese of Sydney.
- “diocesan organisation” means a body –
- (a) constituted by ordinance or resolution of the Synod, or
  - (b) in respect of whose organisation or property the Synod may make ordinances,
- but excludes the Synod, the Standing Committee and any of their subcommittees.
- “Governance Standards” means the standards referred to in Appendix 1.
- “Policy Guidelines” means the guidelines referred to in Appendix 2.
- “Synod” means the Synod of the Diocese and includes, when the Synod is not in session, the Standing Committee of the Synod.
14. In support of the mission of the Diocese, this policy sets out the Governance Standards and Policy Guidelines that the Synod considers should apply to diocesan organisations.
15. The Synod will use these Governance Standards and Policy Guidelines as the basis for assessing and, as appropriate, changing (or seeking changes to) the ordinances, policies and procedures that apply to diocesan organisations.
16. The Governance Standards and Policy Guidelines are also intended to align with and give appropriate expression to the governance standards for registered entities made under the *Australian Charities and Not-for-profits Commission Act 2012*.
17. The Synod regards the Governance Standards as applicable to all diocesan organisations and expects diocesan organisations to implement each of the Governance Standards in an appropriate and demonstrable way.

18. The Synod considers that the constituting ordinances of diocesan organisations which are bodies corporate should usually also conform to the Policy Guidelines. However the Synod recognises that for some diocesan organisations it may not be appropriate to apply all of the Policy Guidelines. This will be the case particularly for those Policy Guidelines which go beyond the Governance Standards. Where it is proposed to amend the constituting ordinance of a diocesan organisation to conform with the Policy Guidelines, a full consultation process will be undertaken with the board of the organisation before any such amendments are made. Where a board of a diocesan organisation believes that a particular Policy Guideline should not apply, it would usually be appropriate for the board to provide a brief explanation of its position as part of the consultation process.
19. The Synod anticipates that it will amend this policy from time to time in order to better align the Governance Standards and Policy Guidelines with the purposes of the Diocese and to reflect any changes to the ACNC governance standards. For this purpose the Synod encourages on-going input from boards.

## Appendix 1: Governance Standards

The following Governance Standards apply to all diocesan organisations –

### A. **Christian leadership shaped by the Bible**

- (a) The board members of a diocesan organisation elected by the Synod, the chair of the board and the chief executive officer must have a personal Christian faith shaped by the Bible.
- (b) Other board members should have a personal Christian faith shaped by the Bible.
- (c) The Archbishop must be able to address the board of a diocesan organisation on any pastoral or policy issue concerning the Anglican Church of Australia as it applies to the diocesan organisation, including the appointment of a chief executive officer for the organisation.
- (d) The board of a diocesan organisation should include members with formal theological training.

### B. **Mission clarity**

*(cf. ACNC governance standard 1 – purposes and not-for-profit nature of a registered entity)*

- (a) The purpose of a diocesan organisation must be clearly expressed in its constituting ordinance and must align with the religious, educational or other charitable purposes of the Diocese whether such purposes are within or beyond the Diocese or the State.
- (b) Information about the purpose of a diocesan organisation must be made available to the public, including any members, donors, employees and volunteers, as well as those that benefit from its activities.
- (c) A diocesan organisation must comply with its purpose and ensure that all its activities are demonstrably linked to the pursuit of its purpose.

### C. **Not-for-profit character**

*(cf. ACNC governance standard 1 – purposes and not-for-profit nature of a registered entity)*

- (a) The property of a diocesan organisation must not, as a matter of law, be distributed for the private benefit of individuals either during the operation of the organisation or on its winding-up.
- (b) A diocesan organisation must comply with its not-for-profit character and take appropriate steps to ensure compliance.

### D. **Accountability and transparency**

*(cf. ACNC governance standard 2 – accountability to members)*

- (a) A diocesan organisation must maintain an adequate level of accountability and transparency to the Synod and its members.
- (b) A majority of the board members of a diocesan organisation must be elected by the Synod.
- (c) A diocesan organisation which manages church trust property must submit to the Synod for tabling an annual report and such other reports as Synod requires and must take reasonable steps to ensure such reports are accurate, complete and provided on a timely basis.
- (d) Members of the Synod must have reasonable access to the annual reports of diocesan organisations tabled at the Synod and must have an adequate opportunity to ask and have answered questions about the governance of diocesan organisations.
- (e) A diocesan organisation which has a class of members which is distinct from the members of its governing board must maintain similar levels of accountability and transparency for such members.

### E. **Corporate responsibility**

*(cf. ACNC governance standard 3 – compliance with Australian laws)*

- (a) A diocesan organisation must ensure its on-going operations, the safety of people in its care and the safety of its assets through compliance with applicable Australian laws and ordinances of the Synod.

### F. **Suitability of board members**

*(cf. ACNC governance standard 4 – suitability of responsible entities)*

- (a) The collective qualifications, skills, experience and gender balance of the board members of a diocesan organisation must be adequate having regard to the purpose of the organisation and the activities undertaken by the organisation in pursuit of its purpose.

- (b) The board of a diocesan organisation should have an appropriate program for the induction of new members and the ongoing training and development of existing members.
- (c) The board of a diocesan organisation should be subject to an effective process for board renewal.
- (d) A person who is –
  - (i) disqualified from managing a corporation within the meaning of the *Corporations Act 2001*, or
  - (ii) disqualified by the ACNC Commissioner, at any time during the preceding 12 months, from being a responsible entity of a registered entity under the *Australian Charities and Not-for-profits Commission Act 2012*,is not eligible to be a board member of a diocesan organisation.

**G. Board member responsibility**

*(cf. ACNC governance standard 5 – duties of responsible entities)*

- (a) The board members of a diocesan organisation must be subject to and comply with the following duties –
  - (i) to exercise the powers and discharge the duties of the diocesan organisation with the degree of care and diligence that a reasonable individual would exercise as a board member of a diocesan organisation, and
  - (ii) to act in good faith in the best interests of the diocesan organisation and to further the purposes of the diocesan organisation, and
  - (iii) not to misuse their position as a board member, and
  - (iv) not to misuse information obtained in the performance of their duties as a board member of a diocesan organisation, and
  - (v) to disclose perceived or actual material conflicts of interest of the board member, and
  - (vi) to ensure that the financial affairs of the diocesan organisation are managed in a responsible manner, and
  - (vii) not to allow the diocesan organisation to operate while insolvent.
- (b) A diocesan organisation must act to prevent non-compliance with these duties and, if non-compliance occurs, must act to remedy such non-compliance.

## Appendix 2: Policy Guidelines

The constituting ordinance of a diocesan organisation which is a body corporate should usually conform to the following guidelines –

### *Purpose*

1. The purpose of the diocesan organisation should be clearly expressed. Such purpose must align with the religious, educational or other charitable purposes of the Diocese whether such purposes are within or beyond the Diocese or the State.

### *Board size and composition*

2. The total number of board members should be no less than 9 and no more than 14.
3. A majority of board members must be elected by the Synod.
4. The membership of the board should not include the Chief Executive Officer.
5. The membership of the board should include at least two clergy or other members with formal theological training.
6. The membership of the board should include –
  - (a) no more than two persons appointed by the board, and
  - (b) no more than two persons elected by any representative alumni association.

### *Role of the Archbishop*

7. The Archbishop should usually not be a board member but should be entitled –
  - (a) to receive board papers, and
  - (b) to attend board meetings, and
  - (c) to address the board on any pastoral or policy issue concerning the Anglican Church of Australia as it applies to the diocesan organisation including the appointment of a chief executive officer for the organisation.

The Archbishop should be able to appoint a nominee to exercise these entitlements on his behalf.

### *Election, appointment and term of office of board members*

8. A board member should be elected or appointed for a term not exceeding 3 years. One third of Synod elected members should therefore retire at each ordinary session of the Synod or, in the case of members elected by the Standing Committee, at the first meeting of the Standing Committee following each ordinary session.
9. Any person who wishes to be elected, appointed or to remain as a board member must sign a statement of personal faith in a form determined by the Synod, except that in the case of a school board, a statement of support for the Christian ethos and charter of the school may be signed as an alternative statement by alumni-elected members. The initial forms of such statements are set out in Appendices 3 and 4.
10. A person should be disqualified from being elected or appointed or remaining as a board member if the person –
  - (a) dies,
  - (b) resigns in writing to the chairman of the board or to the Diocesan Secretary,
  - (c) is an insolvent under administration,
  - (d) is of unsound mind or whose person or estate is liable to be dealt with in any way under the laws relating to mental health or is otherwise incapable of acting,
  - (e) is disqualified from managing a corporation within the meaning of the *Corporations Act 2001*;
  - (f) has at any time during the preceding 12 months been disqualified from being a responsible entity of a registered entity by the Commissioner of the Australian Charities and Not-for-profits Commission;
  - (g) is convicted of an offence punishable by imprisonment for 12 months or longer,
  - (h) is subject to a recommendation from the Diocesan or Disciplinary Tribunal of the Diocese (or from a comparable tribunal or body in any other diocese or church) that he or she be prohibited from holding office or should be removed from office as a board member,
  - (i) is absent without leave for 3 consecutive meetings of the board and the board resolves that the person's membership should cease,

- (j) fails to sign the statement of personal faith or statement of support for the Christian ethos and charter of the school, as applicable, or declares that he or she is no longer able to subscribe to the applicable statement, or
  - (k) fails to disclose his or her actual material conflict of interest in any matter brought for the consideration of the board which, in the opinion of the board, resulted in a resolution of the board which would not have been made if the actual material conflict of interest had been disclosed, and the board resolves by at least a three-quarters majority that the person's membership should cease as a result of this failure.
11. Casual vacancies arising for Synod elected members should be filled by the Standing Committee. The person who fills the casual vacancy should hold office until the day on which the person whose vacancy he or she has filled would have retired had the vacancy not occurred.
12. In the absence of an alternative methodology in the constituting ordinance of a diocesan organisation which achieves effective board renewal in the context of that organisation, a retiring board member should only be eligible for re-appointment or re-election where such re-appointment or re-election would not in the normal course result in that member being a board member for more than 14 consecutive years. For this purpose, years are consecutive unless they are broken by a period of at least 12 months.
13. Board members should not to be remunerated for their service as board members except by way of reimbursement for reasonable out-of-pocket expenses.

*Chair and other office holders*

14. The chair and any other officer of the board should be elected by board members for a term not exceeding 3 years. Such persons are eligible to stand for re-election but should not serve in the same office for more than 9 consecutive years.
15. A person is not eligible to be appointed or elected as the chair of a board unless he or she has first signed a statement of personal faith in a form determined by the Synod. The initial form of such a statement is set out in the Appendix 3.
16. A person should not be the chair of the board of a diocesan organisation if a member of the person's immediate family is employed by the diocesan organisation, unless the board has considered the circumstances and unanimously agreed to it by secret ballot.

*The Chief Executive Officer*

17. The board should have the power to appoint and remove the Chief Executive Officer.
18. The Chief Executive Officer is responsible to the board for the leadership and management of the diocesan organisation.
19. A person is not eligible to be appointed as the Chief Executive Officer unless he or she has first signed a statement of personal faith in a form determined by the Synod. The initial form of such a statement is set out in the Appendix 3.

*Board meetings*

20. Meetings of the board may be convened by the chair or a specified number of board members.
21. Board members should be able to attend meetings either personally or by suitable electronic means.
22. A quorum for meetings of the board should be no less than one half of its members.
23. The board should be able to pass resolutions without a meeting if –
- (a) a copy of the proposed resolution is sent to all board members and a reasonable timeframe within which members may indicate their support for or objection to the proposed resolution being passed is specified, and
  - (b) at least 75% of board members indicate within the specified timeframe that they support the proposed resolution being passed, and
  - (c) no board member objects within the specified timeframe either to the proposed resolution being passed or the proposed resolution being passed without a meeting.
24. The Chief Executive Officer should have the right to attend and speak at board meetings unless the board determines that he or she should not be present.
25. The board must cause minutes to be made of –
- (a) the names of the persons present at all board meetings and meetings of board committees;
  - (b) all disclosures of perceived or actual material conflicts of interest; and

(c) all resolutions made by the board and board committees.

26. Minutes must be signed by the chair of the meeting or by the chair of the next meeting of the relevant body following an agreed resolution to do so. If so signed the minutes are conclusive evidence of the matters as between the members stated in such minutes.

*Duties, powers, authorities and limitations*

27. The diocesan organisation should have the duty to carry out its purpose and such powers and authorities as are necessary for the diocesan organisation to do so.

28. The board should, in governing the diocesan organisation, exercise all the powers and authorities and discharge the duties of the diocesan organisation.

29. Board members are subject to and must comply with the following duties –

(a) to exercise the powers and discharge the duties of the diocesan organisation with the degree of care and diligence that a reasonable individual would exercise if they were a board member of a diocesan organisation, and

(b) to act in good faith in the best interests of the diocesan organisation and to further the purposes of the diocesan organisation, and

(c) not to misuse their position as a board member, and

(d) not to misuse information obtained in the performance of their duties as a board member of a diocesan organisation, and

(e) to disclose perceived or actual material conflicts of interest of the board member, and

(f) to ensure that the financial affairs of the diocesan organisation are managed in a responsible manner, and

(g) not to allow the diocesan organisation to operate while insolvent.

30. A board member who has an actual or perceived material conflict of interest in a matter that relates to the affairs of the board must disclose that interest to the board and should not participate in any consideration of that matter by the board unless the board, by resolution, notes the interest and permits the member to participate.

31. The board should maintain records of applicable eligibility criteria for board membership and conflicts of interest disclosed by board members.

32. The board should have the power to delegate the performance of any of its functions to one or more committees provided any such committee is chaired by a board member and reports the exercise of its delegated functions to the next board meeting.

33. Any mortgage, charge, debenture or other negotiable instrument given by the diocesan organisation over property vested in or held by it (other than a cheque drawn on a bank account held by the diocesan organisation) should include a provision limiting the liability of the diocesan organisation to the amount available to be paid in the event it is wound up.

34. The borrowing limit of the diocesan organisation should be specified and any increase of the limit should be approved by the Synod from time to time.

35. The authority of the diocesan organisation to invest should be restricted in a manner consistent with any restrictions determined by the Synod from time to time.

*Not-for-profit*

36. There should be a provision which affirms that because the property of the diocesan organisation is church trust property within the meaning of the *Anglican Church of Australia Trust Property Act 1917*, it must not as a matter of law be distributed for the private benefit of individuals, either during the operation of the organisation or on its winding-up.

*Winding up*

37. There should be a provision which affirms that if, on the diocesan organisation's winding up or dissolution, there remains after satisfaction of all its liabilities any property, such property must be applied for such purposes of the Diocese as the Synod may determine or, where appropriate, such purposes of the Diocese as the Synod may determine which are similar to the organisation's purposes. Where the diocesan organisation has been endorsed as a deductible gift recipient, there should be a provision which affirms that on the winding-up or dissolution of the organisation, the Synod must transfer the remaining property of the organisation to one or more deductible gift recipients which, in any case, is either a fund which comprises church trust property or another diocesan organisation.

### Appendix 3: Statement of Personal Faith

#### Statement of personal faith

1. I believe and hold to the truth of the Christian faith as set forth in the Nicene Creed, as well as the Apostles' Creed as set out below –

*I believe in God, the Father Almighty,  
maker of heaven and earth;  
and in Jesus Christ, his only Son our Lord,  
who was conceived by the Holy Spirit,  
born of the virgin Mary, suffered under Pontius Pilate,  
was crucified, dead, and buried.*

*He descended into hell.  
The third day he rose again from the dead  
He ascended into heaven,  
and is seated at the right hand of God the Father almighty;  
from there he shall come to judge the living and the dead.*

*I believe in the Holy Spirit;  
the holy catholic church;  
the communion of saints;  
the forgiveness of sins;  
the resurrection of the body,  
and the life everlasting.*

2. In particular I believe –
- (a) There is only one way to be reconciled to God which is through his Son, Jesus Christ, who died for our sins and was raised for our justification; and
  - (b) That we are justified before God by faith only.
  - (c) That God's word written, the canonical Scriptures of the Old and New Testaments, is the supreme authority in all matters of faith and conduct.
3. I shall endeavour to fulfil my duties as a member/the Chief Executive Officer [*delete whichever is not applicable*] of the [*insert name of board*] in accordance with its Christian ethos and its constituting ordinance.
4. I agree that my continuance as a member/the Chief Executive Officer [*delete whichever is not applicable*] of the [*insert name of board*] is dependent upon my continuing agreement with this statement and I undertake to resign if this ceases to be the case.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Full name (in block letters)

Date:

## Appendix 4: Statement of Support for Christian Ethos

### Statement of support for the Christian ethos and charter of the School

1. I acknowledge that the School to whose Council I am elected aims to educate young people in ways consistent with the teaching of the Bible and the gospel of Jesus Christ, and to this end I support the Council's commitment to maintain and uphold the Christian faith in teaching and practice.
2. I shall endeavour to fulfil my duties as a member of the School Council to which I am elected in accordance with its Christian ethos and the charter of the organisation.
3. I agree that my continuance as a Council member is dependent upon my continuing agreement with this statement and I undertake to resign if this ceases to be the case.

---

Signature

---

Full name (in block letters)

Date:

## Mission Property Committee

(A progress report to the Synod.)

### Purpose

1. The purpose of this report is –
  - (a) to provide an update on the Mission Property Committee (MPC) Greenfield acquisition program, and
  - (b) to seek the approval of the Synod for a proposal for certain parish contributions to MPC funded building projects.

### Recommendation

2. It is recommended that the Synod –
  - (a) note the progress of the MPC in relation to Greenfield acquisitions;
  - (b) note that in addition to its other funding sources, the MPC proposes a financial contribution from those parishes benefitting directly from the MPC's current and future Greenfield developments, and
  - (c) provide in principle support for –
    - (i) parishes that receive MPC funded ministry centres paying a contribution to the Mission Property Fund equal to 10% of annual parish offertories from the date of occupation of the building for a period of between 15 and 30 years, or until substantial commencement of any "stage 2" building, and
    - (ii) parishes that receive MPC funded ministry residences paying a contribution to the Mission Property Fund equal to 50% of the market rental valuation, increasing to 100% after five years, until the original capital investment of the MPC is repaid.

### Greenfield acquisitions

3. The MPC has been actively searching for land within the identified areas of rapid population growth across the Diocese in line with its Strategic Report as amended.
4. The MPC recently placed an offer for a site for \$2.6m which has been accepted (subject to due diligence) located at the geographical centre of the North West Growth Centre with a potential population of 180,000.
5. The MPC has implemented a number of actions in order to reduce the significant capital costs required to meet the demand for the provision of land and construction of ministry centres within the Greenfield areas of rapid population growth across the Diocese. These include –
  - (a) Making a small number of longer term strategic early land acquisitions. The MPC recently received valuation reports for the MPC's most recent acquisitions which show an increase of land values above acquisition price over a 2 to 4 year period of 10% (Oran Park), 29% (Austral) and 64% (Stanhope Gardens), confirming the appropriateness of the MPC strategy.
  - (b) Working closely with other Anglican Organisations as appropriate.
  - (c) Staging of building designs on the optimal land size (so as not to restrict future ministry growth) with development occurring in line with surrounding population growth as and when required.

6. In the context of limited funding, the MPC has identified a need to supplement its existing multi-faceted funding strategy that includes the greenfields land acquisition levy, proposed capital fundraising campaigns, and contributions from the sale of parish property through the large receipts policy.

### Proposed new parish contributions to MPC Building Projects

7. The Mission Board has provided in-principle support for a proposed additional (rental) contributions from parishes which benefit from the MPC's current and future Greenfield developments.
8. There is significant precedent for parishes contributing to ministry facilities funded by the MPC (or from other Diocesan funding sources), although in the past the amount of such contribution has not been consistently applied.
9. The Oran Park fundraising feasibility study found that the potential financial support from across the Diocese would be enhanced if there is a plan for the new congregation to also make a modest contribution to future projects. The proposal is for the new parish or congregation to pay a relatively small rental contribution that will be "recycled" by the MPC towards other greenfield projects.

10. The MPC suggests there are several advantages from such a proposal –
- (a) gifting may create a lack of parish commitment/ownership in comparison to adjoining church plants that are required to financially contribute to the ownership or rental of facilities;
  - (b) a contribution of 10% parish net offertory receipts towards a new ministry centre funded by the MPC is significantly below what the parish would otherwise pay in rent for a school hall;
  - (c) a contribution based on the market rental value, discounted for the first 5 years, of any ministry residences funded by the MPC enables parishes which benefit from such residences to contribute to the provision of a sustainable source of new residences for other parishes;
  - (d) parishes would have reasonable certainty from the outset as to what they would be required to contribute, with their financial contribution being recycled to the next Diocesan Greenfields project.
11. Subject to the in-principle approval of Synod, in due course it is proposed that the MPC and recipient parishes jointly promote ordinances to the Standing Committee in relation to the specific details of how such rental contributions will be applied.

For and on behalf of the Standing Committee

GEOFF KYNGDON  
*Chair, Mission Property Committee*

16 September 2013

## Ordinances passed by the Standing Committee

(A report from the Standing Committee.)

Narellan Land Sale Ordinance No 41, 2012

Sutherland Mortgaging Ordinance No 42, 2012

Dundas with Telopea Mortgaging No 43, Ordinance 2012

Kellyville Mortgaging Ordinance No 44, 2012

Watsons Bay Trust Ordinance No 45, 2012

St Philip's York Street Leasing Ordinance 2011 Amendment Ordinance No 46, 2012

Surry Hills Trust Ordinance 2002 Amendment Ordinance No 47, 2012

Pitt Town Land Sale Ordinance No 48, 2012

Sydney Diocesan Secretariat Ordinance 1973 Amendment Ordinance No 49, 2012

Dundas/Telopea Easement Ordinance No 50, 2012

Dundas/Telopea Trust Ordinance No 51, 2012

Lower Mountains Land Sale Ordinance No 52, 2012

Lower Mountains Mortgaging Ordinance No 53, 2012

Lower Mountains Trust Ordinance No 54, 2012

Riverstone Land Sale Ordinance No 55, 2012

Riverstone Trust Ordinance No 56, 2012

Kurrajong Land Sale and Variation of Trusts Ordinance No 1, 2013

Berala Trust Ordinance No 2, 2013

Darling Point (Queen Street Newtown) Land Sale Ordinance No 3, 2013

Darling Point Trust Ordinance No 4, 2013

Mission Property Ordinance 2002 Amendment Ordinance No 5, 2013

Rouse Hill Trust Ordinance No 6, 2013

Audit (St Andrew's House Interim Arrangements) Ordinance No 7, 2013

Rouse Hill Variation of Trusts Ordinance No 8, 2013

Synod (Royal Commission) Special Application Ordinance No 9, 2013

Millers Point Trust Ordinance No 10, 2013

Endowment of the See Expenditure Amendment Ordinance No 11, 2013

Wilton Estate Variation of Trusts and Land Sale Ordinance No 12, 2013

St Andrew's House Ordinance 1975 Amendment Ordinance No 13, 2013

Special Religious Education (Program Evaluation) Funding Ordinance No 14, 2013

Audit (Ministry Training and Development Council Interim Arrangements) Ordinance No 15, 2013

The Sydney Anglican Home Mission Society (Vesting of Church of England Homes Property)  
Ordinance 1984 Amendment Ordinance No 16, 2013

Ryde Trust Ordinance No 17, 2013

Endowment of the See Capital Ordinance 2012 Amendment Ordinance No 18, 2013

Solemn Promises Ordinance 2011 Amending Ordinance No 19, 2013

Beecroft Land Sale and Variation of Trusts Ordinance No 20, 2013

Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance No 21, 2013

Baulkham Hills Mortgaging Ordinance 2003 Amendment Ordinance No 22, 2013

Normanhurst Trust Ordinance No 23, 2013

Sutherland Trust Ordinance No 24, 2013

Sutherland Land Sale Ordinance No 25, 2013

Manly Leasing (Interim Management Arrangements) Ordinance No 26, 2013

Macarthur Anglican School Ordinance 1982 Amendment Ordinance No 27, 2013

Parish Administration (Safe Ministry) Amendment Ordinance No 28, 2013

Sydney Diocesan Secretariat Ordinance 1973 Amendment Ordinance No 29, 2013

The St John's Parramatta Endowment Fund Ordinance 1930 Amendment Ordinance No 30, 2013

Pastoral Care and Assistance Application Ordinance No 31, 2013

Berry Trust Ordinance No 32, 2013

Kangaroo Valley Trust Ordinance No 33, 2013

Broadway Mortgaging Ordinance No 34, 2013

Broadway Trust Ordinance No 35, 2013

Hornsby Heights Mortgaging Ordinance No 36, 2013

Hornsby Heights Trust Ordinance No 37, 2013

Dapto Trust Ordinance No 38, 2013

South Sydney Variation of Trusts Ordinance 1997 Amendment Ordinance No 39, 2013

For and on behalf of the Standing Committee

ROBERT WICKS  
*Diocesan Secretary*

23 September 2013

## **Progress in responding to the Royal Commission into institutional responses to child sexual abuse**

### **Purpose**

1. To inform the Synod of progress in the response of this Diocese to the Royal Commission into Institutional Responses to Sexual Abuse (Commission).

### **Background**

2. As at the date of this Report, key matters concerning Royal Commission and its work may be summarised as follows –

- (a) The Commission has been charged with examining the sexual abuse of children in the context of institutions throughout Australia including churches and their agencies;
- (b) Other unlawful or improper treatment of children that accompanied child sexual abuse will also be considered by the Commission;
- (c) The Commission will obtain much of its evidence from the experiences of the individuals involved and will endeavour to ensure there are no obstacles to individuals giving their accounts to the Commission;
- (d) The Commission will identify where systems have failed to protect children and make recommendations on how to improve laws, policies and practices to prevent and better respond to child sexual abuse in institutions;
- (e) The Commission will last for at least 3 years (2013 to 2015) and will submit an interim report after 18 months (30 June 2014) to provide early findings and recommendations and to advise if time beyond 3 years is required;
- (f) The Commission is able to conduct hearings in different parts of the country concurrently and will run both private and public hearings;
- (g) The Commission is conducting private hearings with the aim of providing individuals the ability to confidentially provide their account to the Commission in an informal and non-threatening environment;
- (h) The Commission will not compel individuals who give accounts in private hearings to take matters further if they do not wish to do so;
- (i) In public hearings the Commission may restrict public reporting of individual matters, subject to the interests of those involved;
- (j) The Commission will use its powers to compel production of relevant records and documents including confidential agreements individuals have entered into with institutions though it will be sensitive to the possibility of placing restrictions on their publication;
- (k) The Commission will not prosecute matters or make determinations for compensation;
- (l) The Commission will investigate allegations and refer criminal matters to the appropriate authorities for prosecution where appropriate;
- (m) The Commission is undertaking research relevant to its Letters Patent to assist it in its work.

3. Six Commissioners have been appointed from a range of backgrounds from across the country: Justice Peter McClellan AM (Chair), Mr Bob Atkinson AO APM, Justice Jennifer Coate, Mr Robert Fitzgerald AM, Professor Helen Milroy and Mr Andrew Murray.

4. The Letters Patent for the Commission and draft guidelines concerning how the Commission will obtain information and conduct hearings are available on the Commission's website, [www.childabuseroyalcommission.gov.au](http://www.childabuseroyalcommission.gov.au).

5. A range of support services are available to individuals and affected family members who take part in the Commission process.

6. The first public sittings of the Royal Commission occurred on 3 April 2013. A transcript of the public sittings is available on the Commission's website.

7. The first private sessions with individuals commenced on 7 May 2013. Private hearings have now been conducted in many capital cities across Australia. Private hearings are expected to continue for the duration of the Commission.

8. The first public hearings have been announced to commence on Monday 16 September 2013 in Sydney. The hearings will run for up to a week and will look at how organisations including Scouts Australia, Hunter Aboriginal Children's Services and the then Department of Community services

responded to information and allegations concerning Steven Larkins, the former CEO of Hunter Aboriginal Children's Services.

9. The Royal Commission has served notices to produce on approximately three dozen organisations already including a number of Anglican Dioceses or organisations within those Dioceses including our own.

10. The Commission is inviting public submissions in response to issues papers on different topics. These are released regularly. To date three have been released concerning Working With Children Checks, the Catholic Church's Towards Healing program, and Child Safe Organisations. The Issues Papers are available on the Commission's website.

11. The Commission has indicated that it will conduct its work safely to look after for the wellbeing of those engaged in the Commission's work. For this reason in particular it is anticipated that the Royal Commission will require longer than 3 years to complete its task.

### **The Anglican Church of Australia's response to the Royal Commission**

12. A Royal Commission Working Group (Working Group) was established by the General Synod Standing Committee (GSSC) on 13 November 2012 to co-ordinate the Anglican Church of Australia's response to the Commission and to support and advise Dioceses and associated Anglican schools and agencies in any individual response they may be called on to make to the Commission.

13. The members of the Working Group are the Primate Archbishop Philip Aspinall, the General Secretary of the General Synod Mr Martin Drevikovsky, Mr Garth Blake SC, Ms Sue Harrington (lawyer SA), Mr Ken Spackman (Registrar Melbourne Diocese), Ms Helen Miller (Counsellor NSW).

14. In late 2012 the Working Group co-ordinated a submission to the Federal Government on behalf of the Anglican Church of Australia concerning the Terms of Reference for the Commission.

15. The Working Group has recommended a two-staged approach to responding and preparing for the Royal Commission involving –

- (a) Undertaking, as an initial priority, a comprehensive and urgent review of all past cases of child sexual abuse within the Anglican Church of Australia.
- (b) As a second priority, reviewing the policies and procedures of dioceses and their associated Anglican schools and agencies for the prevention of and response to child sexual abuse.

16. The reviewing of past cases was thought to serve at least two purposes –

- (a) to ensure dioceses and associated agencies are prepared for the Commission in case they are the subject of any investigation by the Commission or are required to give evidence before the Commission, and
- (b) to enable a complete picture to be prepared of the Anglican Church of Australia's responses to child sexual abuse in the past.

17. The Working Group has been active in co-ordinating submissions to the Royal Commission on behalf of the Anglican Church of Australia in response to Issues Papers. The Steering Committee intends to contribute to these submissions from time to time.

### **The Steering Committee**

18. The Standing Committee appointed a Steering Committee in December 2012 to oversee the response of the Diocese to the Royal Commission and to provide the Director of Professional Standards with a point of reference for undertaking this work. The Steering Committee members are Mr Lachlan Bryant, Mr Steve Lucas, the Rev Dr Andrew Ford, Mr Russell Powell, Dr Philip Selden and Dr Robert Tong AM.

19. In March 2013, the Standing Committee passed the Synod (Royal Commission) Special Application Ordinance 2013 to allocate funds for the costs and expenses of preparing for and responding to the Commission. These funds are applied at the direction of the Steering Committee. The Property Trust has also contributed an equal amount of the funds. The Steering Committee provides the Standing Committee with quarterly progress reports in relation to its work and the application of the funding.

20. The expenditure incurred by the Steering Committee to date is tracking close to budget.

21. On average the Steering Committee meets on a monthly basis.

### **Review of past cases of the Diocese held by the PSU**

22. After receiving the Working Group's advice concerning the file review a comprehensive review of all past cases concerning child sexual abuse was planned using the Case File Review form issued by the Working Group as the point of reference.

23. The Steering Committee considered whether the review project could be undertaken in-house but determined that there were insufficient in-house resources to complete the task in a reasonable timeframe.

24. The Steering Committee invited four mid-large tier firms to provide fixed-price costings to undertake the review project.

25. The Steering Committee received responses from three of the firms. One firm declined to provide a costing on the basis of a perceived conflict of interest.

26. The Steering Committee carefully considered the responses in terms of price and other factors to determine which offered the best overall value for the project.

27. The Steering Committee accepted the offer from Sparke Helmore to complete the file review and scanning of files for a fixed price. The work was overseen by Mrs Gillian Davidson, a partner at Sparke Helmore and a member of the Standing Committee.

28. The file review was completed in June 2013. Extensive work is now being conducted as a result of the review. It is expected that this work will take some months to complete. The key areas of work are –

- (a) A general review of file management practices, including for example –
  - Marrying up related files;
  - Implementing clear file management practices in order to more easily differentiate and isolate 'current' files, that is, files where further work is required, from 'inactive' files, that is, files where no further action is necessary at this time;
- (b) A further extensive review of files that require particular attention for a number of reasons such as length or notoriety, including a detailed analysis and compilation of chronologies;
- (c) Systematically attending to any outstanding matters such as making reports to police in cases where it is unclear whether this was done or making reasonable inquiries to follow up information received where this does not appear to have been done;
- (d) Referring files held on behalf of other Dioceses and organisations to the Diocese or organisation concerned for their records, further review if necessary, and further action if warranted;
- (e) Making inquiries to locate further files that may be relevant to the Royal Commission including from the Diocesan archives.

29. Further work has also been recommended including a comprehensive policy review and a review of insurance.

30. Suitably qualified personnel have been recruited to assist in completing this work and Sparke Helmore is also being retained to assist with aspects of this work.

### **Anglican Schools and organisations in the Diocese**

31. The Steering Committee is working with both the Archbishop's office and the Director of Professional Standards to inform all relevant Anglican schools and organisations in the Diocese about the processes of the Royal Commission and to recommend schools and organisations undertake their own review of files and child protection policies and procedures. The Steering Committee has provided a Review Summary Questionnaire form to schools and organisations to obtain a high level summary of the review findings. This information will assist the Steering Committee in responding to requests from the Royal Commission. The Steering Committee has also offered assistance from the Archbishop's Media Officer, Mr Russell Powell, in relation to media enquiries.

### **Providing completed review forms to the General Synod Working Group**

32. The Steering Committee has expressed concerns to the Working Group about its proposal for de-identified file review forms to be provided to the Working Group for it to make representations to the Royal Commission on behalf of the Anglican Church of Australia. A broad base of concern about the proposal has also been raised by other Dioceses. At this stage the Steering Committee does not anticipate providing completed forms to the Working Group.

**Steering Committee meeting with the Royal Commission**

33. The Steering Committee has been in contact with the Royal Commission. A meeting was held recently between a senior officer of the Royal Commission and two members of the Steering Committee. The meeting has enabled us to understand the approach the Commission intends to take to its task so far as our Diocese is concerned and therefore prepare and assist the Commission in the best way possible.

34. In the course of the meeting, we conveyed that the Dioceses are the chief governing units of the Anglican Church. We invited the Royal Commission to make contact with our specified diocesan personnel or Sparke Helmore for assistance in obtaining information on matters concerning our Diocese.

35. It is noted that –

- (a) the Commission is most interested in cases of child sexual abuse in institutional settings where there has been a criminal conviction at this stage; and
- (b) the Commission seeks to conduct a number of public hearings by Easter 2014 (as many as 8 to 10) in time for its interim report to be provided by 30 June 2014.

36. On behalf of the Steering Committee it was confirmed that the Diocese welcomes the Royal Commission and intends to fully co-operate and participate in its processes as required.

For and on behalf of the Steering Committee

LACHLAN BRYANT

*Director Professional Standards*

29 August 2013

## Reviewing the procedures for voting by Houses

(A report from the Standing Committee.)

### Purpose

1. The purpose of this report is to consider the biblical basis for voting by houses at the Synod and to outline the means by which the current constitutional requirement for voting by houses can be changed.

### Recommendation

2. It is recommended that the Synod receive this report.

### Background

3. At the conclusion of its 2012 session, the Synod referred to the Standing Committee for its consideration the following motion which remained on its business paper –

#### 'Review of the procedures for a vote by Houses

Synod asks the Standing Committee –

- (a) to consider the matter of a biblical basis for voting by orders,
  - (b) to consult with the other dioceses within the province of NSW in order to seek amendment to the Schedule to the Anglican Church of Australia Constitutions Act 1902 to the effect of –  
"In clause 6 of the schedule, omit the words "any eight members of one order" and substitute instead "any eight members of the order of clergy and any eight members of the order of lay persons"," and
  - (c) to report on this matter to the Synod during the session of 2013.'
4. The Standing Committee requested that Bishop Glenn Davies prepare a brief report for its consideration about the matters raised in the motion referred by the Synod.
  5. The Standing Committee subsequently received a report from Bishop Davies and approved the printing of a suitable form of Bishop Davies' report for the Synod. The Standing Committee makes no recommendation in relation to the motion or the matters raised in Bishop Davies' report.
  6. The remainder of this report sets out the key matters addressed in Bishop Davies' report.

### Discussion

7. The normal procedure for voting on ordinances, rules or resolutions at Synod is by way of a majority of the clergy and other members present [the laity] voting collectively. This procedure follows the NSW Constitutions Act 1902. However, there is also a provision for voting by houses, where, under clause 5(b) of the Schedule to the Act –

If any eight members of one order shall so desire, votes on any ordinance, rule or resolution shall be taken by orders and on such vote a majority of members of each order present and voting shall be required.

8. The motion referred to the Standing Committee assumes knowledge of the legislation governing the rules for conduct of business at Synod but asks for a consideration of the biblical basis for voting by houses.
9. The Bible has little to say about the governance of the church of God, other than references to the foundational authority of the apostles and prophets (Eph 2:20), the delegated authority given to Timothy and Titus by the apostle Paul (1 Tim 3:1-13; Tit 1:5), and the spiritual authority of leaders in the congregation (1 Thess 5:12; Heb 13:17). The distinction between clergy and laity is not explicitly evident in the New Testament, but may be inferred from such passages as Philippians 1:1, where the saints are distinguished from (while also including) the bishops and deacons. The same inference may be drawn from the obligation laid upon those who are taught the word to share all good things with those who teach (Gal 6:6; cf 1 Tim 5:17).
10. Examples of collective decision making include the casting of lots (Acts 1:21-26), election by consensus (Acts 6:1-6; 15:22) and collective policy decisions (Acts 15:6-21). In each of these occasions there appears to be a desire of the apostles to include other disciples in their circle of decision-making. Thus in Acts, Peter includes the 120 believers in the process of choosing nominees for the replacement of Judas (1:15, 23); the 'whole group' of the disciples choose the seven 'deacons' (6:2-5); and the whole church is involved with the apostles and elders in sending a letter to Antioch via Paul and Barnabas (15:22).

11. If one can discern any principle at work in these examples, it is that the leaders of the church sought to persuade, encourage and engage all believers in their decision making, without depreciating the authority of the leaders to lead (1 Peter 5:1-7). That the shepherd ought not to lord it over the sheep is a longstanding biblical principle, which, however imperfectly, is retained in the provision of voting by houses when contentious issues arise.

12. It is difficult to discern whether or not the early legislators for NSW considered the biblical basis for voting by houses, although it is likely that the growing sense of clericalism in the colonial diocese of the 19<sup>th</sup> century was a catalyst for adopting this procedure in order to gain equality between the clergy and the laity in terms of synodical governance. In 1853 a petition was sent to the House of Lords, signed by many thousands of Sydney Anglicans, including several members of the Legislative Council, magistrates, and many other persons of respectable position and property. They stated –

That the constitution and form of Church Government suggested in the minute of proceedings of the Bishops of the province of Australasia, held in November, 1850, and by the Lord Bishop of Sydney, before his clergy, assembled on the 14th day of April, 1852; and in the petition to Her Majesty, subsequently adopted by the Bishop and a majority of the clergy of the diocese at that meeting, are not in accordance with the opinions or wishes of the lay Members of the United Church of England and Ireland in this diocese generally; and your petitioners most firmly protest against the establishment by law of any system of Church Government in which the bishop, clergy, and laity shall not meet and vote in one council, with equal and concurrent authority and jurisdiction, reserving to Her Majesty all the authority vested in Her Majesty as the head [sic] of the Church. The petitioners concluded by praying their Lordships not to assent to any law at variance with the sentiments of the petitioners. ... [*JHL Deb 18 March 1853 vol 125 cc419-29*]

13. The motion that was referred to the Standing Committee does not appear to object to the procedure of voting by houses but suggests that the ability of only eight persons of one house to require a vote by houses to be too low a threshold, and suggests that consideration be given to increasing this threshold to sixteen persons, of whom eight are from each house. The suggestion of the mover of the motion, at first glance, appears very sensible and hardly revolutionary. It preserves the principle of consensus evident in the biblical material and may better reflect the concerns of the laity of the Diocese of Sydney as reflected in their petition of 1853.

14. In light of the request to consult with the other dioceses, the Archbishop asked the Bishops of the Province at their November 2012 meeting if they had any objection to such a change. The response from the bishops was varied, in that the majority were unaware of the procedure and could not recall a time when the procedure had been used in their synod. One bishop informed the meeting that it was likely his synod had unintentionally been in breach of the Act, since the custom of his Synod was to require 30 persons to request a vote by houses. For some dioceses, such as Riverina, where there are only 15 incumbents, the threshold of eight persons is proportionally far higher than it is for the Diocese of Sydney. In the light of this feedback, it would be fair to say that there was no appetite among the bishops for changing the constitutions of their dioceses.

15. Yet, the motion seems to imply that the only way in which such a change can be achieved is by a change in the 1902 Constitutions Act. However, a Diocese has power to change its own constitution under the General Synod - Constitution of the Diocese Alteration Canon 1995 Adopting Ordinance 2003.

#### **Alteration of Constitution of a diocese**

2. Subject to the Constitution, the constitution of a diocese may be altered by an ordinance of the synod of that diocese provided that such ordinance -

- (a) is passed by –
  - (i) a majority of two-thirds of the members of the House of Laity of the Synod present and voting; and
  - (ii) a majority of two-thirds of the members of the House of Clergy of the Synod present and voting –

at the same sitting of the Synod; and
- (b) is confirmed by resolution passed in like manner within 3 years at a subsequent sitting of the same Synod or at a sitting of a later Synod; and
- (c) is assented to in writing by the bishop.

16. Should the Synod choose to change the constitution of the Diocese of Sydney by way of the General Synod Canon, then there would be no need to change the NSW Act, nor would there be need to gain unanimous agreement from all the other dioceses in the Province of NSW.

For and on behalf of the Standing Committee

ROBERT WICKS  
*Diocesan Secretary*

3 July 2013

## 36/12 Review of the Department of Evangelism and New Churches

(A report from the Standing Committee.)

### Purpose

1. To report in relation to Synod resolution 36/12 by which Synod requested redrafted amendments to the Department of Evangelism and New Churches Ordinance 2010 that would increase effective consultation while maintaining simplicity of process and harmony of relationships between all affected parties.

### Recommendations

2. The Standing Committee recommends that the Synod establish the following guidelines by resolution –

“Synod establishes the following guidelines with respect to the planting of new fellowships by the Department of Evangelism and New Churches (“ENC”) –

- (a) Before establishing a new fellowship, ENC should discuss the proposal with the Parish Council, Minister, Mission Area Leader, Regional Council and Regional Bishop of the parish in which the fellowship is proposed to be situated.
- (b) In the context of this discussion, a representative of ENC (preferably the proposed new fellowship leader) should present a ministry plan for the new fellowship. It is not necessary that this ministry plan be agreed to by the parties present (although this is preferable) but ENC must consider any feedback given.
- (c) All parties should encourage and maintain communication and a spirit of partnership in relation to their ministry activities.”

### Background

3. The Department of Evangelism (New Churches) Reconstitution Ordinance 2010 required the Standing Committee to review the Department of Evangelism and New Churches Ordinance 2010 (the “Ordinance”) and report to Synod in 2012 about the outcome of its review.

4. As part of this review a bill to amend the Ordinance (the “Bill”) was presented to the 2012 session of Synod. The Bill proposed amendments to clause 15 to provide that a new fellowship is not to be planted in any parish unless the Board of the Department of Evangelism and New Churches (“ENC”) has presented a ministry plan to the parish council and the Regional Bishop of the parish within which the new fellowship would be situated, and the Regional Bishop has given written approval to the Board for the new fellowship to be planted in the parish.

5. The motion that the Bill pass as an ordinance of the Synod was not carried. Immediately thereafter, Synod passed resolution 36/12 as follows –

“Synod, in light of the 38/11 Review of the Department of Evangelism and New Churches report –

- (a) requests the ENC to consult widely with the parish council, minister, mission area leader, regional council and bishop of the area in which any new fellowship is proposed to be planted, and
- (b) requests Standing Committee to bring to the next ordinary session of Synod a redrafted amendment to the Department of Evangelism and New Churches Ordinance 2010 that would increase effective consultation while maintaining simplicity of process and harmony of relationships between all affected parties.”

### Planting New Fellowship and Consultation

6. Under the Ordinance the Board of ENC (the Board) has the following purposes –

- (a) To advance the evangelistic purposes of the Diocese, including through the planting of new congregations and fellowships in the Diocese.
- (b) The Board may, subject to the provisions of the Ordinance, fulfil its purposes by such means as the Board considers expedient including by –
  - (i) resourcing churches and parishes to evangelise. This may include the planting of new congregations in the Diocese, and
  - (ii) identifying and training, supporting and appointing suitably gifted persons to evangelise. This may include the planting and leading of new fellowships in the Diocese.

7. The Board has been working to establish new fellowships and congregations throughout the Diocese. At the time of the writing of this report, there are 6 fellowships with Memoranda of Understanding with ENC.

8. There are another 13 congregations with links to ENC. Some of these were in existence before the Ordinance was inaugurated. There are also 3 people currently preparing for church planting at Moore College.

9. The Board can plant new fellowships in any parish in the Diocese but the Ordinance states that it is intended fellowships be planted and operate with the goodwill and encouragement of the Regional Bishop, and the minister of the parish in which a fellowship would meet or operate.

10. Through its Director, the ENC Board meets regularly with the Bishops and Archdeacons to consider new possibilities of church planting and acknowledges that these meetings should take place regularly. The Board considers that regular contact and discussion with leaders of the Diocese and local church workers is integral to its ministry.

11. The ENC Board and its Director desire to encourage the planting of new congregations and fellowships, and to do this with the co-operation of local parishes and organisations. It is not a haven for church splits.

12. The Board has published a list of frequently asked questions (FAQ) on its website about the planting of new fellowships that sets out its aims and strategies for church planting and the establishment of fellowships.

13. The church fellowship leader must be a qualified person, either ordained or lay, who has been appointed by the Board and licensed by the Archbishop on the application of the Director of ENC. Licensing follows the same policies as for the other ministries in the Diocese, including a requirement that the leader has completed at least one year at Moore Theological College before being accepted as a candidate for ordination.

14. It is the Board's intention that a new fellowship grow and become a Recognised Church in the Diocese. If the fellowship does not desire this then there is no compulsion on the fellowship to do so and the fellowship will continue to operate as a ministry of ENC until such time as it becomes independent of the Diocese.

#### **The way forward**

15. The Standing Committee considers that the Board requires a degree of flexibility to encourage parishes in planting new congregations and even more flexibility is required for the establishment of new fellowships. It is not therefore proposed that the Ordinance further regulate a consultation process for the planting of new fellowships. However it is recommended that the Synod establish some guidelines by resolution for the planting and operation of new fellowships. It is hoped that this will "increase effective consultation while maintaining simplicity of process and harmony of relationships between all affected parties", as envisaged in resolution 36/12.

16. The Standing Committee also encourages all parishes to consider the FAQ's on the ENC web site when they are considering new congregations and working with proposed new fellowships, and the ENC continue to make information available about its church planting activities via its website.

For and on behalf of the Standing Committee

MALCOLM PURVIS AND JANETTE THAMBYRAJAH

9 September 2013

## Review of the Diocesan Mission and the next phase of Mission

### 28/12 Towards 2050

### 31/12 Review of the Diocesan Mission

#### Introduction

The 10 year Diocesan Mission commenced at the October 2002 Synod. This was the culmination of work that commenced in 1999 when impetus to what became the Diocesan Mission was generated by the desire of the then Diocesan Executive Board (Mission Task Force) to –

- (i) develop a heart grabbing goal that would bring a greater alignment for parishes and diocesan organisations, and
- (ii) give a shape to strategy driven funding that would come to Synod in the Appropriations and Allocations Ordinance.

*The Mission Strategy for the Diocese of Sydney* has been a guiding document for mission direction and resource allocation since that time. That document sets out the Diocesan Mission, the initial goal of the Mission to see at least 10% of the population of the region in Bible-based churches in 10 years, a fundamental strategy of multiplying Bible-based fellowships, congregations and churches which equip and nurture their members and expand themselves, and a fourfold set of policies concerning prayer, church planting, leadership and structural reform.

The 2012 Synod requested that a review of the progress of the Mission be undertaken and that recommendations regarding the form of the future Diocesan Mission be brought to the 2013 Synod.

This report delivers part (b) of Synod resolution 31/12 in the form of an exposure draft of a possible new Diocesan Mission (Appendix A). The Standing Committee is requesting feedback on the draft so that a final form of the new Diocesan Mission can be brought to Synod 2014 for adoption.

The sub-committee of Mission Board responsible for the draft used as their basis for working out the framework of the new Diocesan Mission –

- (i) the feedback and comments from the 837 Synod representatives and Parish Wardens to the online survey completed in November 2012;
- (ii) the details of the Towards 2050 Report which Synod resolution 28/12 asked to be considered and appropriately incorporated in the next phase of the Diocesan Mission;
- (iii) the review of selected mission indicators from NCLS indicating progress over the 10 years of the existing Diocesan Mission.

#### Recommendation

Synod –

- (a) notes this report, and
- (b) requests Synod members provide comment on the exposure draft of a possible new Diocesan Mission by 30 November 2013, with a view to a new Diocesan Mission being prepared by the Mission Board in consultation with the Archbishop and Standing Committee, and circulated to Synod members by 1 August 2014 for consideration at the 2014 session of Synod.

#### A. What we have achieved and learnt

##### 1. Survey of Synod Representatives and Wardens

The survey of Synod Representatives and Wardens indicates that in their view the 10 year Diocesan Mission has had a significant and lasting impact in the life of the Diocese. The overall progress was generally viewed favourably, though only fair progress was made. The specific mission strategies commenced during the 10 years tended to have the most significant impact on how progress was viewed.

The most significant impact of the Diocesan Mission was seen in the overall Diocesan network, while the impact on individual parishes, though still positive, was smaller. The Diocesan Mission clearly created a climate of permission to try new things. Of all respondents 20% said they had a new church plant; 50% a new church meeting; 50% new staff; and over 50% had seen growth.

The following gives the detailed feedback on the progress of the Diocesan Mission.

### 1.1 How we rated the Diocesan Mission

Synod Representatives and Wardens think that overall the Diocesan Mission progressed reasonably well over the 10 years.

Diocesan Mission progress	Frequency	Percent	Cumulative percent
Excellent	33	3.9	3.9
Good	335	40.0	44.0
Fair	332	39.7	83.6
Poor	85	10.2	93.8
Don't know	52	6.2	100.0
Total	837	100.0	

84% responded that the progress of the Diocesan Mission had been fair or better, with less than half (44%) rating progress as excellent or good. Rectors (53%) were more likely to see progress as excellent or good than laity (41%).

Of the specific strategies for which the survey asked for comment, Connect09 was most highly rated (Excellent + Good = 53%), followed by church planting (48%) with Mission Areas least rated (37%). The strategies associated with the four-fold policy of the Diocesan Mission were viewed as successful by 45% of respondents, while another 34% had mixed feelings.

### 1.2 What have been positive outcomes of the Diocesan Mission?

Respondents provided comments on the positive impact as it relates to both overall diocesan network, and individual parish life.

(i) In the Diocese –

- A greater sense of partnership which is expressed in having the same goals.
- Something that unites us while maintaining the priority of parish life.
- Mission is kept on the agenda.
- Strategic alignment of resources.
- The Diocese has an increased public profile.
- Encouragement of creativity.
- Greater lay awareness of task.
- Increased church attendance, ie, we have moved forwards.
- We have church planted and increased the number of ministry workers.

(ii) In parishes –

- Not feeling as isolated in mission task.
- Intentional focus on reaching the whole parish, especially through Connect09.
- Permission to begin new churches, services and fellowships.
- Increased the number of ministers.
- Partnership with Anglicare and greater partnership between parishes.
- Multi-cultural ministries have commenced.
- Awareness of the need to grow our parishes.

### 1.3 What have been the shortcomings of the Diocesan Mission?

Respondents provided comments on the shortcomings as they relate to both overall diocesan network, and individual parish life.

(i) In the Diocese –

- Laity has not been mobilised.
- 10% goal was unrealistic.
- A range of problems in implementation.
- Too much of a focus on church planting.
- Narrowness of thought.

- Small parishes were not well resourced.
  - Too much focus on the senior minister.
  - Strategies imposed from above.
  - The Diocesan Mission was not radical enough.
  - Not enough emphasis on prayer and the spiritual life.
- (ii) In parishes –
- Reality of church planting is a mixed experience.
  - Raised unrealistic expectations in parishes.
  - Energy and enthusiasm for the Diocesan Mission waned over the 10 years.
  - Too much focus on the senior minister as only one through who mission initiatives could happen.
  - Increased professionalisation of ministry.
  - Not enough mission ideas were shared between parishes.

The survey gave opportunity for respondents to give input towards as to the future of the Diocesan Mission. Two main areas were covered, should we have another Diocesan Mission, and what key goals and strategies should be adopted in any new Diocesan Mission.

#### 1.4 Should we have another Diocesan Mission?

The overwhelming response was that there should continue to be a Diocesan Mission. The following table shows the response –

Future of the Diocesan Mission	Frequency	Percent	Cumulative Percent
Keep Diocesan Mission as is	258	33.3	33.3
Develop a new Diocesan Mission	370	47.7	81.0
Not have a written Diocesan Mission	43	5.5	86.6
Unsure/no opinion	104	13.4	100.0
Total	775	100.0	
No response	62		
Total	837		

Only 6% of respondents were not in favour of having a written Diocesan Mission. The most common response was to develop a new Diocesan Mission (48%), followed by keeping the Diocesan Mission as is (33%).

Analysis was undertaken to determine relevant variations by rector/lay, region, age, gender and parish size. The analysis showed that the response was consistent across all aspects of diocesan life. There were two smaller variations to note. First, rectors were a little more in favour of keeping the Diocesan Mission as is (41%) when compared to the laity (31%), ie, lay respondents expressed a stronger desire for a new Diocesan Mission. Second, respondents in South Sydney Region were least in favour of keeping the Diocesan Mission as is (28%), but also as likely as other regions to be in favour of developing a new Diocesan Mission.

A range of possible new goals were suggested in response to an open ended question. The main themes that were highlighted were –

- Developing personal responsibility in prayer and evangelism.
- Focussing on lay ministry especially lay evangelism.
- Cross-cultural mission.
- More effective resourcing and support for parishes in their mission.
- Helping struggling parishes.
- Establishing fellowships in each school.
- Doubling current attendance.
- Developing a greater media profile.

Similar emphases were highlighted in one closed-ended question where people were asked to choose up to four from among the following –

<b>Most important new goals</b>	<b>Frequency</b>	<b>Percent</b>	<b>% of respondents</b>
More cross-cultural ministry to people of non-English speaking backgrounds	546	20.1%	70.5%
Starting more new churches and church services	244	9.0%	31.5%
Growing large churches of over 1,000 attendees each	55	2.0%	7.1%
Mission teams/other support for churches in poorer areas	404	14.9%	52.1%
Continue the Connect for Life initiative	101	3.7%	13.0%
Do another large campaign like Connect09	142	5.2%	18.3%
Co-operative mission ventures between parishes	380	14.0%	49.0%
Large scale, City-wide evangelistic events	119	4.4%	15.4%
A media-based outreach campaign (eg, ads on TV)	160	5.9%	20.6%
Diocesan-wide training of lay people for outreach	358	13.2%	46.2%
Training/positions for more evangelists in the Diocese	192	7.1%	24.8%
None of the above	15	0.6%	1.9%

These results are in line with the results found in the Sydney Diocese specific question in the 2011 NCLS. More cross-cultural ministry to people of non-English backgrounds was the top response (71%), followed by mission teams that provide support for parishes in poorer areas (52%) and co-operative mission ventures between parishes (49%). Diocesan wide training for lay people to be involved in outreach (46%) was also a popular choice.

Growing large churches was the least favoured option (7%) though it was a little more favoured by rectors (15%). Multi-cultural ministries was the most favoured by both rectors and laity (70%), with lay people being more likely to favour mission teams and supports for parishes in poorer areas (55%) and co-operative mission ventures between parishes (52%). Rectors were more favourable towards starting new churches and services (41%).

## 2. Mission Indicators during the Diocesan Mission

Since 1991, the Diocese has participated in the 5-yearly National Church Life Survey (NCLS). This large, wide-ranging survey captures both 'hard' data such as attender demographics and attendances and 'soft' perceptual and attitudinal data. Sufficiently large samples of parishes and attenders have taken part in the survey on each occasion, meaning that the resulting data is robust at both Diocesan and regional levels and across most of the parishes that take part in the survey, allowing for comparisons to be made at these different levels across time.

In excess of 30,000 Sydney Anglican church attenders have participated in the survey on each of the 5 occasions it has been held: 1991, 1996, 2001, 2006 and 2011. Consequently, it is possible to develop trend data for the Diocese across a 20 year period for any of the many survey questions that have been repeated each time. The timing of the surveys in relation to the Diocesan Mission means that trends for various indicators can be traced both for the decade prior to the Mission being adopted and for the decade of the Mission. The course of trends over the longer term enables changes in trends to be detected once the Mission began to take effect after 2001.

The aim is to provide trend data from the NCLS for selected missional indicators. The indicators selected are relevant to the current Diocesan Mission but are not limited to that Mission; the indicators have a broader missional relevance. Several of the selected indicators have also been identified as possible measures for a future Diocesan Mission. More importantly, the trends of the past 20 years are relevant to the process of goal selection for a future Diocesan Mission.

### ***What changes have taken place in the life of the Diocese since 1991, as evidenced by a range of mission indicators?***

It needs to be recognised that trends over the 20 year period will be influenced by many factors other than the Diocesan Mission itself. The changing place of the church in society and changes in the society itself are important influences on such trends. There is no attempt to identify and evaluate the many factors that may be driving an observed trend.

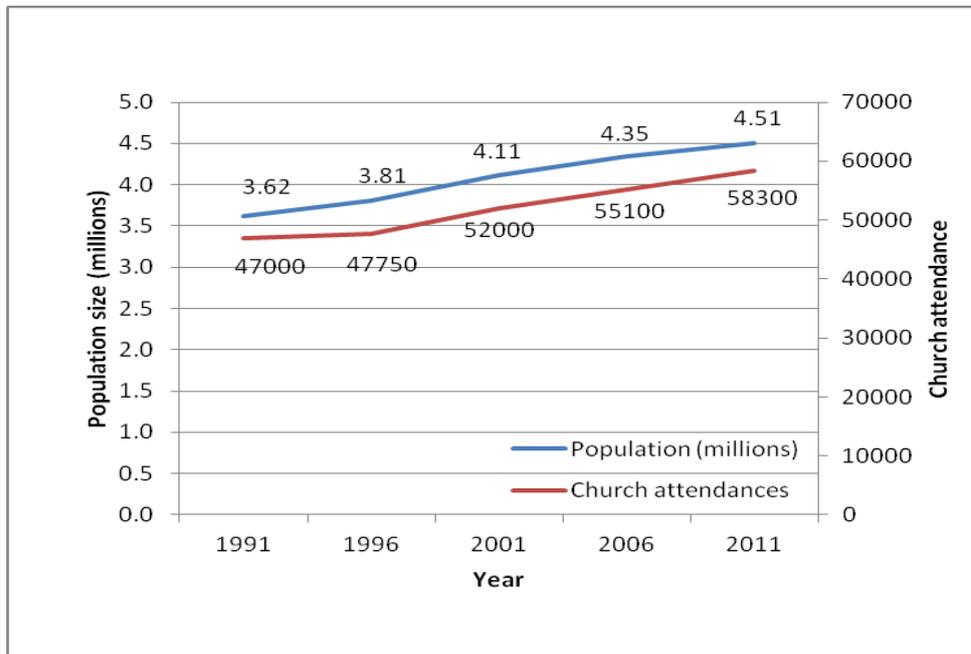
#### **2.1 Growth in Church Attendances**

The growth of church attendances across the Diocese was essential to achieving the initial goal of the Diocesan Mission of 10% of the population in Bible-based churches within 10 years, not only by way of establishing new churches but also through expanding existing congregations.

However at the start of the Mission in 2002, attendances in the Diocese fell well short of the 10% goal, requiring attendances at other bible-based denominations to also be taken into account.

The NCLS requires participating churches to provide an estimate of the number of different people, adults and children, attending church each week. Estimates are also prepared for non-participating parishes as well, meaning that the NCLS attendance estimates include all parishes and congregations, irrespective of their participation in the survey. These estimates of total weekly attendance for Sydney Anglican churches can be used to plot the trend in attendance growth. This has been compared with population growth in the Diocese over the same period (see Figure 1).

**Figure 1: Weekly Church Attendance Growth and Population Growth Anglican Diocese of Sydney**



*Note: 2011 attendance is a preliminary estimate made by Anglicare Sydney, based on NCLS 2011 data.*

Figure 1 shows that weekly church attendance in the Diocese has increased roughly in line with population growth over the past 20 years. The 2011 attendance figure is a preliminary estimate which needs to be confirmed, but is in between the high and low growth projections to 2011 estimated previously for the Diocese.

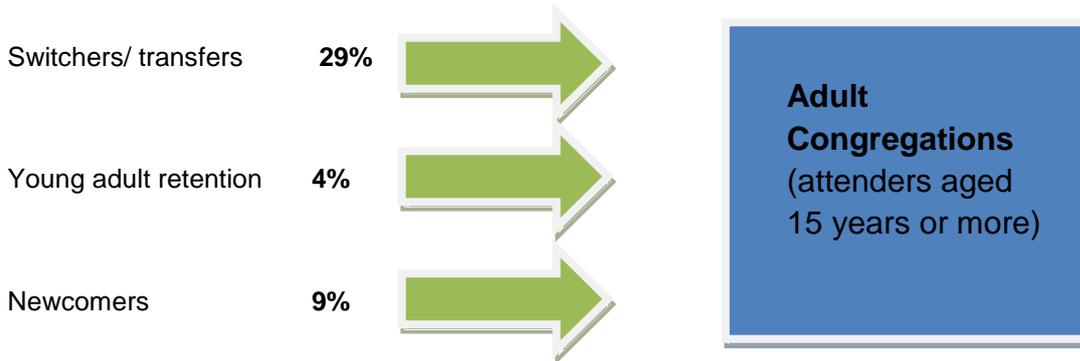
#### **2.2 Newcomers to Church Life**

Local church growth is driven by three primary inflow streams:

- **Switchers/transfers:** People who join a church from another church of the same denomination (a 'transfer') or from a different denomination (termed a 'denominational switcher')
- **Young adult retention:** Young adults aged 15-19 years who have been brought up in church life and still attend their local church
- **Newcomers:** People who have joined a church for the first time (termed 'first time newcomers') or have returned to church after an absence of several years (termed 'returnees').

Figure 2 shows the relative size of these three inflow streams as a proportion of church attenders in the Diocese in 2011.

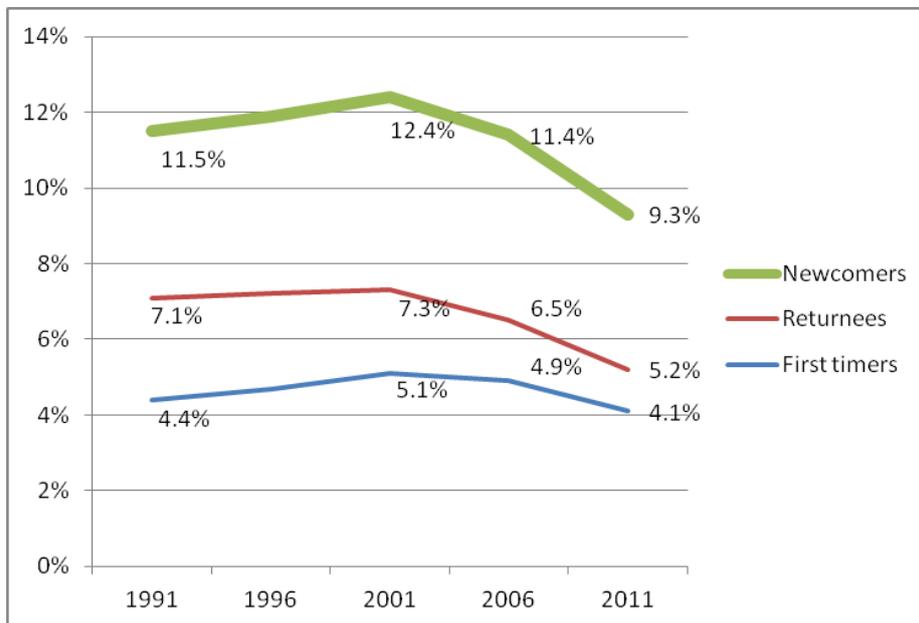
**Figure 2: Inflows into congregations  
Anglican Diocese of Sydney**



An important missional indicator is the level of newcomers present in churches at any given time. The size of the newcomer inflow gives an indication of the level of community connection. According to the NCLS, some 9.4% of Sydney Anglicans in 2011 were newcomers to church life in the past 5 years. By comparison, the weighted average for all Protestant denominations (including Anglican) in the NCLS was 7.6%.

Figure 3 shows that a slight increase in the proportion of newcomers in Sydney Anglican congregations from 1991 to 2001 has been replaced by a decrease since 2001. Whilst the proportion of both first timers and returnees has declined, the greatest decrease has been among returnees, declining from 7.2% to 5.2% of attenders from 2001 to 2011. This is a very significant trend which, if it was to continue, would be expected to impact on the numbers of young adults in the Sydney Diocese (due to the over-representation of young people among newcomers) and ultimately upon church growth trends.

**Figure 3: Newcomers to Church Life  
Anglican Diocese of Sydney**



*Note: Percentages not included for 1996 due to coding issues*

**2.3 The Children of Attenders**

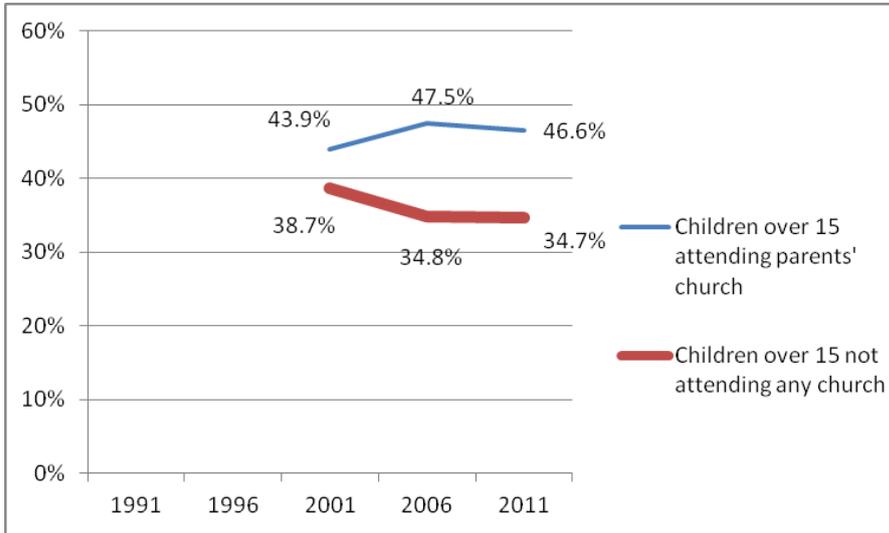
Church attenders who are parents hope that their children will embrace the Christian faith for themselves and continue on in the faith as adults. However it is known that many children leave church life while still living at home, particularly in the senior secondary school and post-school years.

The NCLS provides the opportunity to gather important data about the attendance of children while still living at home. Church attenders are asked to provide information about the age and church attendance of each of their children still living at home. Attenders are asked whether each child attends their Anglican church, another Anglican church, a church of another denomination or does not attend any church at all. Figure 4

shows the trends in the Diocese for two of these options for children aged 15 years or more: attendance at the parents' church and not attending at all.

Improvements to the survey design mean that the percentages recorded in 1991 and 1996 are not immediately comparable with later surveys. Figure 4 shows that the percentage of children attending their parents' church has increased from 43.9% in 2001 to 46.6% in 2011. The percentage of children not attending any church decreased from 38.7% in 2001 to 34.7% in 2011; by comparison, the average for Protestant churches (including Anglican) was 33.5% of children not attending a church.

**Figure 4: Retention of Children Aged 15 years or more and Living at Home Anglican Diocese of Sydney**



*Note: Percentages for 1991 and 1996 not comparable due to survey design differences*

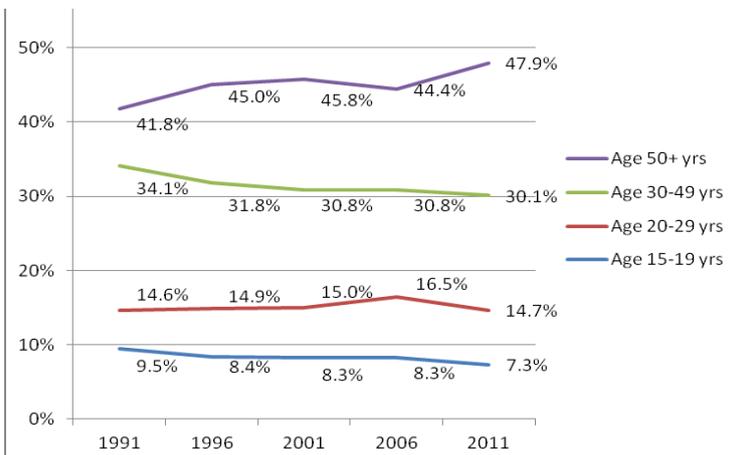
## 2.4 Demographic Indicators

### 2.4.1 Age Group

The age profile of Sydney Anglican attenders is older than for the population of the Diocese, with 47.9% of attenders being aged 50 years or more, compared with 37.6% of the population. People aged 30-49 years old are under-represented in Sydney Anglican churches (30.1% compared with 36.4% of the population), as are people aged 20-29 years old (14.7% compared with 18.2% of the population). Teenagers aged 15-19 years old are only slightly under-represented (7.3% compared with 7.8% of the population).

The average age of Sydney Anglican attenders aged 15 years or more is 48.7 years, compared with 44.8 years for the population of the Diocese and 50.8 years for Protestant attenders (including Anglican) in the NCLS. The average age of Sydney Anglican attenders has increased from 47.7 years in 2001 to 48.7 years in 2011, reflecting an increase in the proportion of people aged 50 years or more (see Figure 5). By comparison, the proportions of 30-49 year olds and 15-19 year olds have been eroding over the past 20 years.

**Figure 5: Age Groups in Church Life Anglican Diocese of Sydney**

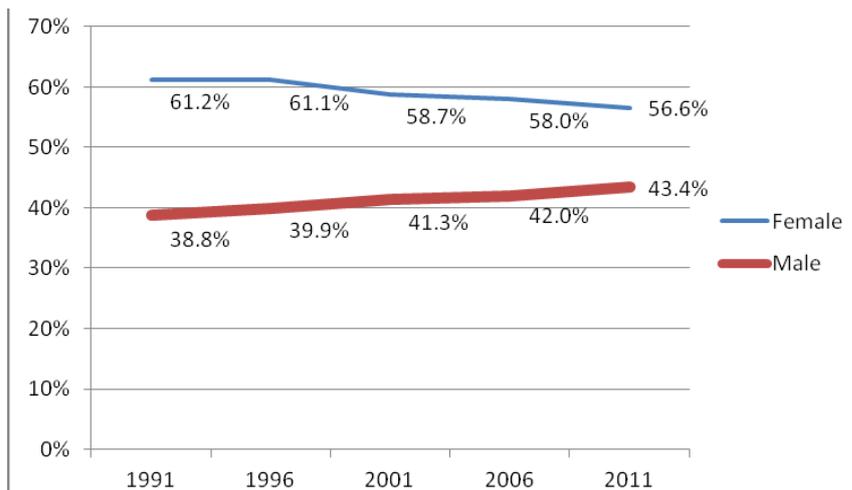


### 2.4.2 Gender

A demographic characteristic of Australian churches generally is the under-representation of men. This is also true of the Sydney Diocese, with some 43% of church attenders being male compared with 57% of women. Previous analysis has found that the gender imbalance in the Diocese begins at a young age, with males being under-represented even among 10-14 year olds (Bellamy and McDowell, 2010).

However, the 20 year trend in the Diocese has been a steady *increase* in the proportion of males, from 38.8% in 1991 to 43.4% in 2011. Should this trend continue there would be a 50-50 split in male and female attenders by 2041. This trend runs counter to what would be expected where the average age of Sydney Anglican attenders has been increasing over the same period, given that women tend to out-live men.

**Figure 6: Gender Split  
Anglican Diocese of Sydney**



The proportion of males has grown in all age groups (except among 20-29 year olds, where it was already at well-above-average levels). This gender shift could be a function of above-average proportions of males coming into the church for the first time or being retained in church life as they grow up. It is notable that the gender balance among 15-19 year old church attenders in the Diocese is now almost evenly split between males (49.2%) and females (50.8%). There are above average levels of males present among various inflow streams into churches in the Diocese, including above average proportions of males among:

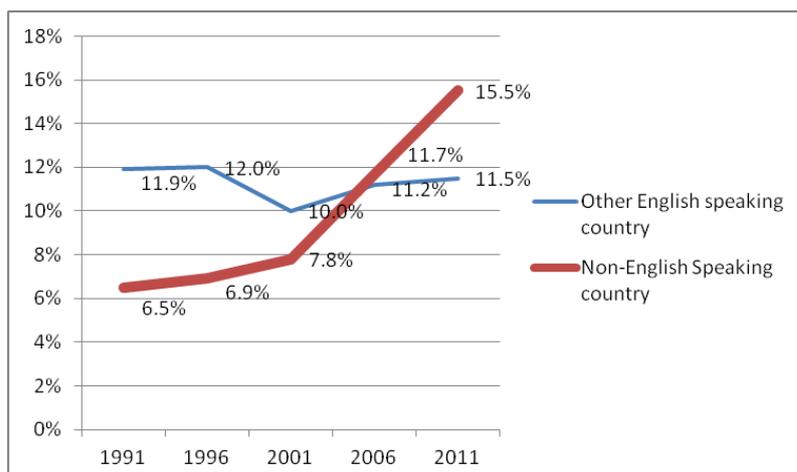
- First-time newcomers to church life (47.7% male)
- People switching into Sydney Anglican churches from other denominations (45.4% male)
- People born in a non-English speaking country (47.3% male).

### 2.4.3 Ethnic Background

The *Towards 2050* report (Standing Committee of the Anglican Diocese of Sydney, 2010) has documented the importance of immigration in driving future increases in the population of the Diocese, particularly people from non-Anglo-Celtic backgrounds. By 2050 it is predicted that Sydney's population will grow from 4.4 million to 6.7 million people. Of this growth, approximately 1.2 million people will be Australian born or migrants of Anglo-Celtic or European origin and 1.1 million people will be migrants from non-Anglo-Celtic or non-European countries.

People born in non-English speaking countries are currently under-represented among church attenders in the Diocese, with 15.5% of attenders born in a non-English speaking country compared with 26.6% of the population. However the National Church Life Survey data suggests that there has been a sharp increase in attenders born in non-English speaking countries, from 6.5% in 1991 to 15.5% in 2011 (see Figure 7). It should be noted that some of this increase is due to improvements in data collection among non-English speaking background attenders, through the availability of translated survey forms from the 2001 survey onwards.

**Figure 7: Country of Birth of Overseas Born Attenders  
Anglican Diocese of Sydney**



A breakdown of the most recent NCLS data shows that, compared with the population of the Diocese, Sydney Anglican attenders are over-represented among people born in Australia, the United Kingdom and Ireland, China/Hong Kong, South Africa and North America (see Table 1). The over-representation of Chinese-born people is notable and reflects the strong growth of Chinese parishes and congregations in the Diocese. There are also relatively high proportions of church attenders born in India, Sri Lanka and South Korea. However attenders born in other, mostly non-English speaking countries (6.7%) are greatly under-represented compared with the wider population (18.5%).

**Table 1: Country of Birth – Church attenders and wider population compared  
Anglican Diocese of Sydney**

Country or Region of Birth	Sydney Anglican attenders – 2011 NCLS (%)	Sydney Diocese Population – 2011 Census (%)
Australia	73.0%	63.9%
UK/Ireland	7.1%	4.9%
China/Hong Kong	5.0%	4.4%
India/Sri Lanka	1.8%	2.6%
Republic of South Africa	1.8%	0.8%
New Zealand	1.5%	2.0%
Northern/Western Europe	1.1%	1.3%
North America	1.1%	0.7%
Korea	0.9%	0.9%
Other	6.7%	18.5%
Total	100.0%	100.0%

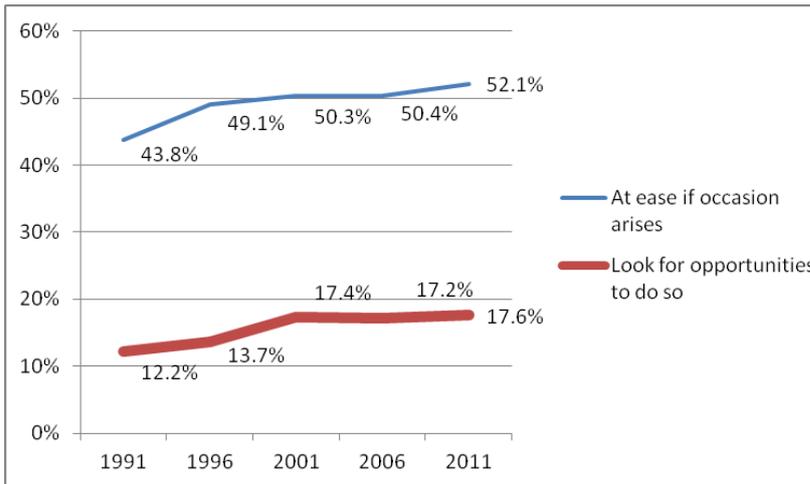
## 2.5 Outreach Activity

### 2.5.1 Sharing the Faith with Others

The NCLS has several indicators pertaining to the involvement of church attenders in mission activities, including their inviting others to church, their involvement in the mission activities of their church, involvement in community service activities and in the informal helping of others.

One such indicator presented here is their readiness to talk about their faith with others. Figure 8 shows the percentage of attenders who feel at ease discussing their faith and will do so if the subject comes up and the percentage of attenders who are more intentional about this, who look for opportunities to share their faith with others. Figure 8 shows that the willingness to share their faith has been increasing steadily since the NCLS was first carried out in 1991, with 52.1% feeling at ease in doing so in 2011 compared with 43.8% in 1991. In addition the percentage who intentionally set out to share their faith has risen from 12.2% to 17.6% over the same period. The greatest rises were in the decade 1991-2001

**Figure 8: Readiness to Talk to Others about your Faith  
Anglican Diocese of Sydney**

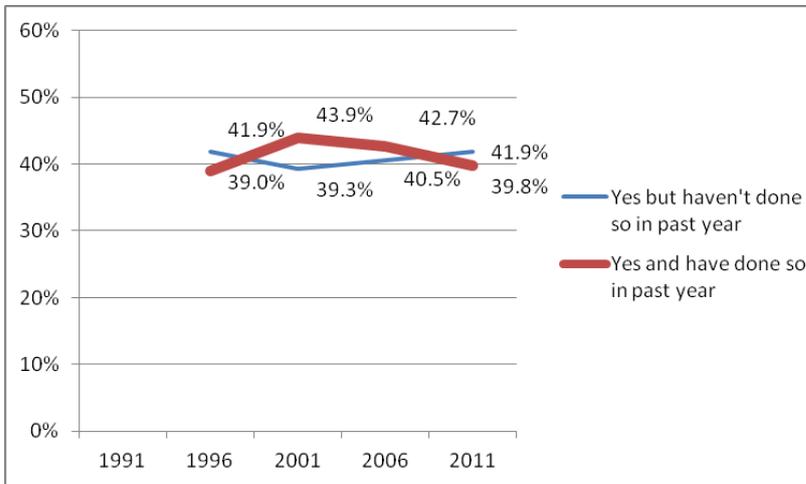


This increase in readiness to share their faith with others has been paralleled by an increase in the proportion of attenders involved in the evangelistic activities of their congregation, which has increased from 18.8% in 1991 to 25.5% in 2001 to 32.7% of attenders in 2011.

**2.5.2 Inviting to Church**

A key to newcomers joining the church is being invited to attend church services and other activities. The NCLS asked church attenders whether, in the past 12 months, they have invited a person who doesn't usually attend church to come to a church service. Figure 9 shows that there has been little change in this activity since 1996. The percentage of attenders inviting others increased from 39% in 1996 to a high point of 43.9% of attenders in 2001, reducing to 39.8% in 2011.

**Figure 9: Willingness to Invite Unchurched People to a Church Service  
Anglican Diocese of Sydney**

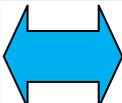
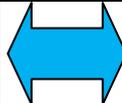


*Note: Question not asked in this format in 1991*

**2.6 Summary**

The selected indicators examined show that the Diocese has been increasing in attendance since 1991 and has experienced healthy increases across a range of missional indicators. The Diocese has made gains in the proportion of men, among people born in some non-English speaking countries and in improved retention rates among the children of church attenders. There also appears to be a greater commitment among church attenders to sharing their faith with others.

Table 2: Summary of Trends

Missional Indicators	Summary of trends	
Church attendance	INCREASE from 47,000 attending each week in 1991 to more than 58,000 in 2011 (+24.0%)	
Newcomers	DECREASE from 11.5% of attenders in 1991 to 9.3% in 2011	
Children of attenders aged 15yrs+ attending their parents' church	INCREASE from 43.9% of attenders in 2001 to 46.6% in 2011	
Attenders aged 15-19 years and 30-49 years	DECREASE in 30-49 year age group from 34.1% in 1991 to 30.1% in 2011 and DECREASE in 15-19 year olds from 9.5% in 1991 to 7.3% in 2011	
Attenders aged 20-29 years	INCREASE from 14.6% in 1991 to 16.5% in 2006, followed by a DECREASE to 14.7% in 2011	
Gender (Male)	INCREASE from 38.8% of attenders in 1991 to 43.4% in 2011	
People born in Non-English Speaking Countries	INCREASE from 6.5% of attenders in 1991 to 15.5% in 2011	
Look for opportunities to share the faith with others	INCREASE from 12.2% of attenders in 1991 to 17.6% in 2011	
Invited an unchurched person to church in the past 12 months	INCREASE from 39% of attenders in 1991 to 43.9% in 1996, followed by a DECREASE to 39.8% in 2011	

Significantly however, Table 2 shows there has been a decrease in the percentage of newcomers in the Diocese which also appears to be reflected in decreases among the percentage of 15 to 19 year olds and 20-29 year olds.

Trends in the period of the Diocesan Mission (2001-2011) have been similar to the decade before (1991-2001). Church attendance growth has been similar across the decades, as has the steady increase in the percentage of males, the increase in the average age of attenders, and an increase in the willingness of attenders to engage others in discussion about the faith.

The decade of the Diocesan Mission appears to be distinguished by a rise in the percentage of people born in Non-English speaking countries, though the size of this rise has been partly offset by improved measurement in the survey. However the decade has also seen a downturn in newcomers to church life, both first time attenders and returnees to church life.

### 3. Conclusion

The Synod Representatives and Wardens survey provided invaluable feedback on the progress of the current Diocesan Mission and a strong endorsement that we need to commit to a future Diocesan Mission. In developing a future Diocesan Mission the survey suggests that while elements of the previous Mission need to be adopted in the new, the majority are looking for fresh approach to the future Diocesan Mission. Only the 10% goal was deemed not essential in any new Diocesan Mission.

Did the 10 year Diocesan Mission achieve its goals? Clearly not. The overall growth has continued to follow a 20 year trend. But the Diocese has significantly changed during that 10 year period. There was a 26%

increase in the number of ordained clergy; over 100 new congregations were started; over 100 other new ministries commenced; approximately 40 new ethnic congregations commenced. All these contributed to the growth that we were blessed by.

Why did we grow? We are better at retaining our youth as they transition into young adult age; the increase in the numbers of those from Non-English Speaking background is a significant contributor; and we have continued to see people return to church or commit for the first time.

However, in the midst of all this, the flow of newcomers into our church life has declined. This is a trend that is occurring across all Protestant churches and highlights that the theory behind Connect09 is correct. Overall, there is a growing disconnect between church and the surrounding community. The impact of this trend, if it is not altered, will not be fully apparent for decades, but it gives a compelling focus to what should be incorporated in the next Diocesan Mission.

## B. New Diocesan Mission

The new Diocesan Mission (Appendix A) flows from the ultimate vision, which attempts to capture all that our network of churches and ministries prayerfully aim at, down to the short term goals (3-5 years) that will encourage direct our resources towards that end.

### (a) Ultimate Vision

This is a simple statement of the ultimate goal that our network of churches and ministries are ministering towards should be at the head of the new Diocesan Mission. The reality is that capturing the full extent of the Dioceses' geographical reach and having a compelling, expansive and memorable vision in an economy of words may be difficult, but in the context of the future Diocesan Mission an important undertaking.

### (b) Theologically Shaped Mission Values

This is not meant to be complete statement of our theology, but attempts to set out the principles that are sufficiently fundamental to our theology of mission. This theology is prior to any goals and is meant to inform and control them.

### (c) Long Term Goals

The five long term goals are both a response to what we have achieved and learnt over the last Diocesan Mission, but also substantially is a result of significant thinking or our mission context now and for the near future, ie, next 40 years.

**Goal 1** – gives priority to our most significant resource for mission – our people. It captures much of what was included in the first Diocesan Mission, but gives a focus to lay training and deployment for mission.

**Goal 2** – emphasises the need, individually and collectively, in creative gospel proclamation in our existing contexts.

**Goal 3** – emphasises the significant and pressing need for the gospel to penetrate deeply into both culturally and language diverse groups and those belonging to other affinity groups which we are not well connected.

**Goal 4** – gives an ongoing priority to our children's and youth ministry. This is an ongoing area of significance for the growth and health of our diocesan network over the next 40 years.

**Goal 5** – highlights the significant importance of developing partnerships across every aspect of our diocesan life over the next phase of mission.

These long term goals could be reviewed, altered and possibly removed according to whether the goal has been reached or, alternatively, it has been demonstrated that the goal is unachievable. The long term nature of the goal suggests that it would be expected that the goal stay in place for at least a 10 year period so that a realistic understanding of how the goal is being achieved.

### (d) Short Term Goals

The draft includes 12 short term goals, each assumed to be 3-5 years in duration. Each stated goal is generally aimed to be a measurable and achievable step towards the long term goal from which it flows. This has meant that the draft has, much as possible, given consideration to how a goal could be measured.

At this draft stage the goals are still in point form. A small number of the short term goals will not be easily be measured, but a qualitative analysis would be possible, eg, Goal 1.2.

The short term goals are the most fluid and it is assumed that will be examined regularly for their continued relevance and effectiveness.

(e) Possible suggested measures

They are included in this draft as means of indicating to Synod how the measure of the short term goal is possible.

(f) Ways of moving forward in mission together

The Mission Board suggests that something along the lines of these categories be included as away of indicating how the Diocesan Mission can be implemented. It is aimed to address the complexities of our Diocesan network and provide a way in which churches, ministries and agencies may choose to use the new Diocesan Mission.

The focus on having measurable goals has been carefully considered. It is possible that the figures that are measured, in the short term goals, would become the headline, with other elements of the new Diocesan Mission becoming background. That is, the focus on what is measured becomes what is valued with a consequent drift towards sheer pragmatics where the theology informing the mission is presumed upon.

Nevertheless, having objective measurable goals will ultimately sharpen the outworking of the Mission and keep a level of accountability. The guard against mere pragmatics needs to be addressed in the implementation structure of the future Diocesan Mission.

(g) Future governance

The area of the governance of the Diocesan Mission is significant. Mission Board will be bringing separate recommendations to Standing Committee on this in the future.

For and on behalf of the Standing Committee  
PETER HAYWARD

27 August 2013

## Draft Diocesan Mission 2013

### A. Ultimate Vision

Our vision, as a network of churches and ministries, is to see a whole community that loves and serves the Lord Jesus.

### B. Mission values

Our God-centred mission

We are created for the glory of our Heavenly Father – to increase his fame and the knowledge of his goodness and greatness throughout the world. One of the chief ways we do this is by calling upon people from every tribe and nation to turn away from their sin and put their trust in his Son, the crucified and risen Lord Jesus Christ.

As Sydney Anglicans, it is our privilege and obligation to undertake this mission in greater Sydney and the Illawarra, and we do so:

- with God's Word, the Bible, as our supreme authority and guide;
- with prayerful dependence on the Holy Spirit for power to speak and for hearts to change;
- with an urgent love for the multitudes around us who face death and judgement without Christ;
- with plain-speaking faithfulness to the unchanging message of the cross;
- with a transparent holiness of life that exemplifies and adorns the gospel;
- with self-denying flexibility and creativity to reach the many different tribes of our city and world;
- with one another, working in partnership as individuals, churches and other diocesan organisations – each doing whatever we can to make disciples of Christ.

To see this vision realise, under God we are proposing that the diocese adopt five long term qualitative goals, each supported by shorter term goals of 3-5 years length that have possible measurable outcomes.

### C. Goals of the Mission

**Goal 1** Develop a **fully equipped, motivated and equipped people producing the fruit of godly character**, passionately concerned for the lost and led by a biblically faithful, wise, risk-taking ordained and lay leadership.

**1.1** Lay training – An increase of fifty-percent in the number of church and ministry members trained and engaged in mission.

**1.2** Growing and sustaining disciples as they move through life circumstances (eg, children to youth, youth to young adult, moving house, marriage, divorce).

**1.3** Appropriate paid vocational ministry – Recruitment and ongoing development and appropriate deployment of vocational leaders.

*Possible Measures:*

- *Diocesan development strategy for ministry put into place.*
- *Increased number of candidates at MTC and Youthworks.*
- *Increased number of people moving into vocational ministry training (Rectors, Assistant Ministers, Youth Ministers, Chaplains etc.) from each parish.*
- *Increase in the percentage of deployed ministers who remain in the ministry into the long term.*

**Goal 2 Proclaim Christ** (every individual, church and ministry) by diverse means so all people in our region will hear God's offer of salvation and call to repentance and faith.

**2.1** Sharing the faith – Increase in the percentage of congregational members and ordained leaders who share their faith individually or as a group and invite others to better know Jesus.

*Possible Measures:*

- *Percent increase in faithsharing (NCLS).*
- *Percent increase in attenders' inviting to church (NCLS).*

**2.2** Enfolding church contacts, through better welcoming and integration.

*Possible Measures:*

- *Percent increase in newcomers (first-timers and returnees) (NCLS).*

**2.3** Newcomers to church life – Increase in the percentage of attenders who are newcomers to church life.

**Goal 3 The Gospel to penetrate deeply into every cultural and social group**, including new churches and ministries being started to reach them.

**3.1** Ethnic and sub-cultural groups – Increase in the percentage of attenders from both ethnic backgrounds and other affinity groups in our churches.

*Possible Measures*

- *Percent increase in 1st and 2nd generation CALD*
- *People, as indicated by country of birth (NCLS).*
- *Number of ethnic and other cultural ministries.*
- *Percent increase in attendance from those with English speaking background.*

**3.2** Leadership – Increase in leaders (trained and deployed) for ethnic and other sub-cultural ministries. Number of trained and deployed leaders.

**3.3** Engagement in the public square (intellectual leadership, media, social media, transparent Christian lives) – Increased presence and impact in the public square.

*Possible Measures*

- *Media monitoring.*

**Goal 4 Reach the next generation** while raising our own children in Christ.

**4.1** Retain, motivate and energise the children of attenders as they move through life stages.

*Possible Measures*

- *Attendance of the children of attenders, still living at home (NCLS)*
- *Number of people in youth groups (NCLS)*
- *Number of people in children's ministry (NCLS)*

**4.2** Enfold into church life children and youth from the wider community.

*Possible Measures*

- *Increase percentage of children from non-Christian homes in children and youth ministries.*

**Goal 5 Change what needs to be changed to develop partnerships that further the mission.**

**5.1** Development of partnerships among parishes and ministries that will grow the Mission

*Possible Measures*

- *Number of partnerships between parishes and agencies*
- *Number of partnerships between parishes*

**5.2** Diocesan reform – To reform the life of the Diocese (including our culture, ordinances, customs, use of resources and deployment of ministers) to encourage and enable fulfilment of the above goals

**D. Ways to move forward in Mission together**

In pursuing the Mission together, here are some suggestions:

**Parishes**

- Every parish, ministry, committee, agency and school to be encouraged to draft a planning document showing how they will implement the Mission in their own context .
- A sample document to be created to help guide parishes.
- Mission Areas to facilitate creation of planning documents.
- Mentoring of leaders as part of moving forward together.

**Agencies**

- Anglican agencies: it be noted in the Diocesan Mission document that the Diocese recognises the value of what each agency does but that the Diocesan Mission does not specifically cover the goals of each agency.
- Although their primary goals are different, each agency needs to document how they can assist in achieving the Diocesan Mission and what their contribution will be.

**Highlight best practice in ministry.**

**Celebrate success.**

## 1/12 Review of the *School Chapels and Chaplains Ordinance 1975*

(A report from a committee appointed by Standing Committee.)

### Introduction

1. At the 2012 Session of the Sydney Diocesan Synod, the Synod received the report, *Review of the School Chapels and Chaplains Ordinance 1975* from a committee appointed by the Standing Committee and resolved as follows –

"Synod, noting the report concerning the review of the School Chapels and Chaplains Ordinance 1975 (the Ordinance) –

- (a) encourages Synod members, school councils and the Sydney Anglican Schools Corporation to consider the report and its recommendations and to provide comments on the report to the Diocesan Secretary by 31 March 2013, and
- (b) requested the Standing Committee to bring to the 2013 session of the Synod suitable amendments to the Ordinance having regard to such comments."

2. A letter was sent to all Synod members, school councils and the Sydney Anglican Schools Corporation (and related bodies) following the 2012 session inviting submissions.

3. Submissions were received from the following: Abbotsleigh, Barker, Kings, Tara, Anglican Education Commission, Sydney Anglican Schools Chaplains' Association and the Sydney Anglican Schools Corporation.

### Purpose and recommendation

4. The purpose of this report is to summarise the key aspects of the submissions with a view to the Synod requesting the Standing Committee to appoint a new committee to consider the submissions and bring an ordinance to the next ordinary session of Synod to amend the School Chapels and Chaplains Ordinance 1975.

### Summary of submissions received

5. The paragraphs which follow summarise the key points made in the submissions to the review report (the "Report").

#### *Paragraphs 1-7 Introduction*

6. The current Ordinance is out-dated and requires considerable revision. Schools being extra-parochial and the role of Chaplains are separate issues. The Committee should delay any review of the Ordinance for another year to allow further consideration.

7. The experience of many Chaplains is that very few heads of schools and fewer school council members are aware of the Ordinance. It is the common experience of Chaplains that few schools follow the direction of the Ordinance in practice. Informing heads and school council members of the place of the Ordinance could be an important issue.

8. A significant opportunity to think about the place of school chaplaincy within the overall mission of the Diocese is greatly needed. The Archbishop in his 2009 Isaac Armitage Lecture indicated the lack of Diocesan progress in the area of Anglican schools.

9. Why was only one Chaplain on a Committee to review Chaplaincy? And why was this one Chaplain from an 'Associated' Anglican school, that is, not obliged to follow the Ordinance?

10. The question which led the Standing Committee to appoint the Committee, namely under what conditions should a particular school be granted extra-parochial status, seems to have limited the scope of the review of the Ordinance. While supportive of some of the recommendations proposed by the Committee at #52, a significant opportunity to think creatively about the place of school chaplaincy within the overall mission of the Diocese has been lost. It is thirty-seven years since the School Chapels and Chaplains Ordinance was enacted. Anglican schooling has changed and grown significantly since 1975. The effect of adopting all of the recommendations (in their present form) proposed by the Committee will generally maintain the status quo and not lead to the enhancement of biblical teaching, evangelism and outreach needed through Anglican schools.

#### *Paragraphs 8-31 Extra-parochialism, Mission Areas and Ministry Partnership*

11. We are supportive of the position taken in the paper concerning the declaration of schools as being extra-parochial.

12. We support the view that all diocesan Anglican schools should have the opportunity to be declared extra-parochial.

13. The relationship between Anglican schools and local parishes varies greatly as a result of a number of factors that are often complex.

14. A parish based system is still worthwhile but "chaplaincy" style ministries need to be given greater validity. Chaplains have little or no structured representation on Synod. A Senior Chaplain does not necessarily need to be ordained as a presbyter (which may devalue the role). Chaplains are ministering regularly to a community which many parishes only dream about. With greater energy and resources schools in particular are a gold mine.

15. It has been helpful for our schools to be "extra-parochial". It gives the freedom for chaplain's to minister without having to seek permission from the local church. For example it took a lot of unnecessary stress from us when we set up our churches. It could also be stated that extra-parochial schools will have the freedom if they see fit to set up a congregation.

16. Whilst the parochial system still has some life in it for churches, we question how long this will last. It is clear that the geographical boundaries on which the current system is based are becoming less of a determinant of an Anglican church's ministry. That an Anglican school happens to be physically located in a particular parish may be totally irrelevant to the ministry of the school as well as the church. In those situations where there is a fruitful relationship between the school and the nearby church, we hope that the relationship will be maintained. But in those situations where the church and the school do not have a significant relationship with one another, we do not think that this should be a matter of concern to the Diocese.

17. We think it is unrealistic to expect the average parish clergyman to be interested in, let alone competent or have the time to provide a credible ministry within the contemporary Anglican school. We acknowledge that many clergy make a valuable contribution to the governance of Anglican schools through membership of school councils but this is not the same as discharging an on-going responsibility as an 'honorary chaplain' to the school as some have been called upon to do.

18. Paragraph 20 concerning Mission Areas is good in theory but not sure how much of it is happening in practice. Many Chaplains do not know what Mission Area they are in or who their Mission Area Leader is as no contact has been made.

19. We are not convinced that the existence of Mission Areas will have any on-going impact on the Christian ministry of most Anglican schools. There may be some situations in which a school's drawing area coincides with a Mission Area and there can be a fruitful relationship between the school and the clergy and laity associated with that Mission Area.

20. Unless local clergy have had considerable involvement in the ministry of an Anglican school it is unlikely that they would be able to conduct the role of Chaplain in an honorary capacity with any real effectiveness.

21. Our view is that each Anglican school should be fully responsible for the planning, funding and implementation of a contemporary Christian mission strategy to its community comprising staff, existing and past students, and the parents of its students. With more than 45,000 students currently enrolled in Anglican schools in the Diocese, the mission-field just in terms of people is enormous, let alone the extent and potential of its influence on the wider society.

22. Set against this enormous challenge, we question the relevance of Mission Areas for the on-going Christian ministry of most Anglican schools. There may be some situations in which a school's drawing area coincides with a Mission Area and there can be a fruitful relationship between the school and the clergy and laity associated with that Mission Area. But where there is no natural affinity we do not think it should be a high priority for either party to pursue anything as formal as a 'partnership'.

23. We note with approval the concept of schools having a 'shared commitment to partnership in ministry' (paragraph 23 of the Report) with local churches and the relevant Mission Area. However we do not find any definition of 'relevant Mission Area' and wonder if this could be defined to include the main Mission Area or Mission Areas which influence the composition of the students of the school. It may be for example that a school is located at the 'edge' of one Mission Area, but actually draws a significant number of students from a different Mission Area. It may be more appropriate, for instance in paragraph 29, to involve that other Mission Area.

24. School Chaplains do not have a voice on the Synod. We are the only Diocese in Australia which does not invite Chaplains. Currently there is no Chaplain on the Board of the Anglican Education Commission. This means that the Standing Committee should be more aware of the need to include current Chaplains in any discussion about the role of Chaplains in schools.

25. The concern in paragraph 24 of the Report that a school being extra-parochial may mean an end to partnership is in the same realm of fearing neighbouring parishes will also not partner together because we have parish boundaries.

26. It may be difficult for a local minister to plug into the school culture. I would imagine it would also be difficult for the local minister to give much time to the position. But it may even be helpful to have a Chaplain, at least in name only, until a Chaplain can be appointed from the school.

*Paragraphs 32-40 The appointment and qualification of chaplains*

27. The Committee proposes what might be described as 'some minimal tidying-up of the Ordinance in respect to the appointment, qualifications and responsibilities of chaplains'. It has chosen not to promote a more adventurous approach to meet current and future challenges. It maintains the premise that 'having a chaplain, indeed an ordained chaplain, is the norm by which an Anglican school expresses its Anglican identity'. This may be appropriate in some of the more established schools, though even many of them employ a chaplaincy team, the members of which perform different tasks and bring to their position a variety of qualifications and experiences. The Report maintains the assumption that in the position of the chaplain resides the 'protection of the biblical legacy of the school'.

28. The work of Chaplains is highly valued but the spiritual leadership of the school resides with the Principal and maintaining the heritage of the school is a responsibility the Principal shares with the School Council and the Executive.

29. The Committee has taken the view that the default position is for the school chaplain in an Anglican school to be an ordained clergyman. Not only is this not the current practice in many Anglican schools; it is likely to become less the case in the future.

30. Rather than starting with the premise that every school should have a chaplain, it is suggested that the fundamental premise should be that every school has a Christian ministry strategy supported by sufficient staff who are appropriately experienced and qualified educationally and theologically. What they are called is less important than the skills and experience they bring to the implementation of the ministry strategy.

31. A lot more work can be done in this area. Spiritual leadership in a school is a much debated issue amongst Heads, Chaplains, parents, clergy and school councils. Some believe that the Head of the school is the spiritual leader. Some Heads of schools believe they are not equipped to take on such a role. The variance in opinion can create some issues in setting the direction of the ministry in a school.

32. Given the great diversity among Anglican schools in the Diocese of Sydney, it is not surprising at all that there is great diversity in spiritual practices of the Heads of schools.

33. Presently subclause 8(1) of the Ordinance stipulates that it is the School Council that is to appoint a Chaplain or Assistant Chaplain, with the written approval of the Archbishop. The Report recommends that this be amended, such that the Head of School now appoint such Chaplain or Assistant Chaplain, with the approval of the School Council and the Archbishop. Our concern is that such a change could remove the Council's ability to ensure that the person to be appointed as Chaplain meets requirements concerning the Christian purpose of the school, etc. Whilst the Council still could, in theory, not approve a proposed appointee (as could the Archbishop), in practice, such an action could be deemed a vote of "no confidence" in the Head, or at least a display of poor judgement. Further, we believe that such appointments need the backup of the whole Council. These appointments are too important to leave just with the Head of School. We suggest that the existing provisions not be amended.

34. Chaplains are both lay and ordained. The current Ordinance assumes that the Chaplain is ordained. There may be very little difference in the Chaplain's role with students if the Chaplain is not ordained. If the role requires work with the wider school community (weddings, baptisms, funerals, etc) then there is greater value in the Chaplain being ordained. The relationship of the Chaplain to the wider Anglican Church (Archbishop, Bishop, local parish, Professional Standards, licensing, etc) will be impacted if the Chaplain is ordained.

35. With respect to the appointment of a Chaplain, the person should be either a presbyter or deacon (although as a deacon this is a difficult position so far as administration of Holy Communion is concerned) and this person should be so designated under the licence from the Archbishop as 'Chaplain'. In the event that the person has not been ordained as presbyter it is assumed that the person will be a candidate for appointment as a presbyter.

36. Room should be given that a Chaplain (especially one who is leading a team) should have the provision to be ordained a presbyter.

37. The role of Assistant Chaplain can be lay or ordained and it is a role that is also licensed by the Archbishop. A school should be able to make the decision whether a person is to be employed as an "Assistant Chaplain" if the School desires that this person be licensed to that role. If the person is to have this title and licence then the person should hold the qualifications that the Archbishop stipulates. For a Lay Assistant Chaplain, consideration should be given to a lesser qualification, eg, a ThC or equivalent from Moore College. If however a school wishes to employ such person or persons as a Youth Worker then the Ordinance should not apply and the qualifications should be as determined by the Head (after consultation with the School Council as to the necessary qualifications).
38. Where the Assistant Chaplain is also a Clerk in Holy Orders then we agree that they should also hold a general licence or authority to officiate and be either a presbyter or deacon.
39. We consider it is appropriate for an Assistant Chaplain (a deacon) to have the opportunity to progress to become a presbyter within the school context. For example, where there are approximately 2,000 students and 1,500 families, the Chaplaincy staff minister to each of these students and to a large number of families. Clearly this community is larger than most parishes. In addition there is a demand for regular services, including communion services, baptisms and weddings and the responsibility for these does fall upon the Chaplain or Assistant Chaplain.
40. We express concern as to what pre-requisites may be imposed upon lay people who are fulfilling the role of Assistant Chaplain or are Youth Workers providing religious instruction within a school setting. We consider that the qualifications of such persons should be determined by the Chaplain, Head and the School Council. Such persons do give religious teaching to scholars in the school with respect to the Anglican Church in Australia as well as exercising a general pastoral ministry within the school to both staff and scholars.
41. With respect to paragraph 39 of the Report, we consider that a lay person exercising teaching responsibilities for religious studies should have appropriate teaching qualifications and those relevant qualifications be as determined by the Chaplain and Head, which would be a different set of standards from those for a Chaplain.
42. An additional recommendation is suggested to address the matter of the qualifications of a Chaplain (following from paragraph 39 of the Report). The suggested 'standard' would be the person should possess the qualifications and/or training necessary for appointment as a deacon in a parish.
43. Re Paragraph 40, is it necessary that a Chaplain must have an education degree? Not saying that it is not helpful but it may rule some people out. It also makes the job highly qualified by having to have a double degree (education and theology). Our Chaplain does not have one and has survived quite well as the job is mainly ministry. We have had the luxury in appointing a Head of curriculum though.
44. The role of 'Chaplains' is growing in acceptance in the wider society as a result of chaplains being in demand in a number of sectors including hospitals, jails, sporting teams, defence forces, universities, TAFE, police force and corporate sector. Also, the decision of successive Federal Governments since 2006 to promote school chaplains means that the term 'chaplain' is gaining wider acceptance. There is a good reason to keep the term with acknowledgment that the role will vary greatly in different settings.
45. While remaining a separate issue, it may be useful to recognise that a current Commonwealth Government program funds 'chaplains' in some diocesan schools, some of whom also may be Chaplains in respect of the Ordinance. The required qualifications of a 'chaplain' under the Commonwealth's program include training which does not necessarily form part of a Chaplain's qualifications as envisaged in the Ordinance.
46. The decision of the Howard Government in 2006 to create a species of part-time school chaplains and the subsequent redefinition of their role to exclude evangelism and proselytizing has muddied the waters in respect to the term 'chaplain' and it lends weight to the case for abandoning the term 'chaplain' as it applies to Anglican schools in favour of something else.
47. We would prefer to suggest a range of responsibilities which a school ministry team might assume and the sorts of expertise and experience which the team as a unit should have rather than qualities that should be sought in a School Chaplain. This would be more useful for the future than the development of a job description anchored in the present or the past. Every school is unique and its school ministry needs are unique so a single job description serves no useful purpose.
48. While the Committee comprised a principal and a chaplain and other persons with experience working in and for Anglican schools, it did not reflect the often competing and diverse interests of the multiple stakeholders. Under the present Ordinance, there is considerable scope for individual principals to determine what they want their chaplain/s to do and to be called, what their status should be within the hierarchy of the school, how and by whom their priorities should be set and how they should go about

their work. Likewise, under the present Ordinance an individual chaplain can determine, pretty much without reference to anyone else, what he or she thinks is important. Some chaplains complain about not having a voice on Synod, some feel the Diocese does not value their ministry, yet others feel blessed to be able to do their own thing with minimal interference from anyone else.

49. Given the great diversity among Anglican schools in the Diocese of Sydney, it is not surprising at all that there is great diversity in chaplaincy practices. Many people would say this is a good thing. But it is just possible that too much diversity can mask the void that is quality assurance. In theory at least, teachers accredited in New South Wales by the Institute of Teachers have a set of professional standards by which their performance and professional growth can be measured and appraised. But unless they are employed as teachers, school chaplains have no such standards at the school, state or national levels. There are no standards by which the effectiveness of chaplaincy, the personal growth of the chaplain or their value to the school can be measured. To be fair, there has been minimal research carried out in Anglican or Christian schools in Australia on the measurement of faith and spiritual development.

50. Notwithstanding the good and hard work that Chaplains do, there are significant deficiencies in school chaplaincy within the Diocese. The Diocese does not have a significant recruitment strategy. Each time a vacancy occurs the individual school advertises and in some instances it has taken more than a year to fill the vacancy. There is no approved or formal training program for school chaplains in Anglican schools. There is no planned induction program, nor a program to assist someone moving from a parish ministry position to school chaplaincy. There are no internships through which theologically trained persons can be inducted into a school environment. There is no accredited on-going program of professional development for school chaplains. Needless to say there is no career path for enterprising chaplains and therefore minimal incentive for them to explore more creative avenues of ministry. It is rare for a school chaplain to become a school principal but it should be possible.

51. Too often, in conversations with school personnel about the role of the school chaplain, the focus is limited to work amongst students and invariably much of this is concentrated on the organisation of Chapel and counselling of students. In reality, as some of the older schools have discovered, there is an increasing demand on chaplains to provide theological and spiritual support for the teaching staff. For the past few years we have been promoting the idea that Anglican schools should employ a resident theologian who can help to shape the school's spiritual formation of students through a distinctively Christian approach to pedagogy, curriculum, assessment and student welfare. This is an enormous responsibility in every Anglican school regardless of how many or how few active and mature Christian teachers and executives there are on the staff. Resident theologians do not need to be ordained but they do need to have substantial theological training and educational experience if they are to make a credible contribution to the life of the school. It could be argued that without the input from a resident theologian the capacity of the teaching staff to teach students Christianly will be significantly impaired. Work amongst the staff is as important as work amongst the existing students. There is no reason why the resident theologian could not also be a school chaplain but in most cases it would not be practicable for the only chaplain in the school to also be the only resident theologian.

*Paragraphs 41-51 Authority and Role of Head and School Council*

52. We note paragraph 41 of the Report which refers to the possibility of dispute between a Head and a Chaplain. We consider more thought needs to be given to this matter, and clarity be given to the interplay between a Chaplain's responsibility to the Archbishop (and the School Council who may have appointed him or her), whilst at the same time being a member of staff under the direction of the Head.

53. We note paragraph 43 of the Report which suggests that the answer is to ensure the Head is a committed Christian, but this may not always be the cause for a dispute.

54. We also question whether paragraph 43 provides that the only ground for appeal to the Archbishop is if 'the Head of the School is curtailing ministry within the School'. Again, we suggest there may be other reasons for a breakdown in relationship between a Head and a Chaplain, and that the provisions need to be clear as to what happens in such situations.

55. Schools are very hierarchical and most Heads see themselves as the head of all (including the Christian ministry). The Chaplain though, in extreme cases, does need a mechanism to appeal if necessary.

56. Presently clause 13(1) of the Ordinance provides that the Head of School is to satisfy the School Council and the Archbishop that 'an adequate amount of time is given to religious teaching in the school curriculum'. Paragraph 50 of the Report notes the Committee's concerns as to whether such wording is too vague, as it could include teaching about world religions and not just Christian education. The Committee recommends replacing the phrase "religious teaching" with "Christian education". We support

this proposal, although we note that teaching about world religions may actually be Christian education, depending on what is taught and how.

57. With respect to the appointment and removal of a Chaplain (or an Assistant Chaplain who is in Holy Orders), we consider that the present position should remain unchanged. That is, the approval of the School Council must be obtained both as to the appointment and to the removal of the Chaplain and also the Assistant Chaplain where the Assistant Chaplain is a Clerk in Holy Orders. We agree that the Head should have the right for suspension but the actual decision for termination should rest with the School Council upon the recommendation of the Head.

58. The School Council agrees that the Chaplain or Assistant Chaplain (where a Clerk in Holy Orders) should have the right to appeal to the Archbishop in limited circumstances and excluding issues in relation to the school curriculum. The Chaplain or Assistant Chaplain (if a Clerk in Holy Orders) should have the right of appeal in relation to matters concerning the conduct of the role as ministers but not have a right to appeal in relation to the curriculum which is a matter for the Head to determine

59. Paragraph 51 of the Report is very helpful.

#### *Paragraph 52 Recommendations*

60. We are generally supportive of the recommendations contained at paragraph 52 of the Report, although would like to reserve the right to reconsider our position at the time the full and final outcome is determined by the Standing Committee should the outcome of the review be materially different to these recommendations. We did observe that recommendation (d) at paragraph 52 appears to have inadvertently dropped the reference to consultation with the School that is contemplated at paragraph 29.

61. We recommend that the review be delayed until such time as a new committee is appointed to address the following –

- (i) the role and status of Christian ministry in Anglican schools within the overall mission of the Sydney Diocese;
- (ii) the role and function of the current Ordinance within Anglican Schools;
- (iii) the changing nature of the ministry in schools in light of our changing society; and
- (iv) the elements of a comprehensive recruitment strategy, training, induction and on-going professional development programs for Chaplains and members of school ministry teams

62. We recommend that the Report be noted and that as a temporary measure the Ordinance only be amended in the light of the following recommendations of the Committee: 52 (b) / 52 (c) / 52 (f) / 52 (g) / 52 (h) / 52 (i). We recommend that no action should be taken on items 52 (a) / 52 (d) / 52 (e) until such time as a new committee is appointed to address the following aspects of Christian ministry in Anglican schools –

- (i) the role and status of Christian ministry in Anglican schools within the overall mission of the Diocese;
- (ii) ways in which the Diocese can help each Anglican school within its particular context to develop a comprehensive and contemporary Christian ministry strategy to its existing and past students, its staff and the parents of its current students;
- (iii) the role of school ministry teams;
- (iv) the variety of responsibilities which a school ministry team might assume and the mix of experience, gifts, educational and theological qualifications which its members would require to discharge these responsibilities;
- (v) the elements of a comprehensive recruitment strategy, training, induction and on-going professional development programs for members of school ministry teams;
- (vi) the value of appointing resident theologians in a handful of schools and evaluating their effectiveness; and
- (vii) strategies to assist school ministry teams to enhance the value and significance of Biblical Studies and Chapel within the mainstream agenda of their respective schools.

63. We respond to the recommendations as follows –

- (a) *include an aspirational statement that Anglican Schools, Mission Areas and churches actively pursue partnership in ministry for the good of the Diocesan Mission,* Supported. Given that other Diocesan organisations may be operating within a given Mission Area, it would be helpful to include reference to such.
- (b) *allow for all Diocesan Anglican Schools to be extra-parochial, when they have the capacity to operate as a “ministry centre” on their own,*

Supported. A definition of 'capacity' may be required to bring further clarity to this recommendation.

- (c) *include definitions of "Chaplain" and "Assistant Chaplain" that refer to a person who is performing or who is to perform any or all of the functions of the Chaplain set out in the Ordinance,*

Supported. It is important to provide for a diversity of arrangements in schools, particularly for those schools which either do not desire the appointment of a Chaplain, or cannot resource such an appointment.

Where a Chaplain is appointed to a school, a clear job description is to be provided for the position by the Principal to ensure that responsibilities and lines of communication are established clearly from the outset.

While not a focus of the Report, the Ordinance is silent on the matter of whether the Chaplain is to be an Anglican person.

- (d) *provide that if a Chaplain has not been appointed by the School with the approval of the Archbishop that such member of clergy holding office in the Mission Area within which the school is located is to be the Chaplain, approved by the Archbishop and subject to the consent of the member of clergy and their parish council,*

Supported. The appointment of the Chaplain should also be with the approval of the relevant School Council.

- (e) *provide that in the event of a vacancy in the position of Chaplain such member of clergy holding office in the Mission Area be the Chaplain until a replacement is appointed,*

Supported. It is suggested that the 'replacement' should be a 'permanent replacement'. This appointment should occur in consultation with the Principal.

- (f) *provide for appointment of the Chaplain by the Head of School with the approval of the School Council (and the Archbishop),*

Supported. However, rather than 'and the Archbishop', it may be preferable to say, 'noting that the Chaplain also needs to be licensed by the Archbishop'.

- (g) *provide for appointment of Assistant Chaplains by the Head of School in consultation with the Chaplain,*

Supported. It is presumed that an Assistant Chaplain might also be licensed by the Archbishop.

- (h) *provide for the dismissal of the Chaplain by the Head of School with the approval of the School Council (and the Archbishop)*

Supported. However, rather than 'and the Archbishop', it may be preferable to say, 'in consultation with the Archbishop'.

- (i) *provide for the dismissal of Assistant Chaplains by the Head of School with the approval of the School Council.*

Supported. Further consideration may need to be given as to the relationship, if any, between the revocation of the Archbishop's licence and any employment/industrial implications that might arise where the Chaplain has been appointed under a particular employment agreement.

TONY WILLIS  
Chairman of the Committee

27 August 2013

## Safe Ministry Board and Professional Standards Unit Annual Report 2012-2013

(A report from the Safe Ministry Board and Professional Standards Unit.)

### Introduction

1. This report is provided under the *Safe Ministry Ordinance 2001 (cl 17)* and the *Discipline Ordinance 2006 (cl 104)* for the period 1 July 2012 to 30 June 2013 (reporting period).
2. The Diocese of Sydney has taken a multi-faceted approach to the issue of safe ministry and child protection. Broadly speaking the policy objectives are –
  - (a) to exercise careful selection and screening of all clergy and church workers;
  - (b) to provide clear requirements and expectations of behaviour through a Code of Conduct called *Faithfulness in Service*;
  - (c) to provide regular and comprehensive training and support of all clergy and church workers;
  - (d) to make a timely and caring response to all who are affected by abuse; and
  - (e) to enact just procedures to deal with respondents and persons of risk.

### Safe Ministry Board

3. The Safe Ministry Board (SMB) was established under the *Safe Ministry Ordinance 2001*. The SMB is tasked with ensuring that safe ministry, child protection and child abuse issues are properly dealt with throughout the Diocese. This includes development and review of practices and policies in these areas. The functions of the Board are defined in clauses 5 and 6 of the Ordinance.
4. The members of the Safe Ministry Board (SMB) over the reporting period were: the Rev Dr Keith Condie (Chair), Mrs Sarah Clancy, Ms Stephanie Cole, the Rev Steven Layson, the Rev Chris Moroney, Deaconess Pattie Mutton, the Rev Janine Steele, Dr Ruth Shatford AM, Mrs Kylie Williams, the Rev David Mears, the Rev Brian Heath (resigned December 2012), Dr Tim Channon.
5. The SMB has met 8 times in the reporting period.

### Professional Standards Unit

6. Kerrie Newmarch joined the PSU team in January 2013 as Case Manager, Pastoral Care & Support (also referred to as PSU Chaplain). Annelie Singh continues to serve as Personal Assistant and the Unit's Administrator and Lachlan Bryant as Director.
7. In practice much of the work of the PSU derives from the Safe Ministry Board, which has the overall responsibility to encourage all parishes and other units of the Diocese to be child protection aware, compliant and responsive.
8. The Director has overall responsibility for the PSU and is responsible for the day-to-day administration of the complaints and discipline procedure for clergy and church workers (*Discipline Ordinance 2006*) and the National Register (*National Register Canon 2007 Adopting Ordinance 2008*).
9. When the PSU receives a complaint alleging abuse by a member of clergy or church worker, the Chaplain follows up and provides a caring response to complainants and victims of abuse (survivors). The Chaplain provides pastoral support and coordinates the provision of counselling in each case. The Chaplain works closely with the PSU Contact Persons.
10. The PSU undertakes screening of all clergy appointments on behalf of the Archbishop. The screening includes a Working With Children Check (from 15 June 2013 the New Working with Children Check) through the NSW Commission for Children and Young People (CCYP) and a National Register check. The PSU provides ongoing support and advice to office holders, parishes and organisations in this regard.
11. Anglicare's Case Manager, Pastoral Care and Assistance for Care Leavers provides a pastoral and caring response to former residents of the Church of England Homes who have complained of abuse or mistreatment during their time at the Homes. Michelle Knight commenced in the role in June 2012 and works from Anglicare's Parramatta offices, with Dr Andrew Ford, Director of Pastoral Care and Theology.

### The Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission)

12. This is the subject of a separate report to the Synod. Only limited information will be provided in this Report.
13. The Royal Commission commenced in 2013 and will last for at least 3 years. The Royal Commission has been charged with examining the sexual abuse of children in the context of institutions throughout Australia including churches and their agencies.

14. The Royal Commission presents an important opportunity for the Diocese to review both past and current practices from a 'best practice' perspective.
15. A Steering Committee was appointed by Standing Committee in December 2012 to oversee the response of the Diocese to the Royal Commission and to provide the Director of the PSU with a point of reference for undertaking this work.
16. Additional funding for resources to respond to the Royal Commission has been allocated which is being administered by the Steering Committee.
17. PSU files relevant to the Royal Commission and PSU policies are being comprehensively reviewed as part of the preparations for the Royal Commission and significant work is required as a result.
18. The PSU is therefore under increased pressure to keep up to date with existing work whilst carefully managing the work required in response to the Royal Commission. Please pray for the PSU that we would faithfully bear up under the increased workload and that under God's care the PSU team would continue to work effectively and well together despite these pressures.

#### **Website**

19. The safe ministry website [www.psu.anglican.asn.au](http://www.psu.anglican.asn.au) provides access to all current policies and documents related to safe ministry, child protection and professional standards. The website provides links to other important online resources such as the NSW Commission for Children and Young Persons New Working with Children Check, the NSW Department of Family and Community Services webpage, counselling services, contact information for other dioceses and other denominations.
20. Our website is being progressively updated over the next 12 months. If you are aware of things that might need fixing or updating please let us know by email.

#### **Archbishop's Meetings with Survivors**

21. Throughout the reporting period the Archbishop has continued to make himself available to listen to complainants and relate to them pastorally. This usually includes the making of an appropriate apology on behalf of the Church.
22. These meetings are of immense value in almost all cases and survivors are appreciative of the effort taken by the Archbishop and the PSU Chaplain to arrange them.

#### **Screening of Lay Workers**

23. Parishes are required to obtain prohibited employment declarations for all child-related workers (including unpaid volunteers) and to undertake working with children screening checks for those in paid positions.
24. From 15 June 2013 the New Working With Children Check will be phased in (referred to further below). It is recommended that parishes also seek full disclosure of any relevant history and to fully complete reference checks with prior supervisors or employers.
25. Prohibited persons under the NSW state legislation (those convicted of serious sexual offences) cannot be appointed or elected as wardens, parish councillors or parish nominators.

#### **The New Working With Children Check**

26. The New Working With Children Check (WWCC) is being phased in across NSW from 15 June 2013.
27. Some important developments with the new check include: that clearances must be obtained by both paid employees and (in 2014) volunteers in child-related work; the clearance will remain valid for 5 years; regular crosschecking with NSW police records will be undertaken; any matters of concern will result in the CCYP imposing a bar; and the same clearance may be used for multiple employers.
28. Parishes are required to register for the new WWCC as soon as they are able to after 15 June 2013.
29. The new WWCC will require –
- i. all new persons employed after 15 June 2013 who will be in child-related work to obtain a WWCC clearance, which must be verified by the parish (or organisation) where they are working;
  - ii. all clergy, whether in a parish or not and any lay workers (paid or unpaid) on the staff ministry team to obtain a clearance in the period 15 June to 31 December 2013 (the Registry and the parish will both be required to verify clearances of those with the Archbishop's licence);

- iii. all other persons who are in child-related work in parishes (or organisations), new and existing, employed and voluntary, to obtain a clearance in the period 1 January 2014 to 31 December 2014, and parishes (or the applicable organisation) must verify those clearances.

30. Some exceptions to the new WWCC apply. In many cases careful thought is required before an exception is relied upon. Penalties apply for non-compliance with the requirements of the new check.

31. A circular was prepared by Steve Lucas, Manager Legal Services to help inform key persons in the Diocese of the legal requirements of the new WWCC and to provide parishes with advice concerning implementation and administration requirements. The circular was sent to all ministers and wardens on 6 June 2013 and SMRs were provided with the URL for the circular in the autumn edition of *The Standard*. The circular is available here –

<http://www.sds.asn.au/assets/Documents/circulars/2013/Circular.Min.Wardens.SMRs.NewWWCC.060613.pdf>

32. The PSU will be assisting parishes throughout the period for implementation of the new WWCC and those with responsibility for these matters are encouraged to contact us as needed.

#### **Screening of Ministry/Ordination Candidates, Clergy and Paid Lay Ministers**

33. All candidates for ordination by the Archbishop continue to be required to complete a comprehensive screening and disclosure questionnaire. This is administered by Ministry Training and Development (MT&D).

34. Ordination/ministry candidates also continue to undergo extensive assessment and screening by way of reference-checking, general psychological testing, interviews, chaplaincy supervision reports and college reports. A PSU record check and National Register check are also undertaken. The *Discipline Ordinance 2006* provides a mechanism for pre-ordination disclosure and consideration of prior sexual misconduct or abuse.

#### **Training of Volunteer Lay Children's and Youth Workers – Safe Ministry Essentials**

35. The Diocese is a member of the National Council of Churches' Safe Church Training Agreement. There are currently 38 independent churches and other dioceses who are members of the Safe Church Training Agreement across Australia.

36. The *Safe Ministry Essentials* course remains the mandated safe ministry training for the Diocese. Recently, some gaps have been identified in the content and coverage of the course and this is currently being reviewed by the SMB – in particular the important matter of protecting vulnerable adults which is currently outside the scope of the training.

37. Youthworks continues to update the *Safe Ministry Essentials* course materials and facilitates the delivery of the training across the Diocese. Youthworks implemented some changes during the reporting period. Over past 3 years the level of funding received by YouthWorks for Safe Ministry has remained static, although the costs administering and resourcing this training have increased over time. In March 2013 charging was implemented to help cover the costs for Youthworks to continue to deliver the training. These charges are below the actual costs that it is to maintain and administer the Safe Ministry training. For an explanation of these costs go to –

[http://www.youthworks.net/safeministry/available\\_safe\\_ministry\\_training](http://www.youthworks.net/safeministry/available_safe_ministry_training) .

38. A video to assist in the provision of the training has also been produced in order to replace the *Behind Closed Doors* video that has been used since the inception of safe ministry training.

39. The SMB and PSU are thankful to Youthworks for their efforts in safe ministry training.

40. Over the reporting period the SMB has made the following recommendations regarding Safe Ministry Training –

- i. Removing the exception from safe ministry training requirements for those who work with children but are directly supervised.
- ii. Relaxing training requirements to the extent that any person who is a survivor of child sexual abuse who may be at risk of being re-traumatised by the training is able to contact the PSU or their Senior Minister to arrange alternative, suitable training in the circumstances.
- iii. Making sure that units that fit under the New Churches umbrella (or any other para-church or congregational ministry recognised by the Diocese that does not fit within existing parish structures) appoint a Safe Ministry Representative as a minimum operating requirement and ensure safe ministry requirements are being maintained.
- iv. That Safe Ministry Representatives must undertake annual training recommended by the PSU. It is envisaged that such training will involve an online course developed for this purpose.

- v. Clearly stating that it is recommended that all clergy undertake safe ministry training (initial training then a refresher once every 3 years thereafter - the current minimum requirements for those in youth or children’s ministry) to help create a culture of awareness, prevention and safe ministry practices throughout every part of the Diocese.
- vi. That any failure of the clergy to undertake the minimum safe ministry training without reasonable excuse or to implement safe ministry practices is an actionable complaint under the Discipline Ordinance.
- vii. Clearly stating that it is recommended that all church workers and all parishioners in all parishes undertake safe ministry training (initial training then a refresher once every 3 years thereafter) to help create a culture of awareness, prevention and safe ministry practices throughout every part of the Diocese.

41. These are significant but important changes to the current Safe Ministry requirements and expectations. The PSU is currently working through the changes that may be required to give effect to these recommendations and how they may be implemented.

**Training of Ministry/Ordination Candidates and Clergy**

42. 8 Safe Ministry Modules have been developed and are being taught through Moore College, Ministry Training and Development, and Youthworks College as part of their courses and programs.

43. The next triennial *Safe Ministry* training for clergy known widely as “Faithfulness in Service Seminars” is currently being planned for 2014.

44. Further developments concerning Safe Ministry training and clergy are reported at paragraph 32 above.

**Safe Ministry Representatives**

45. The role of Safe Ministry Representatives (“SMR”) in parishes continues to be pivotal in ensuring parishes comply with safe ministry requirements. The PSU issues a Safe Ministry folder to each SMR and each Minister in charge. The PSU provides support and assistance to SMRs by telephone and email. There continues to be a significant level of direct enquiry from parishes and support given to them. It is expected that this will increase due to the New Working With Children Check that is being phased in from 15 June 2013.

46. Since 2008 it has been mandatory for each parish to nominate a SMR. Following concerns raised in the report for the previous reporting period, there was a concerted push by the SMB for Safe Ministry Representatives to be appointed across all of our parishes. A position description for SMRs was provided with the Registry’s January mail out with the forms for the annual returns for parishes. In 2013 Safe Ministry Representative training was also offered and promoted for the first time since 2008.

47. As at the date of preparing this report a total of 207 parishes (out of 269) have nominated a SMR to the Registry. This is an increase of 7% since the previous reporting period.

48. The existence and importance of SMRs was underlined when the Commission for Children and Young People confirmed in late 2012 that they were undertaking an audit of religious institutions in NSW concerning compliance with the Working With Children Check obligations current at that time. When the PSU was asked to provide the contact point at each parish concerning the subject of the audit, many were able to provide the details of their SMR but many were not able to do so, in which case the contact details of the Senior Minister of the parish were provided.

49. In 2013 SMR training was prepared and delivered by Kerrie Newmarch, PSU Chaplain. Four training sessions were planned and 3 were held at different locations with attendance as shown in the following table –

28/4/13	Albion Park Anglican	NIL (Cancelled due to lack of registrations)
5/5/13	Toongabbie Anglican	25
18/5/13	St Barnabas Church Broadway	32
3/6/13	Christ Church, St Ives	35
Total		92

50. A report concerning the training is being prepared for the SMB to determine how future training can be provided with participation from a greater number of SMRs. Online training, for example, may be one feasible option.

#### ***The Standard***

51. In September 2012 a new quarterly PSU briefing called "*The Standard*" was launched. The Standard is now emailed to each parish, all members of the clergy, all SMRs, the Episcopal Team, the CEOs of a number of Diocesan organisations, SMB members, the PSU Contact Persons, PRT consultants and others.

52. *The Standard* is intended to be an important and informative but also practical and helpful exchange of information and ideas between the PSU and our parishes in particular concerning safe ministry.

53. A range of contributors (such as the Archbishop, the Rev Dr Keith Condie, and Dr Patricia Weerakoon) and topics (such as "Does Forgiveness = Restoration?", Purity in a Pornified Society" and "Boundaries 101") have been covered in the first three issues.

54. Editions of *The Standard* are now available on the Safe Ministry website – [http://www.psu.anglican.asn.au/index.php/p2/the\\_standard](http://www.psu.anglican.asn.au/index.php/p2/the_standard)

55. Responses received concerning *The Standard* so far have generally been positive. We are interested in receiving further feedback on whether *The Standard* has been helpful or useful. We would also like to receive requests or ideas for topics for future issues. Please email any contributions in this regard to – [TheStandard@sydney.anglican.asn.au](mailto:TheStandard@sydney.anglican.asn.au)

#### **The Taskforce on Resisting Pornography**

56. The Taskforce on Resisting Pornography was called together by the PSU in early 2013.

57. Members of the Taskforce include: Lachlan Bryant (PSU Director), Kerrie Newmarch (PSU Chaplain), the Rev Dr Keith Condie (Dean of Students Moore Theological College), the Rev Chris Moroney (MT&D), Dr Patricia Weerakoon (sexologist), Mrs Nicky Lock (counsellor and Diocesan Contact Person), the Rev Marshall Ballantine-Jones (Youthworks), Dr Cliff Powell (psychologist), the Rev Dr Grenville Kent (Wesley Institute).

58. Although only in its initial stages the Taskforce will be looking at the impact pornography has on the church and what can be done about this. A particular need that has already been identified is for better education for those in our churches on this topic.

#### **Safe Ministry Guidelines and Other Advice**

59. The PSU continues to provide telephone and face-to-face assistance to clergy and church workers in parishes on child protection issues and safe ministry issues. Such calls or emails are received on a daily basis and average about four inquiries per week.

#### **Care of Survivors of Abuse and Complainants**

60. It is the role of the PSU Chaplain to care for complainants and survivors of abuse by clergy and church workers. The complaints process can be long and difficult for survivors and the Chaplain provides pastoral care and support to them throughout. This important role supplements counselling and other emergency assistance which are provided to survivors from PSU funds. A caring response is the first important step along the road of healing for survivors of abuse.

#### **Pastoral Care and Assistance Scheme**

61. The Diocesan Pastoral Care and Assistance Scheme has been established to provide financial assistance to survivors of abuse to meet their needs which arise from clergy or church worker abuse or misconduct. The Scheme is an alternative to litigation which can be a protracted and harrowing process for survivors. The Scheme includes a mechanism for external assessment if necessary.

62. Currently there are two identical schemes, one for matters that fall within the Diocesan responsibility and one for Care Leavers matters that are Anglicare's responsibility.

63. Between 1 July 2012 and 30 June 2013 there have been no payments under the Diocesan scheme, and 7 payments were funded under the Anglicare scheme.

64. A review is being conducted to ascertain whether there are any impediments or blockages in accessing the Diocesan Scheme and to ensure it is being administered efficiently and effectively.

### Abuse and Sexual Misconduct Complaints Protocol

65. Since 1996 the Diocese has used an established protocol for receiving complaints and allegations of child abuse or sexual misconduct by clergy or church workers. Independent Contact Persons, all trained counsellors, may be contacted through an abuse report line (**1800 774 945** or [reportabuse@sydney.anglican.asn.au](mailto:reportabuse@sydney.anglican.asn.au)). The Contact Persons provide information and support to callers as they consider their options. The Contact Persons can then assist in the documenting and reporting of allegations or complaints of abuse or misconduct.

66. Any complainant identifying possible criminal behaviour is encouraged to make a report to NSW Police. The Contact Person or another appropriate person from the PSU is able to assist the person in reporting the matter to Police.

67. In June 2013 we welcomed Robert Carroll, counsellor and psychotherapist as a fifth Contact Person, located in the Southern Suburbs of Sydney.

68. The Contact Persons meet four times a year with the Director and Chaplain for training and coordination of their roles.

69. The abuse report line message was updated in late 2012 to make it easier for callers to use.

### Discipline Ordinance

70. The process for complaints regarding misconduct or child abuse by clergy or church workers is governed by the *Discipline Ordinance 2006*. The specific offences covered in the Ordinance are: child abuse, sexual abuse, unchastity, drunkenness, neglect of ministerial duty, non-payment of just debts, disgraceful conduct, conviction of a serious criminal offence and failure to report suspected child abuse.

71. Where a complaint is received by the PSU that includes an allegation of criminal behaviour a report is made to NSW Police if the complainant is not able to make that report.

72. Complaints are reduced to writing and put to the respondent (the person who is the subject of the complaint). If the respondent denies the complaint or does not admit to the substance of the complaint, the matter is investigated under the direction of the Director of the PSU. The complaint, investigation report and responses are then presented to the Professional Standards Committee for review. Where necessary, the complaint may be referred to a Tribunal and recommendations made to the Archbishop for action. For laypersons, the strongest sanction available is a prohibition order that prevents a respondent from engaging in ministry or being appointed to any role in the church. A member of the clergy may be deposed from Holy Orders. There are also conciliation provisions, lesser sanctions and other recommendations available in appropriate circumstances. The Archbishop considers the final recommendations and takes action as may be required. The Archbishop is entitled to enquire as to progress of matters and the Director is obliged to keep him informed.

### Assistance for Respondents

73. Respondents are offered a Support Person to help pastorally care for and look after them while they are going through the Discipline Ordinance process. After a respondent has been served with a complaint under the Discipline Ordinance 2006, they may choose to seek legal advice concerning the matter. The cost of this legal advice is reimbursed by the PSU up to a pre-approved amount.

### Complaints

74. The Director received 8 new complaints under the Discipline Ordinance during the reporting period.

75. The Professional Standards Committee met 5 times and considered 13 matters in the reporting period.

76. No matters were referred to the Tribunal during the reporting period.

### The Professional Standards Committee

77. There are seven members of the Committee. Under the provisions of the *Discipline Ordinance 2006*, the Committee's function is to consider complaints matters and make recommendations to the Archbishop concerning these matters.

78. This Committee meets as required and is currently meeting every second month.

### Parish Recovery Teams

79. Parish Recovery Teams (PRTs) are generally available to assist parishes where allegations of abuse or misconduct by clergy or church workers have arisen. A PRT works in a parish to deal with the complex pastoral issues that arise once these matters come to light. PRTs aid those members of the parish who are affected and work towards the healing of the parish as a whole.

80. In 2007 a group of nine volunteers for our PRTs was trained by Pastor Tim Dyer of John Mark Ministries. In 2010 a new team of nine volunteers began their training in conjunction with seven of the existing volunteers and this was completed in May 2012.

81. Due to numbers of Parish Recovery Team consultants being unable to continue with PRT work due to health and other reasons, a new team of volunteers is being recruited to commence training in late 2013.

82. In the reporting period, 8 PRTs have been deployed on new matters and 2 PRTs were reactivated due to legal proceedings progressing or reaching finality.

83. Our thanks and appreciation to Archdeacon Ian Cox for oversight of this group on behalf of the Episcopal team over the last 3 years.

#### **Cooperation with NSW Government Agencies and Other Churches**

84. The NSW Police Child Protection and Joint Investigation Squad Advisory Council meets together quarterly and the Director of the PSU continues to be a member of the Council.

85. The Diocese continues to work together with other denominations in areas of safe ministry. One example of this collaborative approach is the National Council of Churches *Safe Churches* Sydney group. This group ordinarily meets quarterly to focus on developing initiatives for churches in the area of child protection. The PSU Chaplain now attends these meetings as the PSU representative.

86. The National Network of Directors of Professional Standards from Anglican Dioceses across Australia meets together each quarter. The Director of the PSU continues to be an active member of the Network. The Network meetings are crucial for continuing cooperation and communication between Professional Standards Directors across the nation. The value of the Network is the depth of experience in matters of professional standards and child protection across the group as a whole. This also means the Network is well positioned to make important contributions to improvements in these areas and policies and practices are continually being refined.

#### **Finance**

87. The only source of PSU funding for 2012-2013 is from Parish Cost Recovery payments. In the years prior to 2012, funding was been received from 2 sources: Synod allocations and PCR payments.

88. After cuts were made to funding provided to the PSU for 2011-2012 by almost \$100,000 from the previous year, with PSU funding remaining static since that time, the PSU now has very limited funds and no reserves.

89. The PSU is seeking a PCR funding increase in the amount of \$11,000 per annum to pay for further ongoing work that it is anticipated will be required following the review of the Diocesan Pastoral Care and Assistance Scheme. This would pay for a suitably qualified consultant to provide a level of supervision and oversight across the Scheme each week to ensure its smooth functioning and operation.

90. In the coming years it is crucial for the PSU to be adequately funded and resourced in order for the Unit to do its work properly and effectively.

91. The SMB receives accounting reports on a monthly basis. PSU accounts are reported in the Synod Funds reports provided to members of Synod.

#### **Conclusion**

92. It has been a time of significant work and review for the PSU across the reporting period. The importance of the work of the PSU is underlined and highlighted by the Royal Commission that is now underway. It is more critical than ever that the work of the PSU is not only done but done well. Proper resourcing and funding are and will be imperative. Some big changes may be required, for example in the area of Safe Ministry training, as we not only aim for but seek to achieve best practice in safe ministry across the Diocese. By the grace of God, with the support of the SMB, and the hard work of the Steering Committee, the PSU will continue to plot a steady course throughout this period. This will serve the Diocese well, both now and into the future.

For and on behalf of the Safe Ministry Board and Professional Standards Unit.

THE REV DR KEITH CONDIE  
*Chair*

*Safe Ministry Board*  
19 July 2013

LACHLAN BRYANT  
*Director*

*Professional Standards Unit*  
19 July 2013

## 2/05 Stipends, Allowances and Benefits for 2014

(A report on behalf of the Standing Committee.)

### Introduction

1. By resolution 2/05, the Synod requested that the Standing Committee report its findings about stipends and allowances to the Synod each year.
2. The circular to ministers and wardens entitled "Guidelines for the Remuneration of Parish Ministry Staff for 2014" (the "Guidelines") was published in August this year and provides details of the recommended stipends, allowances and benefits for ministers, assistant ministers and lay ministers for 2014.

### Minimum Stipends

3. Stipends are generally reviewed annually and in June 2013 the Standing Committee re-affirmed that they should continue to be set at 80% of the latest available Average Weekly Earnings published by the Australian Bureau of Statistics.
4. The increase required for the minimum stipend for 2014 to reach 80% of AWE was 5.8%, so the figures for 2014 are therefore –

	% of Minister's Minimum Stipend	2014 Minimum Stipend \$ pa
Minister	100	61,855
Assistant Ministers, Lay Ministers & Youth and Children's Ministers (Advanced Diploma or Theological degree) –		
1 <sup>st</sup> and 2 <sup>nd</sup> year	85	52,577
3 <sup>rd</sup> and 4 <sup>th</sup> year	90	55,670
5 <sup>th</sup> and subsequent years	95	58,672
Youth and Children's Ministers (Diploma) –		
1 <sup>st</sup> to 3 <sup>rd</sup> year	65	40,206
4 <sup>th</sup> to 6 <sup>th</sup> year	75	46,391
7 <sup>th</sup> and subsequent years (Advanced Diploma only)	85	52,577

### Remuneration Packaging

5. Under these arrangements ministry staff may sacrifice up to 30% of their stipend to be paid into a minister's expense account ("MEA"). Ministry staff may sacrifice an additional amount of stipend (over and above the 30%) to increase superannuation savings. Certain expenditure can be reimbursed to the minister from the MEA. Benefits received in this way are exempt from fringe benefits tax and income tax.

### Superannuation Contributions

6. Contributions on account of superannuation for ministers and assistant ministers are part of the parish ministry costs and will be funded through the Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2013 which is due to be considered by the Synod in October 2013. Superannuation for lay ministers is paid separately. As for 2013, the amount of the superannuation contribution is generally set at 17% of the applicable minimum stipend, accordingly the annual contributions proposed for 2014 are –

	2014
Minister	10,515
Assistant Ministers, Lay Ministers & Youth and Children's Ministers (Advanced Diploma or Theological degree)–	
1 <sup>st</sup> to 6 <sup>th</sup> year	9,464
7 <sup>th</sup> and subsequent years	10,515
Youth and Children's Ministers (Diploma) –	
1 <sup>st</sup> to 6 <sup>th</sup> year	7,886
7 <sup>th</sup> and subsequent years (Advanced Diploma only)	8,938

### Travelling Allowances/Benefits

7. The diocesan scale for the travelling allowance to be paid to ministers, assistant ministers, lay ministers and youth and children's ministers for 2014 is calculated in accordance with the following scale –

- (a) a fixed component of \$8,047 (2013 – \$8,047) per annum to cover depreciation, registration, insurance etc, plus

- (b) a reimbursement at the rate of \$246 (2013 – \$246) for every 1,000 kilometres travelled by the person concerned on behalf of the church or organisation which he or she serves.

8. Travel benefits may be provided through an MEA in lieu of a travel allowance in accordance with the guidelines published in the Stipends Circular.

#### Remuneration for Occasional Services

9. Each of the recommended rates for clergy who take occasional services has been increased by \$5 and the rates for 2014 are therefore –

	2014 \$
For 1 service	90
For 2 or more services in a half day	120
For a whole day	180

10. The following guidelines also apply in relation to remuneration for occasional services –

- (a) If the total return journey of the person taking the occasional service is 75 kilometres or less, a travelling allowance of 80 cents per kilometre should be paid (2013 – 78 cents). If further kilometres are travelled, the travel allowance should be negotiated.
- (b) Meals should be provided where necessary.
- (c) As pension benefits may be reduced according to other income received, the recommended rates are open to negotiation.
- (d) Where a minister is invited to take, or assist in, services in a church outside their parochial unit, any payment for services should be made to the parochial unit to which the minister is licensed, rather than to the minister.

#### Acting Ministers, Locum Tenens and part time pastoral workers

11. Acting Ministers, Locum Tenens and part time pastoral workers should be remunerated with reference to the relevant full time stipend and benefits on a pro-rata basis (based on a 6 day working week). The worker should also be paid a travelling allowance at the rate of 80 cents per kilometre to cover any travel costs incurred while performing their duties (2013 – 80 cents).

12. Provision for ministry related expenses, superannuation, sick, annual and long service leave (on a pro-rata basis) should be provided where appropriate and agreed upon by the worker and parish council.

13. Part time pastoral workers must generally be included under the parish's workers compensation insurance policy.

#### Male and Female Student Ministers

14. The recommended assistance for student ministers working one full day per week for 2014 is –

	% of Minister's Minimum Stipend	2013 \$ pa
Studying for a degree	12.5	7,732
Studying for a diploma	10.0	6,185

If a student minister works more than one full day then the rate payable is a pro-rata amount of the full day rate.

15. The following guidelines also apply in relation to the remuneration of student ministers –

- (a) Transport costs (whether private vehicle or public) should be paid by the parochial unit. Where extensive travel is involved consideration should be given to paying for the travel time.
- (b) Where a student minister serves for a half day in addition to a full day, account should be taken of the additional time and cost in travelling and care taken to ensure that the student minister is not disadvantaged by the additional expense.
- (c) Under the Fair Work Act 2009, since 1 July 2013 the national minimum wage for adults has been \$16.37 per hour. This means that the recommended stipend allows for no more than 9.0 hours work per week if studying for a degree, and 7.2 hours if studying for a diploma. The minimum wage will be reviewed next on 1 July 2014.
- (d) Arrangements should be made to ensure student ministers are provided with appropriate hospitality. For example, appropriate breaks should be provided especially in a long working day.

- (e) Preparation time adds to the total time incurred in service for the parochial unit and should be allowed for when the amount of payment is considered.
- (f) Superannuation contributions are payable if the remuneration exceeds \$450 per month.
- (g) Workers compensation insurance cover must be arranged by the parish.
- (h) By arrangement with the student minister the parish may agree to pay college fees (tuition, boarding, etc) on behalf of the student minister in lieu of part of the normal remuneration. If such fees are paid they should be considered an exempt fringe benefit provided -
  - (i) the student is a ministry candidate, and/or holds the Archbishop's licence, or is an independent candidate undertaking the same course of study as required for a ministry candidate, and
  - (ii) the benefit is only applied to paying fees and the provision of accommodation/board.

For and on behalf of the Standing Committee

MARTIN THEARLE  
*Manager, Diocesan Services*

29 August 2013

## 35/09 Tertiary Education Ministry Oversight Committee (TEMOC)

(A report from the Tertiary Education Ministry Oversight Committee.)

1. The Tertiary Education Ministry Oversight Committee (TEMOC) was formed in 2009 and is responsible for the distribution of funds allocated by Synod to ministries operating in Universities and Vocational Education and Training (VET) institutions. The Committee is committed to supporting the development of evangelical tertiary ministries within the Diocese in accordance with the statement of vision, strategic priorities and core principles detailed in its report to the Synod in 2010 (refer to Synod Book 2010).
2. These are summarised below –
  - a. Vision (paragraph 9, Synod Book 2010): Our vision is to grow Bible-based ministries on each university and Vocational and Education and Training (VET) campus in the Diocese that are –
    - i. evangelistic,
    - ii. preparing students for a life-time of Christian service, and
    - iii. particularly concerned to raise up future generations of vocational Christian ministers.
  - b. Core Principles (paragraph 10, Synod Book 2010): In addition to the values in the vision above, we want these university and VET campus ministries to –
    - i. serve churches in partnership through training and equipping their members,
    - ii. as far as possible, work as a single united team on campus,
    - iii. develop effective ministry across the whole campus, including segments such as commuters, international students, postgraduates, staff and residents,
    - iv. have (Anglican) chaplains who will serve in these ministries, be recognized by the campus administration and advocate for the ministry.
  - c. Funding Model (Paragraph 11, Synod Book 2010): TEMOC funds are –
    - i. to help initiate new work on tertiary education campuses,
    - ii. to help resource campus based ministry traineeships to encourage the raising up of vocational Christian workers,
    - iii. not to be the sole funding source for any campus ministry.Funds will be available under two schemes (*with the quantum of each grant declining over a 2 to 4 year trajectory*) –
    - i. theologically trained workers,
    - ii. ministry traineeships.
3. The members of the Committee are Professor Christopher Bellenger (Chair), the Rev Patrick Benn, the Rev Richard Blight, the Rev Robert Copland, Dr Leela Crejar (appointed during year), Dr Sara Denize, the Rev Stephen Gooch, Ms Tracey Gowing (resigned during year), the Rev Peter Hughes (resigned during year), and Canon Mark Williamson.
4. Following the Synod 2012, the Committee (having met on four occasions) has –
  - i. reviewed reports from grant recipients on 2012 grants
  - ii. confirmed funding allocations for 2013, and
  - iii. called for and initiated review of grant applications for 2014.
5. The Committee was responsible for overseeing the distribution of the Synod allocation of \$158,000 to support Tertiary ministry in 2013. In addition \$20,000 that had been distributed in 2012 but not used on TEMOC supported projects was reallocated in 2013). Final grant applications were received for sixteen projects to the value of \$203,000. The committee considered each of the applications in accordance with the statement of vision, strategic priorities and core principles.
6. In 2013 funds were distributed to support ministry on twelve tertiary campuses. All University projects were initiated by Anglican chaplains in consultation with evangelical student groups on campus. VET positions were initiated by the Inter-College Christian Fellowship which has been formed to promote and support such ministry. Funds are all being used for part salaries of men and women actively working amongst students on campus including leadership in evangelism and evangelical teaching on campus, evangelism directed to specific groups (such as to student residences and to ethnic groups), training of a rising group of female workers and growing the work amongst VET students.

## 7. Funds were distributed as follows –

Tertiary Focus	Funds Recipient	Scheme	Ministry Focus	Project Contact	GRANT 2013
Cross Institutional	St Barnabas Anglican Church Broadway	Theologically Trained Worker	Residential worker	Rev Mike Paget	\$20,000
Cross Institutional	St Barnabas Anglican Church Broadway	Theologically Trained Worker	International worker	Rev Mike Paget	\$21,000
Macquarie University	Robert Menzies College	Theologically Trained Worker	Chaplain	Rev Scott Blackwell / Mr Bruce Pollard	\$10,000
Ultimo and Nirimba TAFE	ICCF - Anglican TAFE Ministries	Theologically Trained Worker	TAFE worker	Rev Patrick Benn	\$17,500
University of Wollongong	Anglican Chaplaincy Wollongong University	Theologically Trained Worker	Chaplain	Rev Rob Copland	\$7,500
University of Wollongong	Australian Fellowship of Evangelical Students - Wollongong	Theologically Trained Worker	Muslim worker	Rev Rob Copland	\$5,000
University of Wollongong	Australian Fellowship of Evangelical Students - Wollongong	Ministry Apprentice	Residential college trainee	Rev Rob Copland	\$10,000
UNSW	UNICHURCH / Campus Bible Study	Theologically Trained Worker	Women's worker	Rev Carl Matthei	\$10,000
UNSW	Campus Bible Study	Ministry Apprentice	Five women trainees	Rev Carl Matthei	\$30,000
UWS Bankstown	St John's Anglican Church, Padstow	Theologically Trained Worker	Chaplain	Rev Richard Blight	\$10,000
UWS Bankstown	St John's Anglican Church, Padstow	Ministry Apprentice	Women's worker	Rev Richard Blight	\$7,000
UWS Campbelltown	St Peter's Anglican Church / CBM Campbelltown	Theologically Trained Worker	Chaplain (Assistant)	Rev Adam Richards	\$10,000
UWS Penrith	St. Philip's Anglican Church, Kingswood	Theologically Trained Worker	Chaplain	Rev Steve Gooch	\$10,000
UWS Penrith / Hawkesbury	St. Philip's Anglican Church, Kingswood	Theologically Trained Worker	Women's worker	Rev Steve Gooch	\$10,000
TOTAL FUNDS					178,000

8. Several members of the Committee have direct involvement in student ministry on campus and from time to time are grant applicants. The Committee maintains a Conflict of Interest Register and any member with a conflict of interest does not speak to their application in committee or vote on its approval.

9. The Committee considered reports on all the projects funded in 2012. The reports confirmed the application of funds to the specified project and provided details of outcomes achieved from grant funding. Under God good work was done. For example, there has been good Bible based teaching on campuses across the dioceses included evangelic talks on the cross and suffering, as well as on 'sharing your faith', special presentations on contemporary concerns with speakers like Patricia Weerakoon and Haydn Sennitt talking on a range of relationship issues, and teaching from the Bible on *"the majestic book of Romans"* and with non-Christians the *"opportunity to read Mark's gospel and ask them to consider the claims of Jesus"*; about 20 students from one UWS campus attended a national training event and then spent five days on mission, in state schools and nursing homes around Nowra (with fruitful conversation and prayer); the baptism of an international student from China; Christian fellowship was supported in university residences across the dioceses *"which led to a number of students giving their lives to Jesus"*; at TAFE campuses workers meet with non-Christian students *"1-1 or in very small groups to read the Bible, pray and offer encouragement"*; there are growing relationships with Muslim students at the Nirimba TAFE campus; fruitful work has occurred in encouraging new workers on many campuses, *"I've seen them grow in their understanding of themselves and in their service of others. They have come to rely more deeply on their Lord."*

This is what one trainee said at the end of last year: *"It has been so humbling to see God work through me and in spite of me and especially being confronted with my limitedness of time and energy. So it's been especially good to learn / be reminded of the fact that it is he who is in control of all things, sovereign and very gracious! Probably the biggest lesson I'm learning about myself is to think more*

*"sober mindedly" about who God has made me - to acknowledge my sin and not think too highly about myself but also acknowledge the strengths and gifts his given me."*

10. The committee has called for applications for new and continuing projects in 2014. A total of fourteen applications requesting \$215,500 have been received for the first round review. Four applications are for new projects. Final decisions on grants will be made following the October meeting of Synod.

11. The committee requested Rev Patrick Benn to prepare a discussion paper considering Anglican ministry to the TAFE and CVET sector. The committee adopted a revised version of the paper and it is appended below for the consideration of Synod.

For and on behalf of the Tertiary Education Ministry Oversight Committee

PROFESSOR CHRISTOPHER R BELLENGER

*Chairman*

14 August 2013

## Anglican ministry to TAFE and CVET sector

(An appendix to the Tertiary Education Ministry Oversight Committee Report.)

### Preamble

TEMOC has been charged by Synod with furthering ministry to students in tertiary education throughout the Diocese, including the responsibility for:

- (c) *in consultation with appropriate bodies, preparing for Synod's consideration a diocesan policy framework, measurable goals and strategies on ministry in technical and further education colleges and other VET institutes, and also a policy on ministry in HEP's*

This discussion paper seeks to –

- Provide a brief overview of the TAFE/VET sector
- Give a brief history of Anglican involvement within this sector
- Discuss issues and propose some models for future strategic Anglican ministry in this sector

### The VET Sector in NSW

Vocational Education and Training (VET) institutions are either government or private providers and generally offer tertiary education to a certificate or diploma level. Data from NCVET (National Centre for Vocation Education Research (<http://www.ncver.edu.au/publications/2509.html>)) gives the following snapshots for the VET sector within NSW in 2011.

There were 586,700 students enrolled including: 424,600 (72%) from TAFE and government providers, 111,700 (19%) from private providers, and 50,400 (9%) from community providers. TAFE NSW operates through its ten individual Institutes. There are four metropolitan and six regional Institutes with a total of over 130 campuses across NSW. Within the greater Sydney region (roughly approximating the Sydney Diocese) there are five Institutes with 41 campuses with 262,935 students in 2011. The breakdown of the student cohort is as follows: 15-19 yo (27%), 20-24 yo (15%), 25-44 yo (35%) and 45-64 yo (19%).

Of the total student population eighteen per cent were non-English speakers and eighty five percent were studying part-time and the four top 'Training packages' were Business services (18%), Community services (13%), Tourism, Hospitality & Events (11%) and Construction (7%).

### Anglican involvement within the VET sector

Rev Craig Blacket from Sydney Diocese made a significant contribution to work with TAFE in NSW. Craig's vision and personality shaped his pioneering ministry among TAFE campuses, particularly in the Western region of the Diocese. He initiated and conducted ministries on campuses at Blacktown, Nirimba, Kingswood and Richmond. The model that Craig was advancing was one that recognized a connection between church, workplace and campus. This extended to Craig pastoring a congregation (Campus and Community church) from 2003 till 2008. From 2004 until 2009 Craig Blacket made sustained and repeated requests to establish a memorandum of understanding with TAFE NSW regarding multi-faith chaplaincies on TAFE campuses but with little progress. Craig is no longer serving in this area. This ministry was significantly supported by grants from the then Western Sydney regional Council.

Around 2005 the ministry to TAFE campuses was brought onto the Anglican Youthworks platform. Unfortunately the arrangement with Youthworks ceased towards the end of 2008.

In 2009 the Inter-College Christian Fellowship (ICCF). ICCF was formed as a inter-denominational incorporated association to continue and expand upon the work that Craig (and others had been doing). ICCF continues to operate and has employed various staff on a number of TAFE campuses around Sydney. (The board of ICCF comprises Rev Patrick Benn, Lisa Kemp, Norm Gorrie, Boris Feigin and Ben Hunter).

### Issues

A number of issues arise when reflecting upon the past 15 years of TAFE ministry experience.

The VET sector remains one of the largest recognizable yet substantially unreached tribes within Sydney. It includes a segment of the Sydney population (blue collar workers) that the Diocese aspires to reach. There are significant opportunities for cross-cultural ministry but a need for intensive 1:1 ministry (in evangelism and with believing students and staff).

However one should not under-estimate the difficulties in establishing a successful evangelistic ministry in this sector. The current successful university model is of limited use. Unlike typical university students VET students have a wide age spectrum (more than half over 24yo with adult interests and obligations),

there is a large number of small institutes, there are many short courses (80% under 1 year) and a large number of part-time students with little free time on campus and (to date) there has been a distinct lack of institute management support. All these factors add complexity to any potential ministry.

The place of Anglican VET sector ministry within the Diocese has not been resolved. This may be partly due to personality issues but to date there has been limited support (pastorally, logistically and structurally) for the vision for winning the TAFE communities. A fundamental question for the future is who will provide the core leadership for this area of ministry? Should it be Anglican (parish or mission area based, AEC, Youthworks, Anglicare Chaplaincy, Schools Corporation, TEMOC) or the interdenominational ICCF or other body? And as a related question how will any work be funded?

The Anglican pathway for ordination is heavily weighted towards a university style of education. The training style of the VET sector follows a far more practical and applied approach to education. One of the blockages we have is that our core training pathway does not (by nature) suit those from a blue collar, working class, VET style background. There is a significant challenge in finding suitable people who may serve as vocational pastors in this area.

Given that the move to include the TAFE ministry on the Youthworks platform was seeking to achieve a number of things—including to (i) develop a recognized Chaplaincy using the AEC as an advocacy body, (ii) seek to secure tax deductibility through existing Youthworks programs and (iii) follow a similar model to the Youthworks regional advisors—there remain a number of unresolved questions –

- Does the resistance of TAFE NSW to accommodate even a multi-faith Chaplaincy mean that the Diocese should continue to pursue this as an option? Currently there is one TAFE campus (Ultimo) that recognizes a multi-faith Chaplaincy.
- Should tax deductibility for VET ministry be pursued?
- Could a variant of the current Youthworks SRE advisory model be applied to the VET (and particularly TAFE) sector? In such a case local parishes would be encouraged to identify, train and support members who serve the local TAFE campus, and who are assisted by a Diocesan TAFE Advisor.

There are also questions pertaining to the role of parishes in TAFE/CVET ministry. Can we identify key churches that have significant proportions of their congregations in (or from) TAFE backgrounds? Can we identify churches that are seeing growth from people with these backgrounds? How could these churches assist in developing a workable model of ministry?

The implications of the NSW State government's move to significantly restructure the NSW TAFE system must also be addressed. Other newer developments include the changing provisions of NSW TAFE who are now offering degree based programs (as opposed to just Diploma and Certificate programs)? This may develop into stronger links between TAFE/CVET and University sectors. However these developments are only now beginning to emerge.

### **Possible Models of ministry to the VET sector**

#### **1. The current university model**

This model is similar to the model that many Anglican Chaplains have adopted for use on university campuses across the Diocese. The key catalyst in this model is a dedicated paid staff worker/chaplain who provides direction and longevity to the ministry in the ground. This model requires a significant and ongoing financial investment. Given that only 1 out of 40 TAFE campuses in the Sydney area recognise any form of Chaplaincy this model could prove problematic.

#### **2. Parish partnership model**

This model involves a sustained and ongoing partnership with a local parish. The parish would assume responsibility for evangelism and discipleship of students and staff on the local campus. This could involve staff time on the campus; say for example the youth minister spending 1-2 days per week doing outreach on the local VET campus. Parish involvement would work particularly well where a parish had a 'blue collar' MTS trainee on staff. Mission Area Leaders could have a role in encouraging links between parishes and their local VET campus.

#### **3. The Mission Area approach**

This model would require some wider regional based approach in the form of Mission Areas adopting VET Campuses and working for a suitable strategy. Without significant 'champions' the danger here is that ministry to VET institutes would be lost.

#### **4. The industry model**

This model is based more closely upon industry style chaplaincies. This model would seek to identify those who could free up themselves (or be paid to do so) on a part-time capacity to serve as industry based chaplains. This would enable greater access to TAFE teachers on the campuses, as well as giving them good connections to the students.

#### **Recommendations**

1. That the discussion paper on “Anglican ministry to TAFE and CVET sector” be noted by Synod.
2. That TEMOC proposes primary consideration of a parish partnership model with support from ICCF or Mission Areas as the most reasonable way forward in the present circumstances.
3. Parishes and all Anglican agencies be invited to respond to TEMOC.
4. Following receipt of responses TEMOC to host a consultation day with a view to bringing specific proposals to Synod 2014 for the direction and funding of this work.

For and on behalf of the Tertiary Education Ministry Oversight Committee

PROFESSOR CHRISTOPHER R BELLENGER

*Chairman*

14 August 2013

## Georges River Regional Council Annual Report for 2012

(A report from the Georges River Regional Council.)

### Introduction

1. The Council met on four (4) occasions during the year and continued to meet at local churches and hear reports on the ministry conducted at those churches.
2. Parishes where meetings were held were Bossley Park, South Carlton, Beverly Hills, and Liverpool. The Council moved around the region in order to better understand the challenges for ministry in the region.

### Membership

3. The membership of the Georges River Regional Council consisted of –

Archdeacon I Cox  
Mrs Lisa Bateup  
The Rev Manoj Chacko  
The Rev Stephen Christoforidis  
Mr Richard Graves  
Mr Clive Ellis  
Ms Norma Esler  
Ms Wein Hsien-Heng  
Mr Andrew Koulyras  
The Rev Dr Margaret Powell  
Dr David Power  
Mr Michael Toull  
The Rev Ray Vassallo  
Ms Lisa Bateup

4. Resignations during the year were Ms Wei-Hsien Heng, the Rev Stephen Christoforidis.
5. New members: Ms Rama Salem and the Rev Cam Phong Huynh.

### Regional Conference 2012

6. In May we held the annual Regional Conference for Ministry Workers in the region at the Anglican Church at Panania. The members of the congregation excelled in their care and ministry to the Conference attendees. The Archbishop led a Bible study followed by a brief talk about the Anglican Communion. The Rev Dr David Peterson led a discussion on the proposed Common Prayer Services produced by the Archbishop's Liturgical Committee.

### Regional English Second Language Coordinator

7. Stephen Mansfield resigned as the Coordinator of this ministry in April 2012. Stephen had worked in the region for six years. We appreciated his work developing ESL lessons and classes in the region, and teachers and helpers appreciated the training and ongoing ministry that he exercised. ESL classes continue to meet at local churches and the Council is regularly updated on the ESL ministry.
8. The Regional Council formed a committee to replace the ESL Coordinator and interviewed candidates. The Rev John Bartik from the Parish of Randwick was appointed. He began this ministry in February 2013.

### Women's Ministry

9. The Region has, for some time, invested in a paid worker among women in the region, especially working with the churches at Lakemba and Greenacre. This is a missionary situation where the missionaries need to understand the culture before they can minister to people in a significant way. The Rev Margaret Powell, with some student ministers, has been developing this ministry.
10. During the year the Council supported the Rev Margaret Powell in a four month language study at the Komensky Centre for Intercultural Development in Amman, Jordan. This provided her with opportunities to learn Arabic conversation and to be immersed in an Arabic culture. The Council believed this to be a worthwhile training experience as well as assisting in understanding the cultural challenges in these suburbs and in greater Sydney.

**Provisional Parishes**

11. There are a number of provisional parishes in the region for a variety of reasons and the Council investigated the possibility with these parishes of progressing them to full parishes. This will be a continuing process as there are important challenges in these parishes.

12. The Regional Council received regular updates on these parishes encouraging them to connect with the residents of the suburb. Some of these parishes require innovative thinking and different styles of ministry.

13. We are pleased to inform the Synod that the ministry at **Marrickville**, where the Regional Council supported the Rev Ross Ciano for a number of years, has now reached the stage of being self-supporting. A new congregation has been started and another congregation has been revived. Similar new initiatives have been started at Canterbury and Fairfield. Although not financially supported by the Council, these new ministries have had the prayer support and encouragement of the Council.

14. Another new venture with a parish occurred at **Lakemba**. The council supported the appointment of the Rev Ben Bathgate as an Assistant Minister in the parish and in 2012 a new congregation was planted in the church hall. This congregation met in the late afternoon and began with a meal followed by an informal church service where the Bible was read in Farsi, Arabic and English. From a small beginning this congregation has grown to a regular group of people mainly from Middle Eastern countries.

15. **Punchbowl:** The Georges River Regional Council has agreed to work with the Parish of Riverwood and Evangelism and New Churches in the establishment of a church plant at Punchbowl for a period of three (3) years from February 2013. The site has a church, hall and residence on Canterbury Road.

**Oversight Groups**

16. The Regional Council Members were involved in the following Oversight Groups:

Marrickville	Mr Ross Ciano
Women's Ministry	The Rev Dr Margaret Powell
Canterbury	The Rev Seti Latu
Lakemba	The Rev Ben Bathgate
Revesby	The Rev Daniel Webster
Arncliffe	Mr Paul Tait

**Finance**

17. The Regional Council received grants from Anglican Deaconess Ministries for the partial support of the Rev Margaret Powell and for one female student ministers (who she mentors) and one part-time cross-cultural women's worker.

18. A number of parishes in the region received grants from the New South Wales Government Buildings Program and were able to make significant improvements to their properties.

19. The Regional Council made the following grants to parishes and people in 2012:

Marrickville (The Rev R. Ciano)	\$18,624
ESL Coordinator (Mr S. Mansfield)	\$7,170
Women's Ministry (The Rev Dr M Powell)	\$101,007
P/T Women's Ministry Worker (Miss M Gold)	\$10,000
S P/T Women's Ministry Worker (Miss L Peters)	\$10,000

For and on behalf of the Georges River Regional Council.

IAN COX

*Archdeacon of Liverpool: Georges River Region*

12 June 2013

## Northern Regional Council Annual Report for 2012

(A report from the Northern Regional Council.)

### Introduction

1. The Council met three times during the year, in February, September and November at the parishes of Gordon, Forestville and West Ryde respectively.

### Membership

2. The membership of Regional Council consisted of –

Bishop Glenn Davies (Chairman)	Mrs Jill Macleod
The Rev Terry Bowers	Ms Jayne McNamara
The Rev Ernest Chau	The Rev Ian Millican
Mr Fred Chilton	Mr Jim Peet
Ms Stephanie Cole	Mr Ian Steward
The Rev Keith Dalby	Dr Andrew Tong
The Rev Michael Kellahan	The Rev Peter Tong
The Rev Robin Kinstead	Mr Stephen Tong
Dr Rob Mackay	The Rev Mal York

3. During the year Mr Stephen Tong resigned to take up postgraduate study in the UK. It was resolved at the September meeting to leave the vacancy unfilled. The Council places on record its appreciation of Mr Tong's contribution to Council and thanks him for his valued contribution.

### Regional Events

#### *Archbishop's Lectures*

4. These lectures continue to be a valued annual event in the Northern Region and we place on record our appreciation of the Archbishop's ongoing commitment to this ministry. It was noted that the 2013 lectures would be his tenth and final in the series. For the past nine years, Abbotsleigh School has hosted the three consecutive Wednesday evening meetings and the region appreciates this generous assistance from the school. The title for 2012 was 'The Prayers of Jesus'. About 370 people attended each week. The lectures were well received, as was the Archbishop's sensitive responses in the question and answer time. The lectures are available from the office in MP3 and DVD format.

#### *Regional Conference*

5. There was no Regional Conference this year as Bishop Davies was on Long Service Leave at the time when the conference is usually scheduled.

6. The Northern Regional Conference has been scheduled for 20-21 May 2013 with the Rev Mike Raiter as the speaker on the theme of Preaching and Pastoring.

7. During the Bishop's Long Service Leave (April-May) Bishop David Mulready conducted confirmations and exercised some pastoral care in the region. His ministry was well received and the Council wishes to place on record their appreciation of his ministry.

### General Matters

#### *Regional Matters*

8. The Council earned a modest surplus for the year of \$17,786. This was primarily derived from a surplus of grant funds from Synod (\$75,000) over amounts paid by the Council to EOS to provide support staff to the Bishop's office (\$58,264). In 2013, the Synod grant is being paid direct to EOS.

9. The funding of Cross Cultural ministry in the region needed careful reconsideration, since funds which were previously allocated by Synod to regional councils for cross cultural ministry, from 2012 were directed to Evangelism and New Churches (ENC) to finance cross cultural evangelism throughout the diocese. As a result the Bishop negotiated with ENC so that while Mrs Bell (the NR Cross Cultural Coordinator) was paid by ENC, she would continue to operate under the direction of the Bishop. This arrangement has worked well.

10. At 31 December 2012 the Council had net assets of \$111,522, comprised primarily of cash balances with Glebe Income Accounts. Of this amount, the Council has allocated up to \$30,000 to a Church grant (paragraph 15). The full audited accounts for the Council are tabled at Synod.

11. Canon Rick Smith resigned as Mission Area Leader for the Lower North Shore in February and he was replaced by the Rev Michael Kellahan, Rector of Roseville East.

12. During the year a Mission Area Leader was invited to address Council at each meeting. The Revs Bruce Stanley, Kerry Nagel and Phil Wheeler each attended the Council meeting in February, September and November respectively. The Council welcomes the initiatives and outcomes of the Mission Area Leaders and recognizes the significant impact that they are making in the region and wishes to place on record their appreciation of their labours.

13. The Rev Phil Wheeler resigned as Northern Region representative on Standing Committee in February and was replaced by the Rev Craig Roberts, Rector of Neutral Bay.

#### *Parish Matters*

14. The Rev Adam Street resigned as the Rector of Northbridge and the Rev Simon Flinders was appointed Rector from 1<sup>st</sup> January 2013. Mr Flinders appointed Mr Street as Senior Assistant Minister from 1<sup>st</sup> January 2013. This marked a smooth strategic transition of leadership within the parish.

15. The Meadowbank International Church (a church plant from the parish of Gladesville) sought to be realigned with West Ryde parish. This proposed realignment was supported by both parishes and the Mission Area Leader. The parish of West Ryde sought financial assistance for 2013 and 2014 to facilitate this ministry relocation and Council agreed to provide a grant of \$20,000 for 2013 and, subject to a satisfactory review, a further grant of \$10,000 in 2014.

#### *Church Plants*

16. St Peter's Cremorne launched a more contemporary service at 11am on Sundays.

#### *Regional Architectural Panel*

17. The Regional Architectural Panel (RAP) continued under the chairmanship of the Rev Geoff Leader (Rector of Longueville) in 2012. The RAP worked consistently during the year with a number of parish projects. Some are large projects requiring extensive consultation with the parish while others are more modest. The region owes a great deal to the panel members who freely give of their time and expertise in assisting parishes to get the best possible ministry outcomes from their property developments.

#### *Cross Cultural Ministry*

18. The Rev Bruce Stanley resigned late in 2011 as chair of the Multi-cultural Ministry Committee and has been replaced by the Rev Chris Burgess.

19. Mrs Trish Bell continues to train staff for ESL and encourage parishes to be active in this strategically important ministry. The Council is very grateful for the ministry she provides across the region.

20. Three new ESL groups were commenced during the year and all are going well with the parish of Manly having a remarkable response from new members.

21. An encouraging end-of-year luncheon was held for all the ESL teams at Christ Church, St Ives where the Bishop spoke on 'Strangers, Sojourners and Refugees – God's grace to the outsider'.

22. The committee has the vision of 'serving the ministers and parishes of the Northern Region, and the wider diocese, through the strategic development of networks and resources for multi-cultural ministry.'

#### *Regional Grants*

23. As a consequence of continuing financial constraints, no regional grants were made for this year as the Council considered the best use of its remaining funds. The Council has been particularly concerned to ensure funds are available to support multicultural ministry and the provision of staff resources to the Bishop's office and training and professional development of Regional office personnel. For 2013 and, subject to satisfactory review, 2014 grants have been made to West Ryde (paragraph 15).

#### *NSW Government Community Building Partnership Grants*

24. Fifteen parishes had their grant applications approved in Dec 2011 for projects to be completed in 2012. These grants totalled \$336,098 and their details are as follows:

Asquith	\$15,000	Forestville	\$16,000	Neutral Bay	\$ 20,000
Becroft	\$15,000	Frenchs Forest	\$ 25,000	Nth Ryde	\$ 12,750
Chatswood	\$ 50,000	Killara	\$ 23,000	Ryde	\$ 18,000
Dee Why	\$ 25,000	Kirribilli	\$32,000	West Ryde	\$ 22,500
Eastwood	\$ 40,000	Macquarie	\$ 17,848	Willoughby East	\$ 4,000

25. It is encouraging to see these successful grant applications from the parishes in the region. These initiatives will result in improved church facilities with a direct beneficial impact upon parish ministry.

For and on behalf of the Northern Region Council

GLENN N DAVIES  
*Bishop of North Sydney*

7 June 2013

## South Sydney Regional Council Annual Report for 2012

(A report from the South Sydney Regional Council.)

### Introduction

1. The Council met on three occasions in 2012 on each occasion at St Andrew's House.

### Membership

2. As at 31 December, 2012, membership of the Council was:

The Rt Rev Robert Forsyth (Chairman)	Mrs Elisabeth Boyce
The Rev Chris Braga	Mr Ken Breakspear
The Rev Andrew Katay	Dr Robert Claxton
The Rev Dave Rogers	Mrs Christine Crump
The Rev Dominic Steele	Mr Robert Freeman
	Mr Gilbert van der Jagt
	Miss Alicia Watson
	Mr Mark Wormell

### Property matters

3. Council successfully promoted an ordinance to gift the property at 62 Marriott Street, Redfern, previously held on trust by the Council, to the parish of South Sydney. The ordinance was passed by Standing Committee on 17 September, 2012.

### Ministry Partnerships

4. Council continued to support an International Worker at Christ Church Inner West '*Evangelising Chinese Ashfield*' as part of its commitment to cross-cultural ministry.
5. A report was received by the Council to consider the amalgamation of the parishes of Enfield and St Andrew's, Strathfield.

### Other matters

6. Council received a report recommending the reclassification of St Luke's, Clovelly to be made a full parish, and the recommendation was approved by the Synod, to take effect from 1 January, 2013.
7. It was noted that following the report from the Mission Board that the support of Lord Howe Island would become a diocesan ministry from the beginning of 2013, this ministry would cease to be under the oversight of South Sydney Region at the end of 2012.
8. The Council contributed to the salary for the Assistant to the Bishop of South Sydney and PA \$79,894.
9. The Regional Council allocated \$6,930 to support Sauerkraut, the special clergy church leadership initiative of Bishop Forsyth.

For and on behalf of South Sydney Regional Council

HUGH T. COX

*Assistant to the Bishop of South Sydney*

5 June 2013

## Proposal to change the status of the provisional parish of Clovelly to a parish

(A report of the South Sydney Regional Council.)

### Proposal

1. A proposal is being made to the Archbishop by the minister and churchwardens of the provisional parish of St Luke's, Clovelly, under clause 4(1)(b) of the Parishes Ordinance 1979.

### Details of meeting

2. The South Sydney Regional Council met on 20 February 2013 to consider the proposal under clause 5 of the ordinance. Council certified that all requirements under clauses 4, 5 and 6 have been complied with and recommends that the provisional parish of Clovelly becomes a parish from 1 January 2014.

### Proposal

3. The proposal is to change the provisional parish of Clovelly to the parish of Clovelly.

4. The provisional parish has applied for this change of classification following the steady growth in membership, ministry and Christian maturity.

### Parish information

5. Anglicans have been meeting in Clovelly since 1890, with the current brick building dedicated in 1923, around which time the parish became independent.

6. In 2007 the parish became provisional. In 2009, St Matthias', Centennial Park planted a congregation under the leadership of the Rev. Dave Rogers. There was a growing spirit of partnership throughout 2009 between the existing congregation of St Luke's and the planting congregation, such that 'Luke's at four' became a congregation of St Luke's in December 2009, and the Rev. Dave Rogers was inducted as curate-in-charge of St Luke's in February 2010. The parish was self-supporting from the start of March 2010.

7. There has been a remarkable commitment financially, prayerfully, and personally from many people. The Kids Club has grown from 12 kids to 48 kids over the four years and has begun a youth group for years 6-8; more people are serving; there are now five community groups (up from three). From a launch team predominantly of 25-35 year olds, it has grown both younger (children) and older (connecting with families of teenagers and seniors). The parish has employed a part-time administrator and several student ministers, as well as carrying out property maintenance.

### Future plans

8. In the next 12-24 months, the parish hopes to invest in children's ministries, outreach ministries, and in planting another congregation within St Luke's, to help reach the wide variety of singles, couples, young families and retirees in the area.

### Size of congregations

9. Average attendances are currently –

- 9.30am 10
- 4pm adults 54
- 4pm children 37

### Particulars of all church trust property

10. Details of property held by the Anglican Church Property Trust upon trust for the provisional parish are as follows

Value of Land and Improvements		Value of Buildings	
Church	\$1,090,000	Church	\$4,368,000
Rectory	\$1,170,000	Rectory	\$478,000
Hall	\$350,000	Hall	\$1,160,000
		Church contents -	\$386,000

**Summary of consolidated receipts and payments**

11. A summary of the financial position over the past three years is set out below –

	2010	2011	2012
<b>Receipts</b>			
Offertories	\$121,442	\$130,501	\$139,770
Received for others/donations	\$12,294	\$11,570	\$9,232
Grants	\$8,030	\$56,500	\$6,976
Hall rental income	\$18,616	\$21,120	\$31,403
Rectory rent	\$31,709	\$52,143	\$54,750
<b>Total Income</b>	<b>\$192,093</b>	<b>\$271,834</b>	<b>\$242,061</b>
<b>Operating Expenses</b>			
Ministry staff and admin staff	\$78,667	\$87,246	\$113,100
Ministry housing	\$31,200	\$34,200	\$36,400
Parish cost recoveries	\$15,920	\$14,898	\$20,073
Resources for ministry	\$2,772	\$26,618	\$9,156
Parish donations		\$9,640	\$14,922
Parish administration/general expenses	\$5,904	\$3,680	\$11,293
Parish property expenses	\$52,537	\$93,317	\$12,356
Other expenses		\$1,103	\$2,350
<b>Total Expenses</b>	<b>\$186,951</b>	<b>\$270,705</b>	<b>\$219,650</b>

12. The South Sydney Regional Council recommends that the provisional parish of Clovelly be reclassified as a parish with effect from 1 January 2014.

For and behalf of the South Sydney Regional Council.

ROBERT FORSYTH  
*Bishop*

15 August 2013

## Western Sydney Regional Council Annual Report for 2012

(A report from the Western Sydney Regional Council.)

### Charter

1. The Western Sydney Regional Council was constituted under the Region's Ordinance 1995 and its functions, powers and duties are as established by Clause 6 of that ordinance.

### Access

2. The Principal Office of the Western Sydney Regional Council is St Andrew's House, Sydney Square, Sydney, NSW 2000 (PO Box Q190, Sydney 1230) and the phone number is 9265-1519. The business hours are Monday to Friday, 8.00am to 4.00pm. The Regional PA is Miss Kirsty Grugan and the Honorary Treasurer is Mr Andrew McLachlan.

### Membership

3. The members of the Regional Council as at December 2012 were as follows:

Rt Rev IY Lee	Mrs V Brasington
Rev N Atwood	Mr A Dowthwaite
Rev R Cunningham	Mr K Fairfax
Rev G Howells	Dr R James
Rev M Robinson	Mrs J Marlow
Canon M Williamson	Mr A McLachlan
	Mr Ross Pendlebury
	Mr M Purvis
	Mr G Tuckwell

The main committees are the Executive Committee, the Ordinance Review Panel and the Architectural Panel.

### Structure

4. The senior officers of the Council are:

- Chairman – Bishop Ivan Lee
- Honorary Treasurer – Mr Andrew McLachlan

### Activities

5. The Council meet on 3 occasions during 2012 at Christ Church, Blacktown. The main areas of consideration included mission areas, church growth and sub continental ministry. The council funds one regional worker: Mrs M Presbury as part time ESL worker to encourage, train and support ESL ministry in the region. Rev Ken Coleman continues to provide valuable advice in cross cultural ministry.

### Regional Grants

6. In 2012 the Council gave a grant of \$40,000 to the Parramatta Parish for a sub-continental cross cultural worker.

### Financial Statements and Auditor's Report

7. Financial statements and auditor's report for the period ended 31 December 2012 have been submitted.

For and on behalf of the Western Sydney Regional Council.

IVAN LEE  
*Bishop of Western Sydney*

21 May 2013

## Wollongong Regional Council Annual Report for 2012

(A report from the Wollongong Regional Council.)

### Introduction

1. The Wollongong Regional Council met 4 times during 2012 on the evenings of 21 February, 8 May, 11 September and 11 December. The meeting is held in Wollongong with each meeting preceded by a meal. The Executive committee also met four times during 2012 to consider matters delegated to it and to plan agendas for the regular Council meetings.

### Membership

2. In 2012 the membership of the Council was –

Bishop Peter Hayward (Chair)	Mr Greg Holmes
Rev Dr Michael Blake	Mr Geoff Kyngdon
Mr Paul Burns	Mr Glenn Murray
Rev Rob Copland	Rev Neil Percival
Mr Mark Cottom	Mr Doug Philpott
Rev Anthony Douglas	Mr Stuart Quarmby
Mr Peter Evans	Rev Stephen Swanepoel
Rev Stephen Fifer	Mr Ron Webb
Mrs Amanda Garlato	Mr Tony Willis
Mr Andrew Guile	

### Ministry Strategies

3. Bishop Peter Hayward and the Regional Council worked closely to further support ministry across the Region. This included –

- financial support for the ministry at Oran Park
- meeting with and support of Mission Area leaders
- support for Shoalhaven Heads attaining parish status
- support for new Rectors
- 3 day Regional Ministry conference including input from Peter Jensen
- Rural Ministry Conference
- Exploring Effective Ministry Conference with Tim Sims
- Ongoing support for ESL English classes
  - ESL classes are delivered in 12 Parishes across the Region
  - Because Cross Cultural Ministry funds are not allocated to the Wollongong Region, ESL classes are coordinated by Tony Willis
- Ongoing support for Indigenous Ministries
  - Pastor Michael Duckett now linked with St Peter's Campbelltown in partnership with the SAIPMC.
  - Pastor Brendon Garlett now linked with Evangelism and New Churches and All Saints Nowra in partnership with the SAIPMC.

4. Throughout 2012 the arrangement remained that funding from the Diocese would not continue to the Wollongong Region (other than office running costs) and that the Region would utilise its resources to fund the Bishop's Assistant and any other ministries. Funding from the Region's assets was also allocated to the specific ministry in Oran Park.

Ministry	Purpose	Allocation	Total
Regional Staff	Salary Contributions	\$ 92,000	
Oran Park	Housing and salary support	\$100,000	\$192,000

5. The Regional Council has partnered with the Mission Area leaders of the Region to plan for ongoing ministry. The Council receives regular feedback regarding the broader mission taking place in the Region.

6. The three day Wollongong Regional Ministry Conference continues to be a "high point" in the life of the Region. This enables clergy and lay parish staff to meet together for mutual fellowship and teaching. Various guest speakers join in the conference.

7. The Council received reports from Bishop Hayward and the Assistant to the Bishop at each meeting.
8. The Wollongong Regional Council is not involved in borrowings. Audited statements of accounts have been presented with the Annual Returns to the Synod.

For and on behalf of the Wollongong Regional Council

TONY WILLIS

*Assistant to the Bishop of Wollongong*

30 June 2013

## Proposal to change the status of the provisional parish of Robertson to a parish

(A report of the Wollongong Regional Council.)

### Proposal

1. The minister and wardens of the provisional parish of Robertson propose under clause 4 of the Parishes Ordinance 1979 that the provisional parish be reclassified as a parish.
2. The various requirements for this proposal under clauses 4 and 6 of the Parishes Ordinance 1979 have been met and details of this follow.

### Support of the Wollongong Regional Council

3. On 14 May 2013 the Wollongong Regional Council resolved to support the request that the provisional parish of Robertson be classified as a parish under the Parishes Ordinance 1979.

### Parish Information

4. Robertson is one of the smallest parishes in the Sydney Diocese with a population of 1,850 in the village itself and perhaps that number again in the surrounding rural areas within the parish boundaries. The parish became Provisional during the time of the previous incumbency as a result of financial difficulties. The parish originally had 6 centres. Three have been closed down, Glenquarrie, Kangaloon and Kangaloon East and the properties sold. A fourth, Fitzroy Falls, has been transferred to Moss Vale parish and the remaining centres are at Robertson and Burrawang.

5. **St David's Burrawang.** Burrawang is a small village with St David's perched on the side of a hill on the outskirts of the village. There had been an aluminium clad hall in the centre of the village until 2010 when this site was sold to finance the new building at Robertson. The hall was rarely used, on a piece of land too small for any future development and was becoming a significant maintenance issue. St David's church is in reasonable condition and has sufficient land to be a possible centre of a separate parish should it be needed. However, any population growth at Burrawang in the near future is likely to be small. A service is held once a month in St David's at 5.00pm but while a few locals attend it is mostly supported by people from the Robertson congregation. Burrawang was originally the main centre for the parish and the original parsonage dating from the late 1800s is still standing. The local council is currently seeking to list St David's on its heritage list.

6. **St John's Robertson.** St John's is sited in the centre of the village of Robertson on a substantial block of land. There are four buildings, the old church, a sandstone building dated 1876, a sandstone rectory dated 1920 and extended in 1988, a timber army barracks that was transported to the site in 1960 and used as a church hall and the new Church Centre which was completed in 2007. The old church served well for many years but only designed to seat approximately 60 people maximum it had been outgrown by the early 1980s. It is a cold building in winter and together with the appearance that it was full, we were losing people who would otherwise have attended.

7. **New Church Centre at St John's** A beginning was made on plans for a new multi-purpose building that would allow for growth, to be financed by the sale of 3 acres of land the church owned in the northern area of the village. By 2000 an architect had been engaged but by the time the land was sold, the cost of the proposed building had exceeded the income from the land. It was at this stage that the decision was made to sell the hall at Burrawang to meet the shortfall and a bridging loan was arranged with the Diocesan Loans Board to enable the building to proceed. The sale of this land was greatly affected by the Global Crises and the parish was left with a considerable debt to the Loans Board. However, in 2011 that debt was discharged as a result of the generosity of members of the congregation and all parish buildings are now debt free. The new Centre was built without the use of any grants from the Diocese. The new Centre has a modern, air conditioned auditorium seating up to 200 people with full audio-visual capabilities. It includes a substantial commercial quality kitchen, Meeting Room, Parish Office, Crying Room, Baby Change Room and Storage Room as well as being equipped with good toilet facilities. There is no other venue in the village that can offer the same seating and equipment and since its opening it has been used for concerts and community meetings on a regular basis as well as being the venue for the main Sunday service.

8. The proposal is made with the full support of the minister, the wardens and parish council, along with the congregations as a whole.

### Particulars of all church trust property

9. The provisional parish has the St David's Burrawang church building. At St John's Robertson there are four buildings, the old church, a sandstone building dated 1876, a sandstone rectory dated 1920 and

extended in 1988, a timber army barracks that was transported to the site in 1960 and used as a church hall and the new Church Centre which was completed in 2007.

10. These properties are owned outright, with no debt owing.

#### **An estimate of the number of households within the parish boundaries claiming Anglican affiliation**

11. The 2011 census recorded 1,850 individuals living in the township of Robertson, and there is perhaps the same number again in the local district. 31.5% (582) of the town's population describe themselves as Anglicans.

#### **An estimate of the size of the congregation**

12. An 8am traditional Prayer Book service is held in the old church on the 1st and 4th Sundays of the month and is attended by approximately 12 people. The main service on Sundays is at 9.30am and caters for all ages. Younger children leave after the first Bible Reading and Kids song for Sunday School in the adjacent hall and return for morning tea with the adults at the end of the service. Junior highs adjourn to the meeting room for a bible study during the sermon and toddlers are catered for by a Crèche in the crying room. The main service is contemporary and informal and is generally led by lay people with the minister or guest preacher giving the sermon. Music is provided by a small band or by a pianist on the grand piano. Morning tea is served at the end of the service with people often staying to talk until midday. Attendance at this service is now averaging around 70 people with approximately 55 adults and the rest children. Growth is slow, as is normally the case in Robertson, but it has been steady and in the last 2 years we have seen a number of younger couples moving into the village and into the congregation. A Youth service is run on the 1st Sunday of the month at 6.30pm.

13. Robertson Youth Bible Study (RYBS) is a youth group that is run on Friday nights with a current attendance of approximately 18 and up to 23. One of our youth completed the Year13 course with the parish covering the cost of the course and went on to work for Youthworks at their Waterslea property and two others have completed courses with Capernwray in England. In 2010-11 the parish supported a Youthworks Trainee from outside the parish. Each year the majority of the youth group attend the KYCK Conference at Katoomba with 26 attending last year and 20-23 this year. Most young people find they have to leave the village at the end of High School in order to continue tertiary studies.

14. Our congregation is mostly responsible for the Scripture teaching in 5 local Primary schools, 4 of which are small schools. The church also runs a Playgroup called Jumping Joeys in the new building on Wednesdays which is attended by up to a dozen mums with their children.

15. St John's has always had a strong Home Bible Study ministry with 7 groups currently running and most people in the congregation in a home group.

Year	Attendance
2010	75
2011	76
2012	78

#### **A summary of Robertson's financial standing**

16. For the last three years, 2010 to 2012, the rector has been paid the full Diocesan Stipend and the recommended Travel Allowance, all Cost Recoveries including levies have been paid and the parish is free from debt. The parish supports CMS link missionaries Wayne and Mandy Oldfield as well as other missionary organisations as indicated in the Parish Financial Statements. The parish is in a sound financial position.

Year	Offertory Actual
2010	89,744
2011	81,391
2012	106,250

17. The provisional parish's 2012 financial statements show a net asset position of \$6,587,884.

18. In accordance with Section 6 of the Ordinance the provisional parish over the previous financial year –

- Paid the minister according to minimum recommended stipend and provided the recommended travel allowance.
- Has paid all cost recoveries.
- Housed the minister in a diocesan standard residence.
- Is in a sound financial condition.

**Recommendation**

19. The Wollongong Regional Council recommends that the provisional parish of Robertson be reclassified as a parish with effect from 1 January 2014.

For and behalf of the Wollongong Regional Council

PETER HAYWARD  
*Regional Bishop*

TONY WILLIS  
*Assistant to the Bishop*

30 May 2013

## Discipline Ordinance 2006 Amendment Ordinance 2013

### Explanatory Report

#### **Amendments in relation to the functions of the Director and the Professional Standards Committee**

1. Under clause 34 the focus of the Professional Standards Committee ("PSC") is to make recommendations to a person against whom the complaint is made about the action he or she should take to avoid further disciplinary steps being taken against them under the Ordinance.
2. It is proposed to delete existing clauses 34(1)(d) (admonishment); (g) (imposing conditions or restrictions) and (h) (termination).
3. It is unclear what consequences flow from admonishment or, indeed, who does the admonishing. It is not considered necessary to regulate admonishment by Ordinance. It is also not a matter that is within the control of the person since it relies on another party to do the admonishing.
4. It is proposed to insert a new clause (to be numbered as (f) in a renumbered clause 34(1)) to provide for a recommendation that the person resign from a specified office, position or employment; not accept nomination or appointment to a specified office or position in the Diocese; or not exercise any specified functions or meet specified restrictions or conditions in relation to any office, position or employment in the Diocese. This will be backed up by a new clause 36(4A) which will create an offence for failing to honour an undertaking to the Director in or substantially in the terms of a recommendation made under clause 34(1)(f). A breach of clause 36(4A) may itself be the subject of a complaint.
5. It is not within the person's own control to comply with a recommendation that their employment or ministry be terminated. Problems may also arise where the church authority considers it is not able to terminate the person's ministry or employment for legal or other reasons. The better course is for the PSC to make a recommendation that the person resign since the person can choose whether or not to do so, and therefore whether the process stops there or proceeds to a tribunal.
6. Currently under clause 35(1) the PSC must give notice of its recommendations to the complainant, the person against whom the complaint is made, the Director, and the Archbishop. In some cases the Archbishop is not a church authority in relation to the person against whom the complaint has been made or is not the only church authority. It may be a rector and wardens for example. It is proposed to expand the list of persons who are to receive notice of the recommendations to include a relevant church authority.
7. Currently a person against whom a complaint is made and who receives a recommendation of the PSC has 14 days in which to respond. This may not be long enough, and the proposed amendments to clauses 35(2) and 36 give the Director the ability to extend the period to longer than 14 days in certain circumstances.
8. Currently under clause 36(1) the Director is prohibited from taking further action against the person if the person accepts and complies with the recommendation to the satisfaction of the Director. It is proposed to expand these requirements to include continued compliance within or throughout any period that the notice issued under clause 35(1) states that the action required by the recommendation is to be undertaken. Arguably such a requirement is already captured by the need for compliance to be to the satisfaction of the Director but it is desirable to put the matter beyond doubt. There is a parallel change to clause 36(3).
9. It is proposed to amend clause 37A to give the PSC the express ability to recommend to a church authority that an unpaid lay person be removed from a specified position or office. A corresponding amendment is proposed for clause 66 in respect of recommendations made by the Disciplinary Tribunal.

#### **Other amendments**

10. Clause 4 of the Bill makes several miscellaneous minor amendments updating reference to child protection and other legislation in the Ordinance and the notes which describe the effect of this legislation.
11. It is also proposed to amend clauses 16(1) and (2) to reflect the fact that the Director may refer a complaint to the PSC under clause 19 as well as under clause 32.

#### **Recommendation**

12. The Standing Committee recommends that the Synod pass the bill as an Ordinance.

For and on behalf of the Standing Committee.

## Discipline Ordinance 2006 Amendment Ordinance 2013

No 44, 2013

### Long Title

An Ordinance to amend the functions of the Professional Standards Committee and for related purposes.

The Synod of the Diocese of Sydney Ordains as follows.

#### 1. Name

This Ordinance is the Discipline Ordinance 2006 Amendment Ordinance 2013.

#### 2. Amendments in relation to the functions of the Director and the Professional Standards Committee

The Discipline Ordinance 2006 is amended as follows –

- (a) add the words “or church authority” to the end of the definition of “prohibition order” in clause 2, and
- (b) in clause 4 –
  - (i) delete the full stop at the end of the clause and insert instead the matter “, or”, and
  - (ii) add a new paragraph (e) as follows –
    - “(e) an offence under clause 36(4A) of this Ordinance.”, and
- (c) in clause 6 add a new paragraph (c) as follows –
  - “(c) an offence under clause 36(4A) of this Ordinance.”, and
- (d) delete the words “and directions” in the heading of section 34, and
- (e) in clause 34(1) (with consequential renumbering of the paragraphs) –
  - (i) substitute paragraph (a) with the following –
    - “(a) that the person agree to participate in conciliation, if arrangements for the conciliation of the complaint have not previously been made,” and
  - (ii) delete paragraphs (d) and (g), and
  - (iii) delete the renumbered paragraph (f) and insert instead the following –
    - “(f) that the person undertake to the Director, in such terms as are specified by the PSC, any one or more of the following –
      - (i) that he or she will resign from any specified position or office in the Diocese or any specified employment by a church body or church authority,
      - (ii) that he or she will not accept nomination for or appointment to any specified position or office in the Diocese or any specified employment by a church body or church authority,
      - (iii) that he or she will not exercise any specified function or will meet any specified condition or restriction, in relation to any office or position in the Diocese, or in relation to employment by any church body or church authority,”, and
  - (iv) insert after the word “person” in the renumbered subparagraph (i)(ii) the following –
    - “or the removal of the person from a specified position or office”, and
- (f) in clause 35(1) delete the words “and the Archbishop” and insert instead the following –
  - “, the Archbishop and a relevant church authority”, and
- (g) in clause 35(1A) substitute the matter “34(1)(i) or (j)” with “34(1)(h) or (i)”, and
- (h) in clause 35(2) –
  - (i) insert after the second occurrence of the word “made” the following –
    - “ –
    - (a), and

- (ii) delete the matter “.” at the end of the clause and insert instead the following –
  - “, and
  - (b) considers there are good reasons why the recommendation cannot be accepted within 14 days, the person may request that the Director determine a longer period in which the recommendation may be accepted under clause 36(1A).”, and
- (i) delete clause 36(1) and insert instead the following –
  - “(1) If the person against whom the complaint is made, by notice in writing to the Director –
    - (a) accepts the recommendation of the PSC within 14 days after the date of the notice of the recommendation, and
    - (b) complies with any recommendation under clauses 34(1)(a) to (g) to the satisfaction of the Director, and continues to do so within or throughout any period that the notice issued under clause 35(1) states that the action required by the recommendation is to be undertaken,

no further action is to be taken against the person under this Ordinance in relation to the complaint, except as provided by this clause.
- (j) insert a new clause 36(1A) after clause 36(1) as follows –
  - “(1A) The Director may, in writing, determine a period longer than 14 days within which a recommendation under subclause (1) may be accepted if the Director considers there are good reasons why the recommendation cannot be accepted within 14 days. If the Director determines a longer period, he or she must, as soon as reasonably practicable after making the determination, inform the PSC of the determination together with the reasons for the determination.”, and
- (k) insert the following matter before the first hyphen in clause 36(3) –
  - “, including within or throughout any period that the notice issued under clause 35(1) states that the action required by the recommendation is to be undertaken”, and
- (l) insert after the second occurrence of the word “recommendation” in clause 36(4) the matter “or such longer period as the Director may determine under subclause (1A)”, and
- (m) insert a new clause 36(4A) as follows –
  - “(4A) A person who gives an undertaking to the Director in or substantially in the terms of a recommendation made under clause 34(1)(f) and fails to honour that undertaking commits an offence.”, and
- (n) insert a new paragraph (c) in clause 37A(1) (with relettering of existing paragraph (c)) as follows –
  - “(c) that the person be removed from a specified position or office,” and
- (o) insert a new paragraph (c) in clause 66 (with relettering of existing paragraph (c)) as follows –
  - “(c) that the person be removed from a specified position or office.”.

### 3. Other amendments

The Discipline Ordinance 2006 is amended as follows –

- (a) delete paragraph (a) of the definition of “serious offence” in clause 2 and insert instead the following –
  - “(a) a disqualifying offence listed in Schedule 2 of the *Child Protection (Working with Children) Act 2012*”, and
- (b) delete the matter “clause 12 of the” in clause 4(c) and insert instead “section 12 of the Schedule to the”, and
- (c) delete the matter “*clause 12 of the*” in paragraph (3) of the Notes following clause 4 and insert instead “*section 12 of the Schedule to the*”, and
- (d) delete the words “under clause 32” in clauses 16(1) and (2), and

- (e) insert a new clause 33(2) as follows (and re-number the existing matter in clause 33 as subclause (1)) –
- “(2) If the complaint alleges sexual misconduct committed against, with or in the presence of a child, including grooming of a child, or any serious physical assault of a child, and the PSC considers that it is unable to make a finding on the material before it that the person has or has not engaged in any or all of such conduct the subject of the complaint, the PSC must recommend –
- (i) if the person is subject to the jurisdiction of the Diocesan Tribunal, that the Archbishop appoint a person to promote a charge against the person before the Diocesan Tribunal, or that the complaint be referred to a body in another diocese with equivalent jurisdiction, or
  - (ii) if the person is subject to the jurisdiction of the Disciplinary Tribunal, that the Archbishop appoint a person to promote a charge against the person before the Disciplinary Tribunal, or that the complaint be referred to a body in another diocese with equivalent jurisdiction.”, and
- (f) insert a new clause 36(1B) as follows –
- “(1B) If the complaint alleges sexual misconduct committed against, with or in the presence of a child, including grooming of a child, or any serious physical assault of a child and –
- (a) the person against whom the complaint is made –
    - (i) admits the complaint or the substance of the complaint, or
    - (ii) accepts the recommendation or recommendations of the PSC made under clause 34(1)(a) to (g), or
  - (b) the PSC recommends that no further action be taken with respect to the complaint under clause 34(4)(d),
- and the PSC is satisfied that the person has engaged in any or all of the conduct the subject of the complaint, then the PSC must make a finding that the person engaged in that conduct.”
- (g) delete note (1) under clause 34 and insert the following as a new note at the end of clause 36 –
- “**Note:** Section 35(1) of the Child Protection (Working With Children) Act 2012 imposes a duty on a reporting-body (which includes the Anglican Church in New South Wales, including organisations of dioceses) to notify the Children’s Guardian of the name and other identifying particulars of any child-related worker against whom the reporting body has made a finding that the worker has engaged in sexual misconduct committed against, with or in the presence of a child, including grooming of a child, or any serious physical assault of a child.”,*
- and
- (h) delete paragraph (c) in clause 42(1) and reletter the existing paragraphs, and
- (i) in clause 65 –
- (i) delete subclause (1) and insert instead the following –
 

“(1) In dealing with a charge which contains any allegation of sexual misconduct committed against, with or in the presence of a child, including grooming of a child, or any serious physical assault of a child, a Tribunal must before making any other determination or recommendation it is empowered to make, make a finding as to whether the person engaged in any or all of the conduct the subject of each such allegation.”
  - (ii) delete the matter in note (1) and insert instead –
 

*“(1) Section 35(1) of the Child Protection (Working With Children) Act 2012 imposes a duty on a reporting-body (which includes the Anglican Church in New South Wales, including organisations of dioceses) to notify the Children’s Guardian of the name and other identifying particulars of any child-related worker against whom the reporting body has made a finding that the worker has engaged in sexual misconduct*

*committed against, with or in the presence of a child, including grooming of a child, or any serious physical assault of a child.”, and*

- (j) in clause 87 –
  - (i) delete the matter “– prohibited persons” in the heading,
  - (ii) delete the matter “is a prohibited person within the meaning of the *Child Protection (Prohibited Employment) Act 1998*” and insert instead the following –

*“has been convicted of a disqualifying offence listed in Schedule 2 of the Child Protection (Working with Children) Act 2012”, and*
- (k) delete the Note following clause 87 and insert instead the following –

*“Disqualifying offences in Schedule 2 of the Child Protection (Working with Children) Act 2012 include the murder or manslaughter of a child, intentional wounding or committing grievous bodily harm to a child, abandonment of a child, serious sex offences, incest, bestiality and offences related to child pornography/child abuse material. In general, these are sex offences or offences involving children which are punishable by imprisonment of 12 months or more.”, and*
- (l) delete clause 89 and insert instead the following –

“If the Archbishop refuses to make a declaration under this Chapter in respect of the conduct of a person, the person is not entitled for 5 years to apply again for a declaration in respect of that conduct.”

#### **4. Transitional**

- (1) The amendments made by this Ordinance apply to complaints made after the date of assent to this Ordinance and to complaints made prior to such date of assent which have not been finally dealt with under Part 2 of the *Discipline Ordinance 2006*.
- (2) The amendments in clauses 3(e) and (f) will remain in force until the end of the 1st ordinary session of the 50th Synod.

I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

K SOWADA  
Deputy Chairman of Committees

We Certify that this Ordinance was passed by the Synod of the Diocese of Sydney on 15 October 2013.

CJ MORONEY  
R WICKS  
Secretaries of Synod

I Assent to this Ordinance.

GN DAVIES  
Archbishop of Sydney  
17/10/2013

## Regions (Mission Areas) Amendment Ordinance 2013

### Explanatory Report

#### Purpose

1. The purpose this report is to explain changes proposed to be made to the constitution of regional councils and the election of their members through the use of Mission Areas instead of Area Deaneries. The report also explains a number of incidental or consequential changes proposed to be made to the Regions Ordinance 1995.

#### Recommendation

2. The Standing Committee recommends that the Synod pass the bill for the Regions (Mission Areas) Amendment Ordinance 2013 as an ordinance.

#### Background

3. At present there is a modified election process which ensures that at least one minister and at least one lay person from each area deanery in the region (with 2 extra ministers from any area deanery and 4 extra lay persons from any area deanery) are elected as members of each regional council during the Synod session. The modified process is set out in rule 8.1 of the Schedule to the Synod Elections Ordinance 2000.

4. In June 2011, a committee chaired by Bishop Robert Forsyth recommended that the Standing Committee disband the continued reliance on area deaneries in regional council elections (since they are not used for any other purpose).

5. In order to complete the “de-commissioning” of areas deaneries, the Standing Committee considers that any proposal for the reconstitution of regional councils should –

- (a) ensure that membership is drawn from across the entire region, and
- (b) fosters links between regional councils, mission areas and Mission Area Leaders.

6. The Standing Committee sought feedback from the regional councils on this matter and noted that most regional councils agreed that area deaneries should cease to be used as the means by which members of a regional council are elected from across the region and that Mission Areas should, in effect, replace area deaneries for this purpose.

#### Proposed amendments

7. Currently, regional councils are constituted as follows –

- the Regional Bishop
- the Regional Archdeacon
- 1 layperson from each area deanery in the Region elected by the Regional Electors of that Region
- 1 Minister from each area deanery in the Region elected by the Regional Electors of that Region
- 2 Ministers and 4 laypersons each of whom may come from any area deanery in the Region elected by the Regional Electors of that Region
- up to 2 persons elected by the Regional Council.

8. Clause 2(e) of the bill proposes that regional councils be reconstituted as follows –

- Regional Bishop
- 1 lay person from each Mission Area in the Region elected by the regional electors
- 1 minister from each Mission Area in the Region elected by the regional electors
- If the total number of lay persons and ministers whom the regional electors are entitled to elect is less than 12, an additional number of persons appointed by the regional council in order to bring the total number of members on the regional council to 12 (excluding the Regional Bishop).

9. A regional council constituted in this way would therefore usually have a total membership of 13 persons (including the Regional Bishop). The size of a regional council would increase if a Region were to have more than 6 Mission Areas. Currently, the largest number of Mission Areas in a Region is 6 in

both of the Western Sydney and Wollongong Regions. However if in the future a Region was to have, say, 7 Mission Areas, the total size of the membership of its regional council would be 15.

10. In view of the increasing use of Mission Areas, it is considered appropriate to include a brief definition of "Mission Areas" in the Interpretation Ordinance 1985 (clause 4).

11. The bill makes various consequential or minor amendments. In particular –

- (a) for clarity the existing definition for "parochial unit" has been replaced with a new definition for "parish" (clause 2(b)(i)),
- (b) removing the reference to the Regional Archdeacon as a Regional Elector (clause 2(b)(ii)(A)),
- (c) references to ordinances under which a regional council may exercise a function have been updated (clause 2(i)),
- (d) Regional Councils are given slightly expanded powers to invest their property pursuant to the Investment of Church Trust Property Ordinance 1990 (clause 2(j)),
- (e) the reference to Anglican Aid has been updated (clause (k)),
- (f) rule 8.1 of the Schedule to the Synod Elections Ordinance 2000 has been omitted since under the proposed reconstitution of regional councils these special provisions for electing regional councils at the Synod are no longer necessary (clause 3), and
- (g) the Area Deanery Conference Ordinance 1965 is repealed (clause 5).

12. The operative provisions of the bill are expressed to commence on the first day of the first ordinary session of the 50<sup>th</sup> Synod in 2014. This means that regional council elections at that session will be based on the reconstituted form of regional councils under the bill.

For and on behalf of the Standing Committee

ROBERT WICKS  
*Diocesan Secretary*

29 August 2013

## Regions (Mission Areas) Amendment Ordinance 2013

No 45, 2013

### Long Title

An Ordinance to constitute regional councils by reference to Mission Areas rather than area deaneries and for related purposes.

The Synod of the Diocese of Sydney Ordains as follows.

### 1. Name

This Ordinance is the Regions (Mission Areas) Amendment Ordinance 2013.

### 2. Amendment of the Regions Ordinance 1995

The Regions Ordinance 1995 is amended as follows –

- (a) omit each reference to “an area deanery” and “area deanery” and insert instead “a Mission Area” and “Mission Area” respectively, and
- (b) in clause 2(1) –
  - (i) omit the definition for “parochial unit” and insert instead the following –
 

“parish” means a parish or provisional parish recognised under the Parishes Ordinance 1979 or a recognised church or provisional recognised church under the Recognised Churches Ordinance 2000.’, and
  - (ii) in the definition for “Regional Electors” –
    - (A) omit the words “and the Regional Archdeacon”, and
    - (B) omit both references to “parochial unit” and insert instead “parish”, and
- (c) in clause 2(2) –
  - (i) omit the word “church” in paragraph (a) and insert instead the word “parish”, and
  - (ii) omit the words “parochial unit” in paragraph (b) and insert instead the word “parish”, and
- (d) omit clauses 2(3) and (4) and insert instead the following –
  - (3) In this ordinance a Mission Area is in a Region if a majority of it lies in the Region.
  - (4) Other words and expressions used in this Ordinance have the meanings prescribed by the Interpretation Ordinance 1985.’, and
- (e) omit clause 4(1) and insert instead the following –
  - (1) A Regional Council consists of –
    - (a) the Regional Bishop;
    - (b) 1 lay person from each Mission Area in the Region elected by the Regional Electors of that Region;
    - (c) 1 minister from each Mission Area in the Region elected by the Regional Electors of that Region; and
    - (d) if the total number of persons that may be elected under paragraphs (b) and (c) is less than 12, such additional persons appointed by the Regional Council as would bring to 12 the total number of persons who may be elected or appointed under paragraphs (b), (c) and (d).’, and
- (f) insert a new clause 4(2A) as follows –
  - (2A) Any additional persons appointed under paragraph 1(d) should comprise both lay persons and ministers from Mission Areas in the Region.”
- (g) in clauses 4(2) and (4) omit the matter “(c), (d) and (e)” and insert instead the matter “(b) and (c)”, and
- (h) in clause 5(1) omit the matter “(c), (d) or (e)” and insert instead the matter “(b) or (c)”, and
- (i) in clause 5(1A) omit the matter “4(1)(f)” and insert instead the matter “4(1)(d)”, and
- (j) omit clause 7 and insert instead the following –

“7. A Regional Council may exercise functions given to it by any ordinance, including –

- (a) the Nomination Ordinance 2006; and
- (b) the Ordinance Procedure Ordinance 1973;
- (c) the Parish Administration Ordinance 2008;
- (d) the Parishes Ordinance 1979;
- (e) the Recognised Churches Ordinance 2000; and
- (f) the Standing Committee Ordinance 1897.”, and

(k) omit clause 8(2) and insert instead –

“(2) A Regional Council must only invest church trust property it holds in accordance with the Investment of Church Trust Property Ordinance 1990.”, and

(l) in clause 8(3) omit the words “Archbishop’s Appeals Unit” and insert instead “Archbishop of Sydney’s Anglican Aid”.

### **3. Amendment of the Synod Elections Ordinance 2000**

The Schedule to the Synod Elections Ordinance 2000 is amended by omitting rule 8.1.

### **4. Amendment of the Interpretation Ordinance 1985**

The Interpretation Ordinance 1985 is amended by inserting in the Schedule in alphabetical order the following definition –

“Mission Area” means a group of parishes designated from time to time by the Archbishop as a Mission Area.’

### **5. Repeal of the Area Deanery Conference Ordinance 1965**

The Area Deanery Conference Ordinance 1965 is repealed.

### **6. Commencement**

Clauses 2 to 5 of this Ordinance commence on the first day of the first ordinary session of the 50<sup>th</sup> Synod in 2014.

I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

K SOWADA  
Deputy Chairman of Committees

We Certify that this Ordinance was passed by the Synod of the Diocese of Sydney on 16 October 2013.

CJ MORONEY  
R WICKS  
Secretaries of Synod

I Assent to this Ordinance.

GN DAVIES  
Archbishop of Sydney  
17/10/2013

## **Synod Appropriations and Allocations Ordinance 2013**

### **Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2013**

#### **Explanatory Report**

##### **Introduction**

1. Under the Synod Estimates Ordinance 1998 the Standing Committee is required to prepare for the third ordinary session of the 49<sup>th</sup> Synod a proposed ordinance reflecting the Statement of Funding Principles and Priorities for 2013 (the "Statement") which contains Synod funding estimates for 2014 and 2015.
2. The Synod Appropriations and Allocations Ordinance 2013 and the Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2013 (the "Ordinances") have been prepared to give effect to the Statement.
3. The details of specific appropriations of individual Synod and parish trust funds and the amounts allocated to particular purposes and organisations under the Synod Appropriations and Allocations Ordinance 2013 are shown in the Schedule which forms Attachment 1 to this report.
4. The details of the cost recoveries charge in respect of ministry costs and parochial network costs and the levy to acquire land for future church sites under the Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2012 are shown in the Schedule which forms Attachment 2 to this report. The estimate of the amount of the variable parochial cost recoveries charge and the church land acquisitions levy to be paid by each parochial unit are shown in the Schedule which forms Attachment 3 to this report.
5. This report provides explanatory comments on the specific proposed sources and uses of such funds. The report should be read in conjunction with the broader explanations provided in the Statement.

##### **Source of funds**

6. The Glebe Administration Board (the "GAB") has advised the Standing Committee that the amount which may prudently be distributed from the Diocesan Endowment for spending by the Synod in 2014 is \$3,600,000. The GAB has also indicated that it currently considers the amount for 2015 will be \$3,600,000 plus CPI.
7. The amount of Synod's share of the distribution received under each of the 9 parish trust ordinances that provide for a portion of the income generated to be distributed to Synod is detailed in the Schedule in Attachment 1. In aggregate, Synod's share of the income derived from these ordinances will be \$1,143,000 in 2014. The estimate of the amount of this income available in 2015 is expected to decline because Standing Committee has passed two ordinances which effectively reduce the share of parish property income flowing to the Synod for 2015. In the case of Manly the proportion of lease income retained by the parish to help fund a proposed future redevelopment of their rental properties increases from 35% to 50% in 2015 (and then 100% in 2016 and 2017), and in the case of Ryde the share of net rental income flowing to Synod has been reduced from 50% to 42.5% from 2015 onwards.
8. In accordance with the established formula, in each year one percent of the total income available to Synod is appropriated and added to the capital of the Sydney Anglican Indigenous Peoples Ministry Fund. For 2013 this was shown as an allocation under Uses of funds, but in this report, as in previous years, it is shown as a direct deduction from the Sources of funds.
9. In 2012 the Standing Committee recommended that the majority of the reserves in the Synod Fund, which were then estimated at approximately \$1,000,000, be used to supplement the income available to Synod over the next few years, beginning with an allocation of \$200,000 in 2013. However, in 2013 the Standing Committee passed an ordinance to use of some of these funds to meet the expected costs to prepare for and respond to the Royal Commission into Institutional Responses to Child Sexual Assault, and then agreed to transfer all of the remaining balance not required for working capital in this Fund to a new 'holding' fund as part of a 'risk' reserve for Synod. As a result there are now no further funds available to supplement Synod income for 2014 or 2015.
10. The aggregate of all sources of funds available to Synod in 2014 will be \$4,696,000, which represents a decline of \$319,000 or 6.4% compared with 2013. A further slight decline is expected in 2015.
11. The aggregate of the estimated amount required as a parish contribution to the cost of Diocesan archives and the parish property and liability insurance program and the other parochial network costs

results in a total amount of \$4,597,000 to be recovered from parishes in the form of the variable parochial cost recovery charge for 2014. The estimate of the amount to be recovered for 2015 is \$4,697,000.

12. A parish levy of \$2,000,000 pa will be raised in 2014 and 2015 to provide the funds needed by the Mission Property Fund to continue to acquire land for new church sites in the greenfield areas of the Diocese.

### **Use of funds**

#### *Long term requirements*

13. The role undertaken by the Archbishop's Public Relations (Media Officer) is considered an essential element of the Diocesan ministry network. Therefore, while such a person is employed by the Anglican Media Council, an allocation from Synod Funds will be paid to the Council to be applied for this specific purpose. The amount of this allocation in 2014, and the estimate of the amount for 2015, remains unchanged from the 2013 allocation as the role is considered essential.

14. As in previous years, one of the requirements of our ministry network is that we maintain an archive record of parish material. Following a review of the component space and time costs to maintain the archive function it has been decided that approximately 50% of the overall cost of \$135,000pa is related to parishes. As a result the amount to be funded through the variable parochial cost recoveries charge as the parish contribution to the Diocesan Archives has been increased from \$50,000 in 2013 to \$67,500 for 2014, and for the estimate of the amount for 2015.

#### *Immediate requirements*

15. For 2014 our estimated membership and affiliation costs in the wider Anglican Church (ie, the assessment raised by the General Synod and the accommodation and travel costs of Sydney representatives attending the General Synod, and the costs of the Provincial Synod) are to be funded through an allocation of Synod funds. The estimate of the General Synod assessment in 2014 and 2015 is based on the amount of their invoice for 2013, although negotiations over whether this invoice will be paid in full are still continuing. The amount of the allocation in 2014, and the estimate for 2015, of the other elements of our membership and affiliation costs in the wider Anglican Church remain unchanged from the 2013 allocation. Funding for our membership of Freedom4Faith has been added as a new item in 2014, after having been paid from Contingencies in 2013.

16. The direct external costs of each ordinary session of Synod, such as venue hire and printing costs, are again funded through an allocation of Synod funds with the amount unchanged from 2013. The estimated cost for 2014 and 2015 assumes a continuation of the traditional venue (Wesley Theatre), format (afternoon and evening sessions) and duration (5 days) of the Synod.

17. The cost of Standing Committee (and subcommittee) members' car parking in St Andrew's House is considered an appropriate use of Synod funds. The amount of the allocation in 2014, and the estimate for 2015, remain unchanged from the 2013 allocation.

18. The allocation of Synod funds in 2014, and the estimate for 2015, to cover the costs incurred by the Secretariat in providing services to the Synod, Standing Committee and parishes under its ordinance has been increased to equal the Secretariat's estimate of the actual cost of providing the agreed services. Standing Committee has recognised that in the past the Synod allocation for this work has been insufficient to cover the cost, and the Secretariat's other clients have effectively been subsidising the Synod.

19. The parochial network costs (recovered through the variable portion of the parochial cost recoveries charge) consist of the estimated cost of or parish-related contribution to –

- (a) The annual parish property and liability insurance program – the preliminary estimates allow for an overall increase of 3.3%. In arriving at this amount the Property Trust has made allowance for –
  - (i) an average 5% increase in premiums,
  - (ii) the cost of financing the annual premium in advance of receiving the 10 instalments of parochial cost recovery charges,
  - (iii) an estimate for the continuing amortisation of the cost of new insurance valuations obtained in 2012 for all the properties, and
  - (iv) the cost of reimbursing Care and Assistance payments authorised by the Professional Standards Unit.
- (b) The parish risk management program – unchanged,
- (c) Parish related work by the Professional Standards Unit (PSU) – in anticipation of recommendations to come from a review of the Pastoral Care and Assistance Scheme (“the

Scheme”), the allocation of funds for the PSU in 2014 and the estimate for 2015 have both been increased by \$11,000 compared with 2013 to allow for the cost of a suitably qualified consultant to oversee the administration of the Scheme,

- (d) The safe ministry training program (provided by Youthworks on behalf of the PSU) – unchanged,
- (e) A provision for relief and remission of cost recovery charges – unchanged,
- (f) Support for the Sydney Anglican Parish Accounting System (SAPAS) – unchanged, and
- (g) The Secretariat’s administration and accounting fee, approved by the Finance Committee, for the PCR Fund 951 – unchanged.

20. The ministry costs to be recovered through the ‘fixed’ portion of the parochial cost recoveries charge consist of the contributions required on behalf of each of the ordained ministry staff licensed to the parochial unit in relation to –

- (a) Superannuation – Standing Committee has recommended the minimum stipend for 2014 be \$61,855, which is a 5.8% increase over 2103. The superannuation contribution rate of 17% remains unchanged. Therefore the annual superannuation charge per minister for 2014 is expected to increase by 5.8%. A further 5% increase in stipends has been assumed for 2015, with a corresponding increase in the superannuation charge.
- (b) Long service leave – The Anglican Church of Australia Long Service Leave Fund has advised there will be a 9.26% increase in the member contribution rate for 2014. This larger than expected increase is based in actuarial advice obtained by the Fund and is designed to progressively increase the ‘buffer’ of assets over liabilities to maintain the historically conservative coverage to fund future member liabilities. Accordingly, after maintaining the existing level of LSL administration fee, an overall increase of approximately 9% has been assumed for both 2014 and 2015.
- (c) Stipend continuance insurance – The premium rate for this insurance has remained fixed for 3 years, although the actual premium is recalculated each year in the light of increases in the recommended minimum stipend. The 3 year term ends on 31 December 2013 and our broker’s advice is that the whole life insurance market has hardened significantly in the last year or so and insurers are seeking increases of 30% and more, or are simply declining to quote for new business. While some saving in this rate of premium increase is expected, there will also be a 5.8% increase in stipends for 2014, so the best estimate at this stage is for an overall 30% increase in 2014, with a further 5% increase in 2015 based on an increase in stipends.
- (d) Sickness and Accident Fund – This is a self-insured risk and the amounts paid out of the fund in recent years have not exceeded the amount recovered through the PCR charge. There is a sufficient reserve of funds held to cover known and anticipated claims and so it is expected that the 2014 and 2015 charge for all Ministers can be maintained at \$50.

21. The actual amount of the ministry costs recovered through the ‘fixed’ portion of the parochial cost recoveries charge for 2014 and 2015 may need to be varied if the actual amount of any of the components of these ministry costs differs materially from the estimates identified above when compiling this report for Synod.

22. Details of the estimated amount of each of the parochial network costs and the ministry costs are shown in the Schedule in Attachment 2.

*Long term mission commitments*

23. As a result of the lower total amount of total funds available from all sources for 2014, and lower again for 2015, and with a necessary increase in a couple of the items of “Immediate requirements” for use of funds, there are now less funds available for “Long term mission commitments” and “Current mission activities”.

24. Along with a number of the other programs that receive substantial Synod funds, the amount allocated to support the work of Ministry, Training and Development has been reduced by approximately 5% in 2014, and the estimate for 2015 is for a reduction of approximately 12%, compared with 2013 levels. Nevertheless the Department retains primary responsibility for recruiting, guiding and selecting for ministry in the Diocese, as well as providing continuing education for ministers.

25. A new specific purpose allocation of \$40,000 to the Ordination Training Fund has been provided for both 2014 and 2015. This is the estimated cost of undertaking psychological testing of all new ordinands,

and arranging and delivering the new ordinands' conference. For many years up until 2013 these costs have been met from a specific trust fund, but that fund has now been exhausted.

26. In 2013 the critical importance of acquiring land for future church sites in the expanding greenfield areas of the Diocese was recognised as a major long term Mission initiative. The Standing Committee believes that initiative should be continued, and accordingly a further amount of \$2,000,000 has been set aside in both 2014 and 2015 for this purpose, to be funded again by way of a levy on all parochial units. While such an amount will probably not be sufficient to purchase even one new church site, it is a significant contribution to this initiative. If this level of annual funding can be maintained in the future it will go a long way to enabling a permanent ministry presence to be established in new housing areas. All these funds will be directed towards greenfield areas because there is currently no permanent ministry presence in these areas, whereas in brownfield areas there is at least some existing church plant available to support ministry to the growing population in those areas. At the same time as the parish levy is providing money to purchase new church sites, the Archbishop has been encouraged to establish a new Fundraising Unit to work on a multi-faceted campaign to raise the funds for the building work needed. A number of Diocesan organisations including the Department of Evangelism and New Churches, Moore Theological College, Youthworks College and Ministry Training and Development are working to identify, equip and nurture the church planters to lead these new churches.

27. Along with a number of the other programs that receive substantial Synod funds, the amount allocated to support the work of Moore Theological College has been reduced by approximately 5% in 2014, and the estimate for 2015 is for a reduction of approximately 12%, compared with 2013 levels. The College will continue to receive the majority of the funds allocated under long term mission commitments, reflecting the strategic long term importance of the College to the Mission of the Diocese.

28. Similarly, along with a number of the other programs that receive substantial Synod funds, the amount allocated to support the work of Youthworks College has been reduced by approximately 5% in 2014, and the estimate for 2015 is for a reduction of approximately 12%, compared with 2013 levels. Youthworks College continues to be recognised for its important role in providing future leadership for our churches and for the Mission.

#### *Current mission activities*

29. The amount of Synod funds allocated to support the work of the Anglican Education Commission in 2014, and the estimate for of the amount for 2015, has been maintained at the same level as in 2013. This is considered the minimum reasonable allocation commensurate with maintaining the Synod's interest in the work of the Commission. As noted last year, the Anglican Education Commission already draws much of the income it needs directly from the Anglican Schools it supports, and apart from some previous seed funding, the provision of central funds is primarily directed to supporting the Commission's role in advocacy.

30. The amount of the Synod allocation for the Anglican Media Council to provide internal communication and evangelism, including through their website and Southern Cross, in 2014, and the estimate of the amount for 2015, remains unchanged from the 2013 allocation. This level of funding is considered the minimum viable for the Council to maintain this work.

31. The Synod funding allocated in 2014, and the estimate of the amount to be allocated for 2015, for the research function provided by Anglicare has been maintained at the same level as in 2013 in recognition that the research provided, including that derived from the NCLS data, has proven integral to much of the mission planning and this allocation only covers part of the actual cost incurred by Anglicare.

32. For 2014, and in the estimates for 2015, there is no allocation from Synod towards support for the Episcopal team, which leaves the costs of the Archbishop, 4 assistant bishops, 2 archdeacons, 1 bishop's assistant, 1.35 executive assistants and 2 personal assistants to be funded from the Endowment of the See.

33. Along with a number of the other programs that receive substantial Synod funds, the amount allocated to support the work of the Department of Evangelism and New Churches has been reduced by approximately 5% in 2014, and the estimate for 2015 is for a reduction of approximately 12%, compared with 2013 levels. The Department provides resources which support local evangelism and directly assist the planting of new Sydney Anglican congregations as well as having responsibility for developing a Diocesan wide approach to ethnic, cross cultural and multicultural gospel ministry in the regions and parishes.

34. There is no new allocation of Synod funds in 2014 or 2015 to provide ongoing support and assistance for Mission Areas. Standing Committee recognises that it is expected that the Mission Areas Fund will have a balance of approximately \$290,000 at the end of 2013, comprising approximately \$40,000 remaining for the parishes of Mission Area Leaders as a result of the mid-year start in 2010 and

\$250,000 from the one-off allocation in 2010 of \$300,000 for 'Mission Area training'. In both 2014 and 2015 specific training initiatives may be funded from the accumulated reserves of the Mission Areas Fund, with the approval of the Archbishop or his delegate. For 2014 only the accumulated reserves of the Mission Areas Fund may also be used to provide support (traditionally \$2,500 per parish per quarter) to those parishes whose minister is a Mission Area Leader, on approval of the Regional Bishop if he is satisfied that good work is proceeding.

35. The amount of the allocation of Synod funds to support the work of the Tertiary Education Ministry Oversight Committee ("TEMOC") in 2014, and the estimate of the amount for 2015, has been reduced to \$100,000. The Standing Committee recognises the strategic importance of maintaining a clear Anglican presence amongst evangelical Christians ministering in the tertiary education sector, which is underpinned by the Archbishop's role in licensing a number of the university chaplains.

36. The amount of the allocation of Synod funds to support gospel work outside the Diocese has been maintained at 4% of the total available funds in 2014 and 2015. The Standing Committee recognises that Synod resolution 40/09 "encourages it to consider how in future the Diocese may return to 5% of income that would be made available for Gospel work beyond the Diocese", however the reduction in the total funds available to Synod in 2014 makes any increased allocation impractical.

37. Along with a number of the other programs that receive substantial Synod funds, the amount allocated to Youthworks for resourcing children's and youth ministry and Special Religious Education has been reduced by approximately 5% in 2014, and the estimate for 2015 is for a reduction of approximately 12%, compared with 2013 levels.

38. For 2014 and 2015 there is no new allocation of funds to Youthworks for recruiting to and running the Year 13 Program. Standing Committee considers that while of course it would be desirable to do more, the seed funding provided in recent years has contributed to the success of this program which is now operating at a break even with around 90 students. Youthworks should be able to continue to run the program at this level. Accordingly, despite this program continuing to be of high priority, the reduction in total funds available to Synod has meant that no allocation has been provided in this ordinance.

39. In response to resolution 14/12 which called for the Standing Committee to address the need for sufficient funds to sustain high quality Special Religious Education ("SRE") within all Government primary schools within the Diocese, a new allocation of \$100,000 in 2014 rising to \$200,000 in 2015 is proposed. There will shortly be two reviews of SRE (a Diocesan review in 2013 using external experts overseen by the Anglican Education Commission and a NSW Department of Education and Communities state-wide independent review in 2014). The exact nature of what will be needed in order for the Diocese to maintain and grow SRE is likely to become much clearer when the results of these reviews become available. However, it is likely that additional resources will be required to establish an office with overall responsibility for SRE to improve the accreditation, training, monitoring and delivery of SRE and to meet expectations of a 'quality' education experience in primary schools. Given the time required to agree the details and related governance issues, the proposed allocation is intended to cover the "SRE Primary Upgrade" for part of 2014 and all of 2015. Youthworks, in conjunction with the Anglican Education Commission, has been invited to bring a proposal to the Mission Board as to the best model for the delivery of SRE, before the money budgeted for "SRE Primary Upgrade" is distributed. The previously discussed upgrade of SRE Connect Resources to digital format will be put on hold for the next 18 months and reconsidered in a future budget.

40. The amount of the allocation in 2014, and the estimate of the amount for 2015, to support the ministry on Lord Howe Island has been continued at the same level as in 2013.

41. In both 2014 and 2015 an amount of \$100,000, which is slightly less than the 2013 amount, has been allocated to Contingencies to give the Standing Committee some flexibility and capacity to respond to changed circumstances that may arise during those years.

### **Recommendation**

42. It is recommended that the Synod receive this report and pass the Ordinances.

For and on behalf of the Standing Committee.

ROBERT WICKS  
*Diocesan Secretary*

29 August 2013

## Funding estimates for 2014 and 2015

SOURCE OF FUNDS	Actual 2013			Proposed 2014			Estimate 2015		
	Synod Appro. & Alloc. Ord.	Parish Cost Recov. Ord.	Church Land Acquis. Levy	Synod Appro. & Alloc. Ord.	Parish Cost Recov. Ord.	Church Land Acquis. Levy	Synod Appro. & Alloc. Ord.	Parish Cost Recov. Ord.	Church Land Acquis. Levy
	\$000s	\$000s	\$000s	\$000s	\$000s	\$000s	\$000s	\$000s	\$000s
GAB distribution from DE	3,335			3,600			3,672		
Parish trusts									
St James Sydney Phillip Street	133			141			141		
St Matthew's Manly	221			254			178		
ACPT Synod Fund (C/F 400)	38			33			33		
Hunters Hill (Woolwich)	4			-			-		
Narellan (Elderslie Lands)	32			29			29		
Ryde (Kirkby Gardens, etc.)	527			509			433		
St Phillip's Sydney	6			5			5		
St Phillip's Sydney York Street	78			160			160		
Wollongong (Leasing)	-			12			12		
subtotal	1,039			1,143			990		
less 1% added to capital of SAIPMF	-			(47)			(47)		
Synod Fund	129			-			-		
Synod Fund reserves	200			-			-		
Back rent from No.1 York Street	312			-			-		
Parish Cost Recovery (variable charge)		4,457			4,597			4,697	
Church Land Acquisitions Levy			2,000			2,000			2,000
	5,015	4,457		4,696	4,597	2,000	4,616	4,697	2,000

% change in total from previous year

**-6.4%** 3.1%

**-1.7%** 2.2% 0.0%

total Net Operating Receipts in 2011 = 88,800

assume 4.5% increase in total NOR for 2012 = 92,800

assume further 4.0% increase in total NOR for 2013 = 96,500

Variable PCR charge approx.

**5.02%**

**4.95%**

**4.87%**

\$2m Church land acquisition levy approx.

**2.25%**

**2.16%**

**2.07%**

	Actual 2013			Proposed 2014			Estimate 2015		
	Synod Appro. & Alloc. Ord.	Parish Cost Recov. Ord.	Church Land Acquis. Levy	Synod Appro. & Alloc. Ord.	Parish Cost Recov. Ord.	Church Land Acquis. Levy	Synod Appro. & Alloc. Ord.	Parish Cost Recov. Ord.	Church Land Acquis. Levy
	\$000s	\$000s	\$000s	\$000s	\$000s	\$000s	\$000s	\$000s	\$000s
<b>USE OF FUNDS</b>									
<b>Long Term Requirements</b>									
Archbishop's PR (Media Officer)	150			150			150		
Parish contribution to Archives		50			68			68	
Balance of Archives (ex EOS)	-			-			-		
<b>Immediate Requirements</b>									
Membership/affiliation -									
General Synod	321			348			348		
Provincial Synod	12			12			12		
Sydney Reps at General Synod	20			20			20		
Freedom4Faith - affiliation fee	-			10			10		
Sydney Synod -									
Venue Hire & Printing	76			76			76		
Committee members' car parking	23			23			23		
Archbishop's Election Synod	53			-			-		
Secretariat - Synod, StanCom & parishes	630			780			780		
Parish Insurance Program		3,389			3,500			3,600	
Parish Risk Management Program		207			207			207	
Professional Standards Unit		495			506			506	
Safe Ministry Training Program		100			100			100	
Provision for PCR remission		20			20			20	
Support for SAPAS		11			11			11	
Secretariat fee for managing PCR Fund		185			185			185	
<b>Long Term Mission Commitments</b>									
Ministry Training & Development	333			315			293		
OTF - new ordinands' tests & conference	-			40			40		
Mission Property Committee - new church land			2,000			2,000			2,000
Moore Theological College	1,577			1,493			1,386		
Youthworks College	80			76			70		
<b>Current Mission Activities</b>									
Anglican Education Commission	60			60			60		
Anglican Media Council	135			135			135		
Anglicare - research	80			80			80		
Episcopal team - staff support	176			-			-		
Archdeacon for Women - net (ex EOS)	-			-			-		
Evangelism & New Churches	290			275			255		
Indigenous Ministry (SAIPMC)	48			-			-		
Mission Areas Fund	80			-			-		
Anglican chaplaincy in tertiary education (TEMOC)	158			100			100		
Work Outside the Diocese Committee	175			190			186		
Youthworks - children & youth, SRE	310			294			272		
Youthworks - Year 13	100			-			-		
SRE Primary Upgrade	-			100			200		
Lord Howe Island	20			20			20		
Contingencies	108			100			100		
	5,015	4,457	2,000	4,696	4,597	2,000	4,616	4,697	2,000

## Parochial Cost Recovery Charges for 2014-2015

	Actual for 2013 \$	Proposed for 2014 \$	% change	Estimate for 2015 \$	% change
<b>Parochial Network Costs</b>					
Parish property and liability insurance program	3,389,000	3,500,000	3.3%	3,600,000	2.9%
Parish risk management program	207,000	207,000	0.0%	207,000	0.0%
Parish related work by the Professional Standards Unit	495,000	506,000	2.2%	506,000	0.0%
Safe ministry training program	100,000	100,000	0.0%	100,000	0.0%
Provision for relief and remission of PCR charges	20,000	20,000	0.0%	20,000	0.0%
Parish contribution to the cost of Diocesan archives	50,000	68,000	36.0%	68,000	0.0%
Support for Sydney Anglican Parish Accounting System (SAPAS)	11,000	11,000	0.0%	11,000	0.0%
Fee for managing the PCR Fund 951	185,000	185,000	0.0%	185,000	0.0%
	<b>4,457,000</b>	<b>4,597,000</b>	<b>3.1%</b>	<b>4,697,000</b>	<b>2.2%</b>
Total Net Operating Receipts - 2011 actual	88,800,000				
Total Net Operating Receipts - 2012 estimate		92,825,880	4.5%		
Total Net Operating Receipts - 2013 estimate				96,538,915	4.0%
<b>Variable PCR charge percentage (approximate)</b>	<b>5.02%</b>	<b>4.95%</b>	<b>-1.3%</b>	<b>4.87%</b>	<b>-1.8%</b>
<b>Ministry costs (per F/T minister)</b>					
<b>Ministers, Assistant Ministers (7+ years, Senior Assistant Ministers)</b>					
Superannuation contribution	9,937	10,513	5.8%	11,039	5.0%
Long service leave contribution	1,268	1,378	8.7%	1,502	9.0%
Stipend continuance insurance	1,055	1,372	30.0%	1,441	5.0%
Sickness & accident fund	50	50	0.0%	50	0.0%
<b>Cost per minister</b>	<b>12,310</b>	<b>13,313</b>	<b>8.1%</b>	<b>14,031</b>	<b>5.4%</b>
<b>Assistant Ministers</b>					
Superannuation contribution	8,943	9,462	5.8%	9,935	5.0%
Long service leave contribution	1,268	1,378	8.7%	1,502	9.0%
Stipend continuance insurance	1,055	1,372	30.0%	1,441	5.0%
Sickness & accident fund	50	50	0.0%	50	0.0%
<b>Cost per minister</b>	<b>11,316</b>	<b>12,262</b>	<b>8.4%</b>	<b>12,928</b>	<b>5.4%</b>
<b>Church land Acquisitions Levy</b>					
<b>Contribution to the acquisition of land for future church sites</b>	2,000,000	2,000,000	0.0%	2,000,000	0.0%
<b>Parish levy percentage</b>	<b>2.25%</b>	<b>2.15%</b>	<b>-4.3%</b>	<b>2.07%</b>	<b>-3.8%</b>

Variable PCR Charge and Church Land Acquisitions Levy for 2014

	\$	Parishes with property	Parishes without property
Parochial Network Costs	4,597,000	4.97%	2.98%
Contribution to the acquisition of land for future church sites	2,000,000	2.15%	2.15%
<b>Total Net Operating Receipts for 2012</b>	<b>92,825,880</b>		

	Parish, Prov. P, R. Church, Prov. R. C.	Region	Parochial Unit (Note 2)	Net Operating Receipts for 2012 (Note 1) \$	Variable PCR charge for 2014 \$	Church Land Acquisition Levy for 2014 \$
1	PP	SS	Abbotsford	126,670	6,300	2,729
2	P	W	Albion Park	335,714	16,696	7,233
3	P	SS	Annandale	224,627	11,172	4,840
4	PP	GR	Arncliffe	204,199	10,156	4,400
5	P	N	Artarmon	193,447	9,621	4,168
6	P	SS	Ashbury	166,077	8,260	3,578
7	P	SS	Ashfield and Five Dock and Haberfield	643,419	32,000	13,863
8	P	N	Asquith/Mt Colah/Mt Kuring-gai	360,385	17,923	7,765
9	P	WS	Auburn – St Philip	68,544	3,409	1,477
10	PP	WS	Auburn – St Thomas'	128,141	6,373	2,761
11	P	W	Austinmer	286,983	14,273	6,183
12	P	N	Avalon with Palm Beach	252,121	12,539	5,432
13	P	N	Balgowlah	287,678	14,307	6,198
14	P	SS	Balmain	108,959	5,419	2,348
15	P	GR	Bankstown	114,635	5,701	2,470
16	P	WS	Baulkham Hills	240,462	11,959	5,181
17	P	N	Beacon Hill	87,114	4,332	1,877
18	P	N	Beecroft	327,194	16,273	7,050
19	P	SS	Bellevue Hill	185,382	9,220	3,994
20	P	GR	Belmore with McCallums Hill & Clemton Park	151,236	7,522	3,258
21	P	N	Belrose	443,639	22,064	9,559
22	PP	WS	Berala	13,050	649	281
23	P	N	Berowra	307,213	15,279	6,619
24	P	W	Berrima cum Moss Vale	127,555	6,344	2,748
25	P	W	Berry	118,045	5,871	2,543
26	P	GR	Beverly Hills with Kingsgrove	334,833	16,652	7,214
27	P	WS	Blackheath	139,193	6,923	2,999
28	P	WS	Blacktown	475,993	23,673	10,256
29	P	GR	Blakehurst	152,695	7,594	3,290
30	P	W	Bomaderry	234,169	11,646	5,045
31	PP	SS	Bondi	181,314	9,017	3,907
32	P	W	Bowral	452,740	22,516	9,755
33	P	GR	Brighton/Rockdale	170,831	8,496	3,681
34	P	SS	Broadway	762,318	37,913	16,425
35	P	W	Bulli	284,404	14,144	6,128
36	P	SS	Burwood	267,507	13,304	5,764
37	PP	GR	Cabramatta	356,340	17,722	7,678
38	P	WS	Cambridge Park	155,775	7,747	3,356
39	P	W	Camden	606,090	30,143	13,059
40	P	W	Campbelltown	554,489	27,577	11,947
41	P	GR	Campsie	177,463	8,826	3,824
42	P	GR	Canterbury with Hurlstone Park	155,237	7,721	3,345
43	P	W	Caringbah	708,931	35,258	15,274
44	P	WS	Castle Hill	1,743,067	86,689	37,556
45	P	SS	Centennial Park	660,605	32,854	14,233
46	P	N	Chatswood	834,532	41,504	17,981

	Parish, Prov. P, R. Church, Prov. R. C.	Region	Parochial Unit (Note 2)	Net Operating Receipts for 2012 (Note 1) \$	Variable PCR charge for 2014 \$	Church Land Acquisition Levy for 2014 \$
47	RC	WS	Cherrybrook #	204,560	6,104	4,407
48	PP	GR	Chester Hill with Sefton	46,033	2,289	992
49	P	N	Christ Church Northern Beaches	310,882	15,461	6,698
50	PP	SS	Clovelly	221,041	10,993	4,762
51	P	SS	Concord and Burwood	198,694	9,882	4,281
52	P	SS	Concord West with Concord North	226,687	11,274	4,884
53	P	SS	Coogee	103,584	5,152	2,232
54	P	SS	Cooks River	144,089	7,166	3,105
55	P	W	Corrimal	123,956	6,165	2,671
56	P	WS	Cranebrook with Castlereagh	255,632	12,714	5,508
57	P	N	Cremorne	351,289	17,471	7,569
58	P	W	Cronulla	217,723	10,828	4,691
59	P	WS	Crossway	1,723,898	85,736	37,143
60	P	SS	Croydon	603,879	30,033	13,011
61	PP	W	Culburra Beach	105,165	5,230	2,266
62	P	W	Dapto	638,502	31,755	13,757
63	P	SS	Darling Point	680,211	33,829	14,656
64	P	S	Darling Street	478,584	23,802	10,311
65	P	SS	Darlinghurst	643,883	32,023	13,873
66	P	N	Dee Why	219,097	10,896	4,721
67	PP	W	Denham Court	80,707	4,014	1,739
68	PP	WS	Doonside	64,972	3,231	1,400
69	P	SS	Drummoyne	169,715	8,441	3,657
70	PP	GR	Dulwich Hill	152,197	7,569	3,279
71	P	WS	Dundas/Telopea	311,804	15,507	6,718
72	P	WS	Dural District	341,566	16,987	7,359
73	PP	W	Eagle Vale	218,547	10,869	4,709
74	P	GR	Earlwood	219,965	10,940	4,739
75	P	N	East Lindfield	248,227	12,345	5,348
76	P	SS	Eastgardens	411,717	20,476	8,871
77	P	N	Eastwood	422,692	21,022	9,107
78	P	WS	Emu Plains	315,135	15,673	6,790
79	P	SS	Enfield and Strathfield	490,913	24,415	10,577
80	P	W	Engadine	603,393	30,009	13,001
81	P	SS	Enmore/Stammore	140,105	6,968	3,019
82	P	N	Epping	400,598	19,923	8,631
83	PP	N	Ermington	92,806	4,616	2,000
84	PP	GR	Fairfield with Bossley Park	407,636	20,273	8,783
85	P	W	Fairy Meadow	309,703	15,403	6,673
86	P	W	Figtree	1,161,020	57,742	25,015
87	P	N	Forestville	323,991	16,113	6,981
88	P	N	Frenchs Forest	229,378	11,408	4,942
89	P	N	Freshwater	215,907	10,738	4,652
90	P	GR	Georges Hall	152,189	7,569	3,279
91	P	W	Gerringong	208,898	10,389	4,501
92	P	N	Gladesville	1,170,151	58,196	25,212
93	P	SS	Glebe	254,316	12,648	5,479
94	PP	N	Glenhaven	365,320	18,169	7,871
95	PP	WS	Glenmore Park #	572,655	28,480	12,338
96	P	W	Glenquarie	93,633	4,657	2,017
97	P	N	Gordon	541,454	26,928	11,666
98	P	WS	Granville	219,566	10,920	4,731
99	PP	GR	Greenacre	125,194	6,226	2,697
100	P	N	Greenwich	306,579	15,247	6,605
101	P	WS	Greystanes – Merrylands West	99,483	4,948	2,143
102	PP	WS	Guildford with Villawood	260,211	12,941	5,606
103	P	W	Gymea	415,020	20,640	8,942
104	RC	W	Harbour Church #	105,314	3,143	2,269

	Parish, Prov. P, R. Church, Prov. R. C.	Region	Parochial Unit (Note 2)	Net Operating Receipts for 2012 (Note 1) \$	Variable PCR charge for 2014 \$	Church Land Acquisition Levy for 2014 \$
105	P	W	Helensburgh and Stanwell Park	291,600	14,502	6,283
106	P	N	Hornsby	170,874	8,498	3,682
107	PRC	N	Hornsby Anglican Chinese Church #	135,916	4,056	2,928
108	P	N	Hornsby Heights	150,537	7,487	3,243
109	P	GR	Hoxton Park	236,158	11,745	5,088
110	P	N	Hunters Hill	299,490	14,895	6,453
111	P	GR	Hurstville	450,106	22,385	9,698
112	P	GR	Hurstville Grove	403,015	20,043	8,683
113	P	W	Huskisson	202,334	10,063	4,359
114	P	W	Ingleburn	224,132	11,147	4,829
115	PP	W	Jamberoo	47,119	2,343	1,015
116	P	W	Jannali	627,540	31,210	13,521
117	PP	W	Kangaroo Valley	94,601	4,705	2,038
118	PP	WS	Katoomba	175,939	8,750	3,791
119	P	W	Keiraville	138,035	6,865	2,974
120	P	WS	Kellyville	420,291	20,903	9,055
121	P	SS	Kensington	236,590	11,766	5,098
122	P	W	Kiama	388,968	19,345	8,381
123	P	N	Killara	356,603	17,735	7,683
124	P	SS	Kingsford	157,137	7,815	3,386
125	P	WS	Kingswood	218,770	10,880	4,714
126	P	N	Kirribilli	908,802	45,198	19,581
127	P	WS	Kurrajong	219,085	10,896	4,720
128	PP	GR	Lakemba	67,879	3,376	1,463
129	P	WS	Lalor Park and Kings Langley	155,476	7,732	3,350
130	P	N	Lane Cove and Mowbray	854,769	42,511	18,417
131	P	N	Lavender Bay	272,992	13,577	5,882
132	P	WS	Lawson	91,353	4,543	1,968
133	P	SS	Leichhardt	360,291	17,919	7,763
134	P	WS	Leura	116,478	5,793	2,510
135	P	WS	Lidcombe	225,554	11,218	4,860
136	P	N	Lindfield	545,627	27,136	11,756
137	P	WS	Lithgow	219,559	10,919	4,731
138	P	GR	Liverpool	362,553	18,031	7,811
139	PP	GR	Liverpool South	123,184	6,126	2,654
140	P	N	Longueville	242,737	12,072	5,230
141	PP	SS	Lord Howe Island	23,157	1,152	499
142	P	WS	Lower Mountains	441,828	21,974	9,520
143	P	GR	Lugarno	112,305	5,585	2,420
144	P	N	Macquarie	511,778	25,453	11,027
145	PP	SS	Malabar	322,279	16,028	6,944
146	P	N	Manly	1,369,411	68,106	29,505
147	P	SS	Maroubra	276,045	13,729	5,948
148	P	GR	Marrickville	265,670	13,213	5,724
149	P	W	Menai	712,487	35,435	15,351
150	P	W	Menangle	151,711	7,545	3,269
151	P	WS	Merrylands	258,565	12,859	5,571
152	PP	WS	Minchinbury	219,124	10,898	4,721
153	P	W	Minto	238,542	11,864	5,140
154	P	W	Miranda	848,914	42,220	18,290
155	P	W	Mittagong	304,645	15,151	6,564
156	P	N	Mona Vale	242,423	12,057	5,223
157	P	GR	Moorebank	321,669	15,998	6,931
158	P	N	Mosman – St Clement	692,432	34,437	14,919
159	P	N	Mosman – St Luke	278,291	13,840	5,996
160	P	WS	Mt Druitt	120,351	5,985	2,593
161	P	WS	Mulgoa	141,577	7,041	3,050
162	P	W	Narellan	394,531	19,621	8,500

	Parish, Prov. P, R. Church, Prov. R. C.	Region	Parochial Unit (Note 2)	Net Operating Receipts for 2012 (Note 1) \$	Variable PCR charge for 2014 \$	Church Land Acquisition Levy for 2014 \$
163	P	N	Naremburn/Cammeray	1,150,203	57,204	24,782
164	P	N	Narrabeen	740,890	36,847	15,963
165	P	N	Neutral Bay	283,564	14,103	6,110
166	P	N	Newport	144,334	7,178	3,110
167	P	SS	Newtown with Erskineville	386,843	19,239	8,335
168	P	SS	Norfolk Island	-	-	-
169	P	N	Normanhurst	464,467	23,100	10,007
170	P	N	North Epping	320,439	15,937	6,904
171	P	N	North Ryde	128,753	6,403	2,774
172	P	N	North Sydney	1,265,394	62,933	27,264
173	P	N	Northbridge	385,385	19,167	8,303
174	P	WS	Northmead and Winston Hills	588,990	29,293	12,690
175	P	WS	Norwest	467,118	23,231	10,064
176	P	W	Nowra	391,805	19,486	8,442
177	P	W	Oak Flats	144,623	7,193	3,116
178	P	WS	Oakhurst	227,723	11,325	4,906
179	P	GR	Oatley	125,984	6,266	2,714
180	P	GR	Oatley West	167,206	8,316	3,603
181	P	SS	Paddington	142,382	7,081	3,068
182	P	GR	Padstow	108,213	5,382	2,332
183	P	GR	Panania	348,306	17,323	7,505
184	P	WS	Parramatta	1,620,704	80,604	34,919
185	P	WS	Parramatta North with Harris Park	425,766	21,175	9,173
186	P	GR	Peakhurst/Mortdale	260,889	12,975	5,621
187	P	WS	Penrith	323,805	16,104	6,977
188	P	GR	Penshurst	202,381	10,065	4,360
189	P	SS	Petersham	265,264	13,193	5,715
190	PRC	N	Philadelphia Anglican Church #	88,855	2,651	1,914
191	P	W	Picton	92,943	4,622	2,003
192	PP	WS	Pitt Town	278,422	13,847	5,999
193	P	W	Port Kembla	93,500	4,650	2,015
194	PP	N	Putney	97,133	4,831	2,093
195	P	N	Pymble	731,075	36,359	15,752
196	P	WS	Quakers Hill	795,202	39,548	17,133
197	P	SS	Randwick	666,665	33,156	14,364
198	PP	GR	Regents Park	42,173	2,097	909
199	PP	GR	Revesby	68,308	3,397	1,472
200	P	WS	Richmond	146,684	7,295	3,160
201	PP	WS	Riverstone	79,944	3,976	1,722
202	P	GR	Riverwood-Punchbowl	232,553	11,566	5,011
203	PP	W	Robertson	112,858	5,613	2,432
204	P	WS	Rooty Hill	893,203	44,422	19,245
205	PP	W	Rosemeadow	123,414	6,138	2,659
206	P	N	Roseville	868,088	43,173	18,704
207	P	N	Roseville East	214,223	10,654	4,616
208	PP	WS	Rouse Hill	232,912	11,584	5,018
209	P	N	Ryde	622,219	30,945	13,406
210	PP	GR	Sadleir	248,346	12,351	5,351
211	P	GR	Sans Souci	151,421	7,531	3,262
212	P	N	Seaforth	230,426	11,460	4,965
213	P	WS	Seven Hills	231,867	11,532	4,996
214	P	W	Shellharbour	162,311	8,072	3,497
215	P	W	Shellharbour City Centre	426,409	21,207	9,187
216	PP	W	Shoalhaven Heads	102,081	5,077	2,199
217	P	GR	Smithfield Road	238,558	11,864	5,140
218	P	GR	South Carlton	289,470	14,396	6,237
219	P	SS	South Coogee	145,446	7,234	3,134
220	P	W	South Creek	203,466	10,119	4,384

	Parish, Prov. P, R. Church, Prov. R. C.	Region	Parochial Unit (Note 2)	Net Operating Receipts for 2012 (Note 1) \$	Variable PCR charge for 2014 \$	Church Land Acquisition Levy for 2014 \$
221	P	GR	South Hurstville	143,252	7,124	3,086
222	P	SS	South Sydney	199,664	9,930	4,302
223	P	WS	Springwood	603,874	30,033	13,011
224	PP	WS	St Clair	113,088	5,624	2,437
225	P	GR	St George	170,975	8,503	3,684
226	P	GR	St George North	765,775	38,085	16,499
227	P	N	St Ives	1,601,619	79,654	34,508
228	P	WS	St Marys	296,246	14,733	6,383
229	P	SS	Strathfield and Homebush	254,977	12,681	5,494
230	P	SS	Summer Hill	238,594	11,866	5,141
231	PP	SS	Surry Hills	261,667	13,014	5,638
232	PP	W	Sussex Inlet	107,000	5,322	2,305
233	P	W	Sutherland	328,151	16,320	7,070
234	P	W	Sutton Forest	246,917	12,280	5,320
235	P	SS	Sydney – Cathedral of St Andrew	932,026	46,353	20,081
236	P	SS	Sydney – Christ Church St Laurence	536,086	26,662	11,550
237	P	SS	Sydney – Holy Trinity Millers Point	193,978	9,647	4,179
238	P	SS	Sydney – St James King Street (Note 3)	1,625,273	80,831	35,018
239	P	SS	Sydney – St Philip York Street	1,693,689	84,233	36,492
240	P	W	Sylvania	280,826	13,967	6,051
241	P	W	The Oaks	118,626	5,900	2,556
242	P	N	Thornleigh – Pennant Hills	358,389	17,824	7,722
243	P	WS	Toongabbie	343,564	17,087	7,402
244	P	N	Turramurra	856,991	42,621	18,464
245	P	N	Turramurra South	480,329	23,889	10,349
246	P	W	Ulladulla	238,926	11,883	5,148
247	RC	SS	Unichurch (UNSW) #	449,082	13,401	9,676
248	P	SS	Vaucluse and Rose Bay	244,027	12,136	5,258
249	P	N	Wahroonga – St Andrew	225,828	11,231	4,866
250	P	N	Wahroonga – St Paul	190,675	9,483	4,108
251	P	N	Waitara	161,885	8,051	3,488
252	P	SS	Watsons Bay	251,060	12,486	5,409
253	P	SS	Waverley	313,059	15,570	6,745
254	P	WS	Wentworth Falls	205,002	10,195	4,417
255	P	WS	Wentworthville	124,083	6,171	2,673
256	P	N	West Lindfield	203,654	10,128	4,388
257	P	WS	West Pennant Hills	822,935	40,928	17,731
258	P	N	West Pymble	579,804	28,836	12,492
259	P	N	West Ryde	259,651	12,913	5,594
260	P	W	West Wollongong	326,902	16,258	7,043
261	PP	WS	Westmead	137,973	6,862	2,973
262	P	WS	Wilberforce	255,804	12,722	5,511
263	P	N	Willoughby	485,010	24,121	10,450
264	P	N	Willoughby East	157,716	7,844	3,398
265	P	WS	Windsor	174,417	8,674	3,758
266	PP	W	Wollondilly	188,319	9,366	4,057
267	P	W	Wollongong	633,953	31,529	13,659
268	P	SS	Woollahra	148,818	7,401	3,206
269	P	GR	Yagoona	233,204	11,598	5,025
				<b>92,825,880</b>	<b>4,597,000</b>	<b>2,000,000</b>

**Notes**

- For parishes that had not lodged audited financial statements for 2012 by 14 August 2013 (shown in italics, shaded) an estimate of their 2012 Net Operating Receipts has been calculated by taking 2011 NOR + 4.5%. If the 2012 audited financial statements are still outstanding at the time the actual 2014 parochial cost recovery charges are due to be invoiced later this year, the Finance Committee has approved the use of a charge based on 2011 NOR + 20%.
- Parishes without property (shown marked with #) are charged a lower rate of variable PCR reflecting the absence of the component for the property insurance premium, except that Glenmore Park has volunteered to pay the variable charge percentage applicable to parishes with property.
- NOR for 2012 not yet confirmed.

## Synod Appropriations and Allocations Ordinance 2013

No 40, 2013

### Long Title

An Ordinance to authorise appropriations and allocations for 2014 and to indicate the Synod's intentions for allocations for 2015.

### Preamble

By the Synod Estimates Ordinance 1998, the Standing Committee is to prepare for the third ordinary session of the 49th Synod a proposed ordinance which contains estimates of the amounts available to be appropriated and the amounts that should be allocated by the Synod for 2014 and 2015, with such estimates to reflect the statement of funding principles and priorities prepared from the second ordinary session of the 49<sup>th</sup> Synod.

The Synod of the Diocese of Sydney Ordains as follows.

#### 1. Name

This Ordinance is the Synod Appropriations and Allocations Ordinance 2013.

#### 2. Interpretation

In this Ordinance –

“Allocations Report” means the part of Attachment 1 to Standing Committee’s report to the Synod about this Ordinance headed “USE OF FUNDS”.

“Income Report” means the part of Attachment 1 to Standing Committee’s report to the Synod about this Ordinance headed “SOURCE OF FUNDS”.

#### 3. Declarations

By reason of circumstances arising after the creation of the trusts of each of the amounts referred to in the column headed “Synod Appro. & Alloc. Ord.” in the Income Report –

- (a) it is inexpedient to carry out or observe those trusts or to deal with or apply those amounts solely for the same or like purposes as those trusts, and
- (b) it is expedient to vary those trusts to permit the allocations under this Ordinance.

#### 4. Appropriations and Allocations for 2014

(1) The Synod directs that the amounts referred to in the column headed “Synod Appro. & Alloc. Ord.” in the Income Report be allocated in the manner specified in the column headed “Synod Appro. & Alloc. Ord.” in the Allocations Report.

(2) If, in the opinion of the Standing Committee, all or any part of an amount allocated in the manner specified in the column headed “Synod Appro. & Alloc. Ord.” in the Allocations Report is not required or cannot be applied for that purpose, the Standing Committee may by resolution reallocate that amount or part to another purpose.

#### 5. Indication of intention for Appropriations and Allocations for 2015

(1) The Synod intends that the amounts referred to in the column headed “Synod Appro. & Alloc. Ord.” in the Income Report be allocated in the manner specified in the column headed “Synod Appro. & Alloc. Ord.” in the Allocations Report.

(2) The Synod directs that the Standing Committee pass all such ordinances as may be necessary, from time to time, to give effect to the Synod’s intention.

I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

R TONG  
Chairman of Committees

We Certify that this Ordinance was passed by the Synod of the Diocese of Sydney on 14 October 2013.

CJ MORONEY  
R WICKS  
Secretaries of Synod

I Assent to this Ordinance.

GN DAVIES  
Archbishop of Sydney  
17/10/2013

## **Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2013**

No 43, 2013

### **Long Title**

An ordinance to determine the costs for parochial units and for a levy for the acquisition of land for church sites payable by parochial units in 2014, to authorise the application of such charges and for incidental purposes, and to indicate the Synod's intentions for the costs and levy for 2015.

### **Preamble**

A. Under clause 4 of the Cost Recoveries Framework Ordinance 2008 (the "Framework Ordinance"), a parochial unit is to pay a cost recoveries charge each year in respect of ministry costs and parochial network costs specified or determined in accordance with an ordinance referred to in clause 5 of the Framework Ordinance.

B. By clause 5(2) of the Framework Ordinance, the Standing Committee is to prepare for the third ordinary session of the 49<sup>th</sup> Synod a proposed ordinance which specifies the cost recoveries charge to be paid by each parochial unit in 2014 and authorises the Standing Committee to apply such cost recoveries charges toward ministry costs and parochial network costs, and indicates the Synod's intention for the amounts to be paid and applied in 2015.

C. The statement of funding principles and priorities prepared by the Standing Committee for the second ordinary session of the 49<sup>th</sup> Synod under clause 3(1) of the Synod Estimates Ordinance 1998 contemplates the payment of a levy by parochial units in 2014 and 2015 for the acquisition of land for church sites.

The Synod of the Diocese of Sydney Ordains as follows.

### **1. Name of Ordinance**

This Ordinance is the Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2013.

### **2. Definitions**

In this Ordinance –

"year" means a period of 12 calendar months commencing on 1 January.

"ministry costs" means the costs, expenses, charges or contributions for the year referred to or contemplated under clause 2(2)(a) of the Framework Ordinance.

"parochial network costs" means –

- (a) the costs, expenses, charges or contributions for the year referred to or contemplated under clause 2(2)(b) of the Framework Ordinance, and
- (b) the cost of the parish risk management program, and
- (c) a \$506,000 contribution towards the costs for the year of the Professional Standards Unit, and
- (d) the cost of the safe ministry program, and
- (e) a \$67,500 contribution towards the costs of the Diocesan Archives, and
- (f) a \$20,000 provision for the relief or remission of parochial cost recoveries charges, and
- (g) the cost of supporting a standard accounting system for parishes, and
- (h) the cost of the Sydney Diocesan Secretariat's fee for managing the Parochial Cost Recoveries Fund 951.

"parochial unit" means a parish, provisional parish, recognised church or provisional recognised church in the Diocese of Sydney.

"parochial unit with property" means a parochial unit for which real property is held on trust or which has the use of real property held as part of the fund constituted under the Mission Property Ordinance 2002.

"church land acquisition projects" means the acquisition of land for church sites in greenfields areas in the Diocese which are experiencing or are likely to experience a rapid increase in population in accordance with the priorities determined under clause 5C of the Mission Property Ordinance 2002.

"Mission Property Fund" means the fund constituted under the Mission Property Ordinance 2002.

**3. Cost recoveries charge**

- (1) In 2014 each parochial unit is to pay a cost recoveries charge calculated according to the formula in the Schedule.
- (2) The cost recoveries charge paid by a parochial unit under subclause (1) is to be applied to the payment of the ministry costs and parochial network costs incurred, or to be incurred, in the year for which that charge is paid.
- (3) The Synod directs that the Standing Committee pass all such ordinances as may be necessary from time to time to give effect to the Synod's intention in relation to the payment and application of a cost recoveries charge payable by all parochial units in 2015.

**4. Church land levy**

- (1) In 2014 each parochial unit is to pay a levy calculated as 2.16% of the Net Operating Receipts of the relevant parochial unit for 2012 determined under Part 3 of the Framework Ordinance.
- (2) For 2015 the Standing Committee is to pass all such ordinances as may be necessary, from time to time, to give effect to the Synod's intention that each parochial unit pay a levy calculated as 2.07% of the Net Operating Receipts of the relevant parochial unit for 2013 determined under Part 3 of the Framework Ordinance.
- (3) The levy is payable by 10 equal instalments, the first due and payable on 1 March 2014 and subsequent instalments due and payable on the first day of each succeeding month.
- (4) The levy paid by a parochial unit under subclause (1) is to be paid as an addition to the Mission Property Fund and applied towards church land acquisition projects.

**Schedule: Cost Recoveries Charge**

1. The cost recoveries charge payable by a parochial unit for 2014 is the sum of –
  - (a) the minister and assistant minister charge for that year, and
  - (b) the variable charge for that year,but if –
  - (c) the contributions, costs and charges for a minister or assistant minister are paid by another parochial unit or body, or do not apply to the minister or assistant minister, a pro rata rebate of the appropriate portion of the minister or assistant minister charge is granted for that part or parts of the year for which that minister or assistant minister is licensed, and
  - (d) if a minister or assistant minister is licensed to the parochial unit only for part or parts of the year, an appropriate portion of the minister and assistant minister charge is payable for such part or parts.
2. In this Schedule –

“assistant minister” means an assistant minister or a senior assistant minister within the meaning of the Assistant Ministers Ordinance 1990 licensed to the parochial unit.

“minister” means –

  - (a) the person licensed to the parochial unit as rector or curate-in-charge, and
  - (b) in the absence or incapacity of a person referred to in paragraph (a) or during any vacancy in office of the rector or curate-in-charge of the parochial unit, the person appointed under rule 9.7 in Schedule 1 or Schedule 2 of the Parish Administration Ordinance 2008 for the time being to exercise all or any of the functions of the rector or curate-in-charge.

“minister and assistant minister charge” means, for each minister and assistant minister licensed to the parochial unit, the sum of the following costs and charges –

  - (a) the costs of the contribution or contributions to a superannuation fund at the rate determined from time to time under the Sydney Diocesan Superannuation Fund Ordinance 1961, and
  - (b) the costs of the contribution required to the Sydney Long Service Leave Fund in order to enable that Fund to make the payment or payments required to be made under the Long Service Leave Canon 1992, and
  - (c) the costs of the contribution or contributions to fund the Sydney Diocesan Sickness and Accident Fund, and
  - (d) the costs of effecting stipend continuance insurance.

“variable charge” means the determined percentage of the Net Operating Receipts of the parochial unit for 2011 under the Framework Ordinance.

“determined percentage” means the ratio, expressed as a percentage, determined by the Standing Committee in accordance with the following formula –

$$\frac{PC}{TR}$$

where –

PC is the total estimated amount of all parochial network costs payable in 2014, and

TR is the total of the Net Operating Receipts of all parochial units for 2012,

provided that –

- (a) in the case of a parochial unit with property, the determined percentage is adjusted upwards to the extent necessary to meet any shortfall in the recovery of the estimated amount of all parochial network costs associated with property payable in a year due to the reduction in the determined percentage for parochial units without property under paragraph (b), and
- (b) in the case of a parochial unit without property, the determined percentage is 60% of the determined percentage calculated under paragraph (a).

I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

R TONG  
Chairman of Committees

We Certify that this Ordinance was passed by the Synod of the Diocese of Sydney on 15 October 2013.

CJ MORONEY  
R WICKS  
Secretaries of Synod

I Assent to this Ordinance.

GN DAVIES  
Archbishop of Sydney  
17/10/2013

## Synod Elections (Efficiency and Transparency) Amendment Ordinance 2013

### Explanatory Report

#### **Purpose**

1. The purpose of this report is to explain the changes proposed to be made by the bill for the Synod Elections (Efficiency and Transparency) Amendment Ordinance 2013 (the "bill") to improve the efficiency and transparency of the Synod election process in response to Synod resolution 29/11.

#### **Recommendation**

2. The Standing Committee recommends that the Synod pass the bill as an ordinance.

#### **Background**

3. By resolution 29/11 the Synod asked the Standing Committee to consider possible improvements to the efficiency and transparency of the Synod election process without changing the qualifications and composition of the various committees, councils and boards.

4. By resolution 34/12 the Synod again asked the Standing Committee to give due consideration to resolution 29/11.

5. At its meeting on 12 November 2012, the Standing Committee appointed a committee comprising Mr Doug Marr, Dr Laurie Scandrett and Mr John Chapman to undertake the work requested by the Synod in resolution 29/11.

6. Having considered various recommendations from the committee to improve the efficiency and transparency of the Synod election process, the Standing Committee requested that the bill be promoted to the Synod "by request of the Standing Committee" for this purpose.

#### **Election of the "core" membership of the Standing Committee**

7. Clause 3 of the bill proposes a change in the way that the members the Synod elect 8 lay persons and 4 ministers (the "core membership") as members of the Standing Committee.

8. Presently, the core membership of the Standing Committee is elected by the Synod every 3 years before the first session of each Synod. If contested, notice of the election for the core membership must be sent to Synod members 5 weeks before the Synod session. The postal ballot for the election closes 4 weeks before the Synod session with the results declared shortly after that time.

9. In addition to the election of the core membership of the Standing Committee, the regional electors of each region elect 2 ministers and 4 lay persons from the region. If these regional elections are contested, the outcome is decided by ballot conducted during the Synod session.

10. It is currently possible for a suitably qualified person to be nominated for both the core and regional elections for Standing Committee membership. However if such a person is successfully elected as a core member, their nomination for the relevant regional election is deemed not to have been made.

11. It is considered that in light of the experience of this pre-Synod balloting process since its commencement in 1995, the point has been reached where any benefits in making provision for a pre-Synod ballot to elect the core membership of Standing Committee are outweighed by the inefficiencies that arise in doing so. Accordingly the bill provides that, if contested, the election of both core and regional members of the Standing Committee be undertaken by ballot conducted during the first session of each Synod.

12. Since 1995 there have only been 2 contested core elections. Both of these occurred in 1996 (the 1<sup>st</sup> Session of the 44<sup>th</sup> Synod) being contested elections for the core lay and core clergy positions. Since this time there have been no further contested core elections. However there have been 5 further contested regional elections which occurred in 1999, 2002, 2008 and 2011.

13. The current pre-Synod post ballot process is designed to accommodate the sequential election of the core and regional membership of the Standing Committee. However it is difficult to justify retaining the complexity and associated cost of a process that was used twice in 1996 but not at all since that time. Further, the retention of the pre-Synod ballot process to accommodate Standing Committee elections conducted every 3 years has the effect of extending the timeframe over which all other Synod elections must be conducted every year. Again, it is considered that for the sake of one election this is difficult to justify in light of the experience with pre-Synod ballots.

14. Clause 3 of the bill therefore amends the Standing Committee Ordinance 1897 to provide that –

- (a) Members of the Synod can be nominated for either the core or the relevant regional elections but not both. If a member of the Synod is nominated for both, the regional nomination is deemed to be invalid.
  - (b) If contested, ballots for core and regional Standing Committee elections are to be both held during the first session of each Synod.
15. As a consequence, the bill also removes from the Schedule to the Synod Elections Ordinance 2000 (the "Elections Ordinance") the provisions in rule 5.3 for conducting pre-Synod postal ballots (clause 2(2)(t)).
16. The proposed amendment made by clause 3(e) of the bill also enables rule 7.3 of the Elections Ordinance to be omitted entirely (clause 2(2)(aa)).

### **Regional elections**

17. The bill makes various consequential or minor amendments to the process for electing or filling vacancies in respect to regional representation on the Standing Committee and the regional councils. These include amendments which enable elections arising upon the creation of a new region to be conducted during the next ordinary session of the Synod as an alternative to conducting a postal ballot (clauses 3(c) and 4) and to enable casual vacancies in the regional membership of the Standing Committee to be filled during a session of the Synod as an alternative to conducting a postal ballot (clause 3(f)).
18. The bill also preserves a mechanism for conducting postal ballots in these limited circumstances by reference to the form of the Elections Ordinance prior to its amendment by the bill (clauses 3(c), 3(f) and 4).

### **Other changes to the Synod election process**

#### *Election returns*

19. It is proposed to insert a new Part 2A in the Elections Ordinance to formalise a process which is currently undertaken administratively, namely sending an election return to the boards, councils and committees which may have an office subject to an election at a forthcoming session of the Synod (clause 2(2)(e)). It is considered appropriate to formalise this process in order to facilitate the compilation of information to be included in an augmented notice of election sent to Synod members under rule 3.1 of the Elections Ordinance (see below).

#### *Notice of election*

20. It is proposed to include in the notice of election sent pursuant to rule 3.1(1) of the Elections Ordinance the following additional information (clause 2(2)(f)) –

- (a) For a person specified in the notice who is retiring from an office for which an election is to be conducted –
  - (i) the year in which the person was first elected to the office, and
  - (ii) the person's attendance record at meetings of the board, council or committee during the 12 month period to 30 June in the current year, and
  - (iii) an indication as to whether the person is not willing to be nominated (at present the notice of election can only indicate that a person is willing to be nominated).
- (b) A statement provided by the chairman, secretary or other responsible officer of the board, council or committee which has an office subject to an election as to the qualifications, skills and experience sought in any person elected. This statement must be no more than 35 words in length and must not endorse or otherwise identify as suitable for election to an office a specific person other than by reference to qualifications, skills and experience sought in any person elected.
- (c) A "nominated website address" at which a provisional notice of contested elections and notice of uncontested elections will be posted under amended forms of rules 3.2A and 4.1 of the Elections Ordinance (see below).

#### *Nominations*

21. It is proposed to remove the requirement that the occupation of an nominee be included in a nomination for an election (clauses 2(2)(g) and (h)).

#### *Provisional notice of contested elections*

22. It is proposed that if, by the nomination closing day, the number of persons nominated for an election exceeds the number of persons to be elected, the Secretaries, no later than 5 weeks before the commencement of the Synod session, are to post a notice at the nominated website address –

- (a) advising that the number of persons nominated for the election exceeds the number of persons to be elected, and

- (b) inviting the submission of a précis setting out the relevant qualifications, skills, experience and Christian ministry involvement of each nominee for the election.

23. This additional step in the Synod election process is included in a new rule 3.2A of the Elections Ordinance and enables two things to be achieved.

24. Firstly, the provisional notice of contested elections allows a précis of a nominee for an election to be prepared only where the election is or is likely to be contested. Currently significant time and effort is expended in preparing précis in circumstances where the election is ultimately uncontested. It is therefore proposed to amend rule 3.3 of the Elections Ordinance to make provision for a “précis closing day” which is 3 weeks before the first appointed day of the session (clauses 2(2)(j) and (k)).

25. Secondly, the provisional notice of contested elections enables nominations for a potentially contested election to be withdrawn by the précis closing day. In order to facilitate this, amendments are proposed to be made to rules 3.4 and 3.5 of the Elections Ordinance (clause 2(2)(l)).

#### *Uncontested elections*

26. It is proposed that if an election is uncontested a notice of such uncontested election be posted at the nominated website address (specified in the notice of elections) in addition to giving the notice of uncontested elections to the President to be declared during the first appointed day of the session (clauses 2(2)(o) and (p)).

#### *Contested elections*

27. In relation to a notice for contested elections generally, it is proposed to include, as additional information, the year in which the person seeking re-election to an office was first elected to that office. The purpose of this proposal is to ensure that Synod is aware of the length of time the person has continuously served on a board or committee so that this can be taken into account in deciding whether to re-elect the person (clause 2(2)(r)).

28. In addition, it is proposed that the notice for contested elections be accompanied by any statement provided by the chairman, secretary or other responsible officer of a board, council or committee which has an office subject to an election as to the qualifications, skills and experience sought in any person elected (clause 2(2)(s)).

#### *Method of completing ballot papers*

29. A number of amendments are proposed to be made to the method of completing ballot papers under rule 5.6 of the Elections Ordinance. In particular it is proposed to include a new rule 5.6(2) to enable the Returning Officer to treat a mark which is not a cross in the square opposite the name of a person as a cross if the Returning Officer considers the intention of the member to vote for the person is clear (clause 2(2)(v)).

#### *Filling of casual vacancies*

30. Under part 7 of the Synod Elections Ordinance, the Standing Committee may fill casual vacancies in an office to which the holder is elected by the Synod when the Synod is not in session. Consistent with the proposals relating to the election process at Synod itself, it is proposed that in relation to any casual vacancy being considered by the Standing Committee –

- (a) The chairman of the board, council or committee of which the office forms part is to be invited to provide the Standing Committee with a statement as to the qualifications, skills and experience sought in any person elected.
- (b) Any member of the Standing Committee who nominates a person for election to fill the vacancy must inform the Standing Committee of the relevant qualifications, skills, experience and Christian ministry involvement of the person (clause 2(2)(z)).

31. Currently, the obligation to consult about the qualifications, skills and experience sought in a person to be elected in order to fill a casual vacancy is limited to the chairman of a school council.

32. Currently, the default position for casual vacancies filled by the Standing Committee is that the person elected holds office until the first appointed day of the next ordinary session of the Synod. In the interests of efficiency, it is proposed that any person appointed by the Standing Committee to fill a casual vacancy should hold office until the day on which the person whose vacancy he or she fills would have retired had the vacancy not occurred (subject to the terms of any ordinance applying specifically to the office) (clause 2(2)(z)).

For and on behalf of the Standing Committee

ROBERT WICKS  
*Diocesan Secretary*

10 July 2013

## Synod Elections (Efficiency and Transparency) Amendment Ordinance 2013

No 42, 2013

### Long Title

An Ordinance to improve the efficiency and transparency of the Synod election process and for related purposes.

The Synod of the Diocese of Sydney Ordains as follows.

### 1. Name

This Ordinance is the Synod Elections (Efficiency and Transparency) Amendment Ordinance 2013.

### 2. Amendment of the Synod Elections Ordinance 2000

(1) The Synod Elections Ordinance 2000 is amended by omitting paragraphs (a) and (b) in clause 2(2) and inserting instead –

“(a) the Archbishop, which is provided for in the Archbishop of Sydney Election Ordinance 1982, or

(b) the Administrator, which is provided for in the Administrator Ordinance 2002.”.

(2) The Schedule to the Synod Elections Ordinance 2000 is amended as follows –

(a) omit the diagram in rule 1.1 and insert instead the diagram set out in the Schedule to this Ordinance, and

(b) in rule 1.2 –

(i) insert the matter “(1)” before the words “In this Schedule”, and

(ii) insert the following after the definition of nomination closing day –

“precis closing day” has the meaning in rule 3.3(1), and

(c) insert a new rule 1.2(2) as follows –

“(2) In this Schedule, the year in which a person was first elected to an office is the last year in which the person commenced holding the office for a continuous period. For this purpose, a period is continuous unless it is broken by a period of at least 12 months.”, and

(d) in rule 2.1 –

(i) omit “8” and insert instead “16”, and

(ii) omit clause 2.1(a)(i), and

(e) insert the following after Part 2 –

#### “Part 2A – Election Returns

##### 2A.1 Election return

No later than 16 weeks before the first appointed day of an ordinary session of the Synod, the Secretaries are to cause to be sent to the chairman, secretary or other responsible officer of every board, council or committee which the Secretaries consider has an office for which an election is required to be conducted during that session a return requesting such information as is reasonably necessary to prepare the notice referred to in rule 3.1(1).”, and

(f) omit rule 3.1 and insert instead the following –

##### “3.1 Notice of elections

(1) No later than 8 weeks before the first appointed day of an ordinary session of the Synod, the Secretaries are to cause to be sent to every member a notice which:

(a) specifies each election for an office required to be conducted during the session, and

(b) specifies the names of any person retiring from the office, and

(c) if a person retiring from the office is eligible for re-election, specifies –

- (i) the year in which the person was first elected to the office, and
    - (ii) the person's attendance record at meetings of the board, council or committee of which the office forms part during the 12 month period to 30 June in the current year, and
    - (iii) whether there is good reason to believe that the person is or is not willing to be nominated, and
  - (d) includes any statement provided by the chairman, secretary or other responsible officer of a board, council or committee of which the office forms part as to –
    - (i) the qualifications, skills and experience sought in any person elected, and
    - (ii) whether the gender balance on the board, council or committee is adequate, and which conforms to the requirements of rule 3.1(3), and
  - (e) invites nominations of persons for each election by the nomination closing day, and
  - (f) specifies the website address (the "nominated website address") at which the notices referred to in rules 3.2A and 4.1(1) will be posted.
- (2) For the purposes of rule 3.1(1)(c)(ii), the Secretaries are taken to have good reason to believe that a person retiring from an office is or is not willing to be nominated for re-election if –
- (a) the person has informed the Secretaries that he or she is or is not willing to be nominated, or
  - (b) the chairman, secretary or other responsible officer of any relevant board, council or committee of which the office forms part has certified in writing to the Secretaries that the person retiring is or is not willing to be nominated.
- (3) A statement referred to in rule 3.1(1)(d) –
- (a) must be not more than 35 words in length, and
  - (b) must not endorse a specific person or specific persons by name as suitable for election to an office.
- (4) The Archbishop-in-Council may prescribe from time to time the form of the notice referred to in rule 3.1(1).", and
- (g) in rule 3.2(2)(c) omit the matter " , address and occupation" and insert instead "and address", and
  - (h) in rule 3.2(3) omit "or occupation", and
  - (i) omit rule 3.2(6) and renumber existing rule 3.2(7) as rule 3.2(6), and
  - (j) insert the following after rule 3.2 –
    - "3.2A Provisional notices of contested election**
    - If, by 5.00 pm on the nomination closing day, the number of persons nominated for an election exceeds the number of persons to be elected, the Secretaries, no later than 5 weeks before the first appointed day of the session, are to post a notice at the nominated website address –
      - (a) advising that the number of persons nominated for the election exceeds the number of persons to be elected, and
      - (b) inviting the submission of a precis setting out the relevant qualifications, skills, experience and Christian ministry involvement of each nominee for the election.", and
  - (k) in rule 3.3 omit the matter "may be delivered to the Secretaries no later than 5.00 pm on the nomination closing day" and insert instead the following –
    - 'referred to in rule 3.2A may be delivered to the Secretaries no later than 5.00 pm on that day (the "precis closing day") which is 3 weeks before the first

- appointed day of the session', and
- (l) omit each reference to "nomination closing day" in rules 3.4 and 3.5 and insert instead "precis closing day", and
  - (m) in rule 3.5(1) omit the matter "5.3(7)," and
  - (n) insert a new rule 3.6 as follows –
    - "3.6 List or lists of nominations**
    - After the precis closing day, the Secretaries are to send to the Returning Officer a list or lists of:
      - (a) the names and addresses of the members, and
      - (b) each election for an office required to be conducted, and
      - (c) the name and address of each nominee for an election and,
      - (d) where a particular qualification is required for election – the details of the qualification held by each nominee.", and
  - (o) in rules 4.1(1) and 5.1 insert after the word "If" the matter ", by 5.00 pm on the precis closing day," and
  - (p) in rule 4.1(1) omit the matter "." at the end and insert instead the following –
    - “,
    - and is to post a copy of this notice at the nominated website address.”, and
  - (q) in the heading for rule 5.2 omit the words "and precis of nominees", and
  - (r) insert a new paragraph (c) in rule 5.2(1) (with consequential relettering of existing rule 5.2(1)(c) as rule 5.2(1)(d)) –
    - “(c) if a person nominated to one of those offices is seeking re-election, the year in which the person was first elected to the office, and”, and
  - (s) omit rules 5.2(2) and (3) and insert instead the following –
    - “(2) The notice referred to in rule 5.2(1) is to be sent not less than 2 weeks before the first appointed day of the session and is to be accompanied by a document or documents containing –
      - (a) any precis of nominees in the election or elections to which the notice relates, and
      - (b) any statement provided under rule 3.1(1)(d) in respect to an office for which a ballot is to be conducted.”, and
  - (t) omit rule 5.3, and
  - (u) omit the matter "5.3 or" in rule 5.6(1), and
  - (v) insert a new rule 5.6(2) as follows (with consequential renumbering of existing rules 5.6(2) and (3) as 5.6(3) and (4)) –
    - “(2) For the purposes of rule 5.6(1), the Returning Officer may treat a mark which is not a cross in the square opposite the name of a person as a cross if the Returning Officer considers the intention of the member to vote for the person is clear.”, and
  - (w) in renumbered rule 5.6(3) –
    - (i) omit the words "which contains" and insert instead the words "is not to contain", and
    - (ii) omit the words "is informal", and
  - (x) in renumbered rule 5.6(4) –
    - (i) omit the matter "rules 5.6(1) and 5.6(2)" and insert instead "rules 5.6(1), 5.6(2) and 5.6(3)", and
    - (ii) omit the second occurrence of the matter "rule 5.6(1)" and insert instead "these rules", and
  - (y) in rules 6.1(1)(a), 6.1(5)(b), 6.6(3) and 6.6(4) omit the matter "5.3(7) or", and
  - (z) omit rules 7.2(2) and (3) and insert instead the following (with consequential renumbering of existing rule 7.2(4) as 7.2(5)) –
    - “(2) If a casual vacancy arises in an office which may be filled by the Standing Committee under rule 7.2(1) –

- (a) the Chairman of the board, council or committee of which the office forms part is to be invited to provide the Standing Committee with a statement as to –
  - (i) the qualifications, skills and experience sought in any person elected, and
  - (ii) whether the gender balance on the board, council or committee is adequate,and which conforms to the requirements of rule 3.1.(3)(b), and
- (b) any member of the Standing Committee who nominates a person for election to fill the vacancy must inform the Standing Committee of the relevant qualifications, skills, experience and Christian ministry involvement of the person.

(3) If a casual vacancy arises in an office on a school council which may be filled by the Standing Committee under rule 7.2(1), any member of the Standing Committee who nominates a person for election to fill the vacancy is to certify to the Standing Committee that the person is willing to sign the statement of personal faith if elected to such council and will do so before attending any meeting of the council.

- (4) Subject to the terms of any ordinance applying specifically to the office –
  - (a) a person who is elected to fill a casual vacancy under rule 7.2(1) holds office until the day on which the person whose vacancy he or she fills would have retired had the vacancy not occurred, and
  - (b) that person is eligible for re-election.”, and

(aa) omit rule 7.3.

### **3. Amendment of the Standing Committee Ordinance 1897**

The Standing Committee Ordinance 1897 is amended as follows –

- (a) in clause 1(1) insert in alphabetical order the following new definitions –
    - “Regional Elected Member” means a member of the Standing Committee referred to in paragraph (d) or (e) of subclause 1A(1).
    - “Synod Elected Member” means a member of the Standing Committee referred to in paragraph (b) or (c) of subclause 1A(1).’, and
  - (b) insert a new clause 1(3) as follows –
    - “(3) In this Ordinance the previous form of the Synod Elections Ordinance 2000 is the form of that Ordinance immediately before the Synod Elections (Efficiency and Transparency) Amendment Ordinance 2013 came into force.”, and
  - (c) omit clauses 1A(3) and (4) and clause 1B and insert instead the following –
    - “(3) The election of the Elected Members is to be held during the first session of each Synod and, subject to this Ordinance, such persons hold office until the first day of the first session of the next Synod.
    - (4) The following rules apply to the election of the Elected Members –
      - (a) A person who has the necessary qualifications may be nominated for election as either –
        - (i) a Synod Elected Member, or
        - (ii) a Regional Elected Member.
      - (b) If a person is nominated for election as a Synod Elected Member and a Regional Elected Member, the nomination for election as a Regional Elected Member is invalid.
      - (c) Each election shall otherwise be conducted in accordance with the Synod Elections Ordinance 2000.
- 1B. (1) If a new Region is created, the Regional Electors of the Region are to elect the Regional Elected Members for that Region –
- (a) during the next ordinary session of the Synod, or
  - (b) by postal ballot conducted under the previous form of the

Synod Elections Ordinance 2000 provided that –

- (i) a notice of the election under rule 3.1 of the Schedule to the previous form of the Synod Elections Ordinance 2000 is to be sent as soon as practicable after the creation of that Region, and
- (ii) the subsequent time frames for the election are to correspond to those that apply to a ballot held before the first appointed day of a session of the Synod.

(2) Subject to this Ordinance the persons elected under subclause (1) hold office until the first day of the first session of the next Synod.

(3) If a Region is abolished, the Regional Elected Members cease to be members of the Standing Committee on and from the date of abolition of the Region.”, and

- (d) omit the matter “an Elected Member referred to in clauses 1A(1)(d) and (e)” in clauses 2(1)(h) and 3(3) and insert instead the words “a Regional Elected Member”, and
- (e) in clause 3(1) omit the matter “Elected Members referred to in clauses 1A(1)(b) and (c) may be filled by the Synod” and insert instead the following –
  - “Synod Elected Members may be filled by the Synod by an election conducted during the next ordinary session of the Synod”, and
- (f) in clause 3(3) –
  - (i) omit the words “under the” and insert instead the following –
    - “ –
    - (a) during the next ordinary session of the Synod, or
    - (b) by a postal ballot conducted under the previous form of the”, and
  - (ii) re-letter paragraphs (a) and (b) as (i) and (ii), and
  - (iii) insert the words “previous form of the” before the words “Synod Elections Ordinance” in the re-lettered paragraph (i).

#### **4. Amendment of the Regions Ordinance 1995**

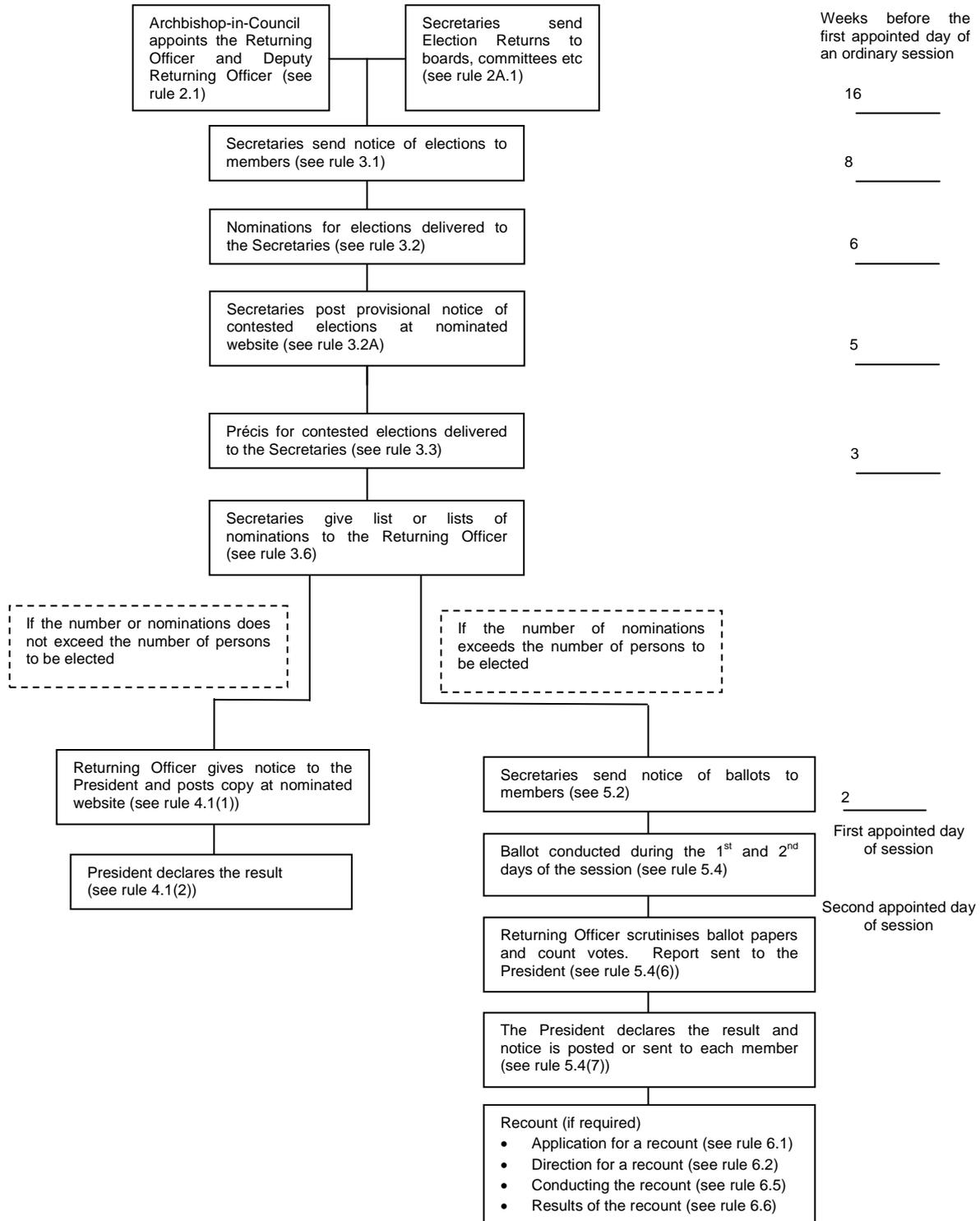
The Regions Ordinance 1995 is amended by omitting clause 4(4) and inserting the following instead –

“(4) If a new Region is created after the date this Ordinance commences, the election of the persons referred to paragraphs (1)(c), (d) and (e) is to be conducted –

- (a) during the next ordinary session of the Synod, or
- (b) by postal ballot conducted under the previous form of the Synod Elections Ordinance 2000 provided that –
  - (i) a notice of the election under rule 3.1 of the Schedule to the previous form of the Synod Elections Ordinance 2000 is to be sent as soon as practicable after the date of the creation of that Region, and
  - (ii) the subsequent time frames for the election are to correspond to those that apply to a ballot held before the first appointed day of a session of the Synod.

Subject to this Ordinance the persons so elected hold office until the first day of the first ordinary session of the next Synod. For the purposes of this subclause, the previous form of the Synod Elections Ordinance 2000 is the form of that ordinance immediately before the Synod Elections (Efficiency and Transparency) Amendment Ordinance 2013 came into force.”

Schedule



I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

R TONG  
Chairman of Committees

We Certify that this Ordinance was passed by the Synod of the Diocese of Sydney 15 October 2013.

CJ MORONEY  
R WICKS  
Secretaries of Synod

I Assent to this Ordinance.

GN DAVIES  
Archbishop of Sydney  
17/10/2013

## Synod (Electronic Communications) Amendment Ordinance 2013

### Explanatory Statement

#### Purpose

1. The purpose of the bill for the Synod (Electronic Communications) Amendment Ordinance 2013 (the “bill”) is to facilitate electronic communications to members of the Synod in response to resolution 13/12 and to address related issues concerning the collection, use and disclosure of information about Synod members by the Registrar.

#### Recommendation

2. The Standing Committee recommends that the Synod pass the bill for the Synod (Electronic Communications) Amendment Ordinance 2013 as an ordinance.

#### Background

3. Synod passed resolution 13/12 in the following terms –

“Synod, noting the action that has been taken to date in response to resolution 22/8 (Electronic distribution of Synod materials) and resolution 20/11 (Publication of Synod proceedings in electronic form), requests the Standing Committee to bring to the next ordinary session of the Synod a proposal, together with any necessary changes to our ordinances, to reduce or discontinue the distribution of materials to Synod members in printed form with effect from the 1st Ordinary Session of the 50th Synod in 2014. The proposal to take into account the needs of Synod members who do not have ready access to high volume printing and the desirability of hard copies for archives and libraries. This proposal should consider the provision of a secure website to facilitate the provision of confidential information to Synod members.”

4. At its meeting on 12 November 2012, the Standing Committee appointed a committee comprising the Rev Nigel Fortescue, Dr Robert Tong and Mr Robert Wicks (with power to co-opt) to consider Synod’s request in resolution 13/12.

#### Reducing the distribution of printed material to Synod members for the 50th Synod

5. The committee considered that if meaningful progress is to be made to reduce or discontinue the distribution of materials to Synod members in printed form, all members of the 50<sup>th</sup> Synod (commencing in 2014) should be required to nominate an email address to which they can be sent communications in relation to Synod business. Synod members must also be responsible for ensuring that their nominated email address is kept up to date.

6. The nominated email address need not be an address personal to the Synod member. For example, a member could nominate the email address for their church office or a friend provided there are adequate arrangements to make the member aware of communications sent to such an address.

7. The committee considered that the nomination of an email address should not be a condition of Synod membership because of difficulties that would arise if *ex officio* members of the Synod, for example rectors, declined or failed to nominate an email address. However the failure of a member to nominate and keep up to date an email address may in practice result in certain communications not being received by the member.

8. Clause 2 of the bill gives effect to these arrangements through the inclusion of proposed clauses 6A and 6B in the Synod Membership Ordinance 1995.

9. Clause 6A(1) requires that each person who holds office as a member of the Synod *ex officio* must ensure that the Registrar holds a current postal and email address for the member. This provision applies to rectors (Part 4) and the Chancellor, the Registrar, the Diocesan Secretary and the Warden of St Paul’s College (Part9). In relation to the remaining members of the Synod who are elected or appointed as members, the electing or appointing person or body is required to specify a postal and email address for the member in the relevant notice of election or appointment given to the Registrar. This is reflected in a series of amendments to clauses 8A(2), 17, 22A(2), 27, 34, 45, 50C of and the insertion of a new clause 53(3) in the Synod Membership Ordinance 1995.

10. Clause 6A(2) requires that each Synod member must ensure that each postal and email address held by the Registrar for the member remains current. This makes it clear that members are directly responsible for maintaining the currency of this information with the Registrar and notifying the Registrar of any changes to their postal or email address.

11. Clause 6B(1) provides that, subject to certain qualifications, a “Synod Communication” may be sent to a member of the Synod at any email address held by the Registrar for the member instead of the member’s postal address. Importantly this provision permits but does not require Synod Communications to be sent by email.
12. “Synod communication” is defined in the Dictionary at the end of the Synod Membership Ordinance 1995 to mean a summons, notice, document or other communication that is –
- (a) required by ordinance or resolution of the Synod or the Standing Committee to be sent or provided to one or more members of the Synod, or
  - (b) sent or provided to all members of the Synod or a class of members of the Synod by the Diocesan Secretary or a Secretary of the Synod in the course of administering the Synod.
13. Clause 6B(2) provides that if the Registrar does not hold an email address for a member of the Synod, any Synod Communication which would otherwise been sent to the member by email is taken to have been duly sent to and received by the member. Similarly, clause 6B(3) provides that if an email address held by the Registrar for a member is not current and a Synod Communication is sent to the member at that email address, the Synod Communication is taken to have been duly sent to and received by the member. These provisions avoid the considerable duplication of work that would be required in identifying those members who have not received a Synod Communication at a current email address and re-sending the communication to either a postal address or a different email address for the member.
14. Clause 6B(4) enables the Standing Committee, by regulation, to prescribe –
- (a) the manner in which Synod Communications are to be sent to the members of the Synod by email, and
  - (b) any type of Synod Communication which must also be sent to members by post.
15. The Standing Committee has agreed in principle that in order to minimise the amount of data that needs to be transmitted electronically to all Synod members via email, the regulations should prescribe that no document should be attached to any Synod Communication. Instead any material should be made available to Synod members via an email hyperlink to the page of the Secretariat’s website on which the material has been posted.
16. The Standing Committee has also agreed in principle that the regulations should prescribe that the following types of Synod Communication must also be sent to members of the Synod by post –
- (a) The Synod Book and other large documents exceeding, say, 25 pages, such as “Background Materials”. These would continue to be sent in hard copy format for the time being in recognition of the fact that many Synod members do not yet have the capacity to download and use such documents on electronic devices/tablets at Synod sessions. Neither should members be required to print their own hard copy of documents exceeding this size.
  - (b) Daily Synod materials such as business papers and amendment sheets. Although these are posted on the Secretariat website daily, it is not practical to expect Synod members, particularly those who have not nominated personal email addresses, to download these documents either late morning or early afternoon on the day on which they are to be used at Synod.
  - (c) Ballot papers for contested Synod elections. It is not practicable at this time to move to electronic ballots for contested Synod elections. This means that while most of the communications from the Secretariat to Synod members about the elections can be provided electronically (using the email address), the provision and completion of ballot papers should continue to be undertaken in paper format for the foreseeable future.
  - (d) Name tags. This is the only material sent to Synod members which is specific to each member. Accordingly it is more convenient at this time to continue posting name tags to Synod members with the Synod Book rather than set up systems to provide name tags in some other way.

### **Secure Synod website**

17. In accordance with resolution 13/12, the committee considered whether it would be helpful to put in place a secure website to facilitate the provision of confidential information to Synod members.
18. The committee observed that all material provided to Synod members is made available on the Secretariat’s website which is accessible by all members of the public. There is little if any material which needs to be treated as confidential to Synod members. This is helpful given the impracticality of maintaining confidentiality within a body which has in excess of 800 members.

19. The committee therefore considered that at this time the cost of maintaining a secure website, including maintenance of passwords for about 800 Synod members, does not justify the establishment of a secure website for Synod members.

**Future action beyond the 50th Synod**

20. The committee thinks it would be useful to ask Synod to endorse as an ultimate goal that by the 52<sup>nd</sup> Synod (2020) the Synod operates on an essentially paperless basis, with possible exceptions for ballot papers for contested Synod elections and the printing of a limited number of hard copies for archives and libraries. However before this goal can be achieved, there are a number of further actions that need to be taken and options explored.

21. Firstly, the committee considered that when persons become members of the 50<sup>th</sup> and 51<sup>st</sup> Synods, they should be required as an administrative step to opt-in to receiving hard copies of the Synod book and other large documents produced for Synod purposes if they have a need to continue to receive these documents in this way. The results of the opt-in requirement should be reported to the Synod so that it has some idea as to the proportion of members who are unwilling to use large Synod documents in electronic form. This information will also allow the Secretariat to undertake a cost benefit analysis to determine when it becomes appropriate to print a few hard copies of such documents in-house (to be collected by the few members who continue to require a hard copy) with the remainder of Synod members using electronic versions of these documents. In making this suggestion the committee recognised the desirability of not running parallel systems to deliver the same documents.

22. Secondly, further work must be undertaken to determine how Synod members can be encouraged to purchase or obtain the use of a tablet or laptop to enable them to download and use electronic documents in Synod sessions. This could be done, for example, by setting aside funding to subsidise the acquisition of such devices, although the committee recognised that current funding constraints makes it unlikely that priority would be given to such funding in the foreseeable future.

23. Thirdly, in order to operate during Synod sessions in a completely paperless environment, it would be necessary to confirm that the Synod venue is able to adequately support a significant number of its members accessing and downloading documents by Wi-Fi at any given time.

24. Fourthly, while it may be technically possible to replace paper ballots for contested Synod elections with an electronic ballot process, this raises a number of issues of principle beyond minimising paper usage. Such a step would warrant further and separate consideration by the Synod.

25. Fifthly, steps should also be taken to explore how best to deliver name tags to members either in electronic form or at the Synod venue upon the production of suitable identification.

26. In short, until a significant majority of Synod members have effective use of tablets or laptops and until it is confirmed that the Synod venue is able to provide adequate Wi-Fi facilities for Synod members, it will not be possible to move to an essentially paperless environment.

27. In order to enable Synod to consider endorsing as an ultimate goal that by the 52<sup>nd</sup> Synod (2020) the Synod should operate on an essentially paperless basis, the Standing Committee has requested that the following motion be moved at its request at the forthcoming session following consideration of the bill –

‘Synod, noting the initial steps towards reducing the distribution of materials to Synod members in printed form by the passing of the Synod (Electronic Communications) Amendment Ordinance 2013 (the “Electronic Communications Ordinance”), adopts the goal of operating on an essentially paperless basis by the 52<sup>nd</sup> Synod (in 2020) and to this end –

- (a) requests the Standing Committee to make regulations under clause 6B(4) of the Synod Membership Ordinance 1995 along the lines outlined in the Explanatory Statement for the Electronic Communications Ordinance and to review the scope of those regulations from time to time, and
- (b) encourages members, where possible, to download electronic forms of Synod documents on tablets or laptops for use during Synod sessions in preference to using printed forms, and
- (c) requests the Registrar to ask the members of the 50<sup>th</sup> and 51<sup>st</sup> Synods whether they opt to continue receiving printed forms of the Synod book and other large documents for use during sessions of these Synods and to report this information to the first session of each of these Synods, and
- (d) requests the Secretariat, in light of this information, to consider and report to the Standing Committee on further steps that might be taken to achieve the goal of a paperless Synod, and

- (e) requests the Standing Committee, when choosing a venue for sessions of the 52<sup>nd</sup> Synod, to take into account the capacity of the venue to support Synod members accessing and downloading Synod documents by Wi-Fi during these sessions.'

28. The Standing Committee has also passed the following resolution in relation to its own goal in moving to paperless Standing Committee meetings –

“Standing Committee –

- (a) encourages its members, where possible, to opt-out of receiving printed agenda papers for meetings of the Standing Committee, and
- (b) requests the Diocesan Secretary to report to the Standing Committee on an annual basis the number of members who have opted-out.”

#### **Notifying information to the Registrar via secure on-line database**

29. Although not directly addressed in Synod resolution 13/12, the opportunity has been taken in the bill to recognise the establishment of a secure on-line database by the Registrar for the purposes of streamlining the collection of information about members of the Synod. The on-line functionality associated with the database enables members to directly update their details, including postal and email addresses, on the database.

30. Clause 2 of the bill addresses this matter through the inclusion of a new clause 6C in the Synod Membership Ordinance 1995.

31. Clause 6C(2) enables any notice required by ordinance to be given to the Registrar about a member of the Synod and any other information which is or may be held by the Registrar about a member of the Synod to be directly provided to or updated on a secure on-line database held by the Registrar. If information is provided to the Registrar in this way, it is deemed to have been given or provided in accordance with the ordinance.

32. Clause 6C(3) requires the Registrar to take reasonable steps to ensure that the information held by the Registrar on the database is secure and that person who provides a notice to or updates information on the secure on-line database is a person entitled to do so.

#### **Providing consent to use of personal information by the Registrar**

33. Similarly, although not raised by Synod resolution 13/12, in view of developments in privacy law and community expectation in this area generally, it is considered timely to address in the bill the way in which personal information about Synod members can be collected, used and disclosed by the Registrar.

34. Clause 2 of the bill addresses this matter through the inclusion of a new clause 5A in the Synod Membership Ordinance 1995.

35. Clause 5A(1) provides that each lay person elected or appointed as a member of the Synod must consent to their name, contact details and another other personal information that is reasonably necessary for the proper administration of the Synod of the Diocese being collected, used and disclosed by the Registrar for these purposes.

36. Clause 5A(2) requires that the person or body which is required to give the Registrar notice of an election or appointment of such a lay person must retain, or cause to be retained, a written record of this consent.

37. Clause 5A(3) provides that for these purposes, the proper administration of the Diocese includes any act or practice which is –

- (a) performed pursuant to or under an ordinance or resolution of the Synod or the Standing Committee, or
- (b) reasonably necessary to give affect to an ordinance or resolution of the Synod or the Standing Committee, or
- (c) a discharge of the duties or exercise of the powers and authorities of the Archbishop however arising.

The proper administration of the Synod includes any act or practice which is undertaken by the Diocesan Secretary or a Secretary of the Synod in the course of administering the Synod.

38. Consequential amendments to clauses 17, 22A(2), 45, 50C of and the insertion of a new clause 53(3) in the Synod Membership Ordinance 1995 provide the person or body who is required to give the Registrar notice of the election or appointment must certify that the person elected or appointed has given the consent required by clause 5A and that a written record of consent has been retained. This requirement does not extend to Synod members who are clergy or persons who hold office as a Synod

member by virtue of a diocesan office. While information collected, used and disclosed for such members may be personal, it will also relate to their office in the diocese and accordingly can reasonably be collected, used and disclosed for the purposes of the Diocese and Synod without further consent being obtained.

### **Synod Elections Ordinance**

39. Clause 3 of the bill provides for corresponding amendments to be made to the Synod Elections Ordinance 2000.

40. The amendments enable certain "Synod Communications" for the Synod elections process to be sent to members at their email address. They also enable certain notices to be sent to nominees by email.

41. The amendments further provide that any nomination of a lay person for a Synod election must contain a certification from at least one of the nominators that the nominee has consented to his or her name, contact details and any other personal information that is reasonably necessary for the proper administration of the Synod and the Diocese being collected, used and disclosed by the Registrar for these purposes. A similar certification must be provided to the Standing Committee by any member of the Standing Committee who nominates a lay person to fill a casual vacancy when the Synod is not in session. However unlike the process for electing or appointing Synod members themselves, there is no obligation for a nominator during a Synod election (or the filling of a casual vacancy when the Synod is not in session) to certify that a copy of such consent has been retained.

### **Archbishop of Sydney Election Ordinance**

42. Clause 4 of the bill provides for corresponding amendments to be made to the Archbishop of Sydney Election Ordinance 1982.

43. The amendments enable certain "Synod Communications" to be sent to members by email for the purpose of electing a new Archbishop. They also enable certain notices to be sent to nominees by email.

44. Further, the amendments clarify the deadline for the close of nominations for the office of Archbishop by reference to 5:00pm on the relevant day. This is consistent with more recently drafted provisions in the Synod Elections Ordinance 2000.

For and on behalf of the Standing Committee

ROBERT WICKS  
*Diocesan Secretary*

20 May 2013

## Synod (Electronic Communications) Amendment Ordinance 2013

No 41, 2013

### Long Title

An Ordinance to facilitate electronic communications to members of the Synod and for related matters.

The Synod of the Diocese of Sydney Ordains as follows.

### 1. Name

This Ordinance is the Synod (Electronic Communications) Amendment Ordinance 2013.

### 2. Amendment of the Synod Membership Ordinance 1995

The Synod Membership Ordinance 1995 is amended as follows –

(a) insert after clause 5 –

#### **5A. Consent to use of personal information by Registrar**

(1) Each person elected or appointed as a Parochial Representative, alternate for a Parochial Representative, Nominated Layperson or lay Nominated Indigenous Representative must give the following consent prior to notice of his or her election or appointment being given under this Ordinance to the Registrar –

“I consent to my name, contact details and any other personal information that is reasonably necessary for the proper administration of the Synod and the Diocese being collected, used and disclosed by the Registrar for these purposes.”

(2) The person who or the body which is required to give the Registrar notice of an election or appointment referred to in subclause (1) must retain, or cause to be retained, a written record of the consent.

(3) For the purposes of subclause (1), the proper administration of the Diocese includes any act or practice which is –

- (a) performed pursuant to or under an ordinance or resolution of the Synod or the Standing Committee, or
- (b) reasonably necessary to give effect to an ordinance or resolution of the Synod or the Standing Committee, or
- (c) a discharge of the duties or exercise of the powers and authorities of the Archbishop however arising,

and the proper administration of the Synod includes any act or practice which is undertaken by the Diocesan Secretary or a Secretary of the Synod in the course of administering the Synod.’, and

(b) insert after clause 6 –

“Part 3A – Synod Communications

#### **6A. Members of Synod to ensure Registrar holds current postal and email addresses**

(1) Each person who holds office as a member of the Synod *ex officio* must ensure that the Registrar holds a current postal and email address for that person.

(2) Each member of the Synod must ensure that each postal and email address held by the Registrar for the member remains current.

#### **6B. Synod communications may be sent by email**

(1) Subject to subclauses (2), (3) and (4), a Synod Communication may be sent to a member of the Synod at any email address held by the Registrar for the member instead of the member’s postal address.

(2) If the Registrar does not hold an email address for a member of the Synod, any Synod Communication which would otherwise have been sent to the member by email is taken to have been duly sent to and received by the member.

(3) If an email address held by the Registrar for a member of the Synod is not current and a Synod Communication is sent to the member at that email address, the Synod Communication is taken to have been duly sent to and received by the member.

(4) The Standing Committee may make regulations from time to time prescribing –

- (a) the manner in which Synod Communications are to be sent to members of the Synod by email, and
- (b) any type of Synod Communication which must also be sent to members by post.

**6C. Notifying information about members of the Synod to the Registrar**

(1) The Registrar may make provision for –

- (a) any notice required by ordinance to be given to the Registrar about a member of the Synod, and
- (b) any other information which is or may be held by the Registrar about a member of the Synod,

to be directly provided to or updated on a secure on-line database held by the Registrar.

(2) To the extent the Registrar makes the provision referred to in subclause (1) –

- (a) any notice required by ordinance to be given to the Registrar about a member of the Synod is taken to have been given to the Registrar, and
- (b) any other information about a Synod member is taken to be held by the Registrar,

if the notice or information is duly provided to or updated on the secure on-line database.

(3) In making the provision referred to in subclause (1), the Registrar must take reasonable steps to ensure that –

- (a) the information held by the Registrar on the database is secure, and
- (b) a person who provides a notice to or updates information on the secure on-line database is a person entitled to do so.”, and

(c) in clause 8A(2)(b) omit “and address of” and insert instead “of, and a postal and email address for, ”, and

(d) in clause 17 omit the matter from and including “specifying” and insert instead –

“–

- (a) specifying the name and date of election of the person elected to be a Parochial Representative; and
- (b) specifying a postal and email address for the person; and
- (c) specifying the Synod for which the person has been elected to be a Parochial Representative; and
- (d) certifying that the person has given the consent required by clause 5A and that a written record of the consent has been retained.”, and

(e) in clause 22A(2) –

(i) omit “and address” in paragraph (b), and

(ii) omit paragraph (c) and insert instead –

- “(c) specifying a postal and email address for the Qualified Person appointed as the alternate; and
- (d) certifying that the appointment of the alternate has been approved by the parish council; and
- (e) certifying that the Qualified Person appointed as the alternate has given the consent required by clause 5A and that a written record of the consent has been retained.”, and

- (f) in clause 27 omit “and address of” and insert instead “of, and a postal and email address for,”, and
- (g) in clause 28(1)(a) omit “notice of the name and address of its Chief Executive Officer” and insert instead “a notice”, and
- (h) in clause 29 –
  - (i) omit paragraph (b) and insert instead –
    - “(b) a notice has been given under clause 27; and”, and
  - (ii) omit “paragraph (b)” in paragraph (c) and insert instead “that notice”, and
- (i) in clause 34(1) insert “and a postal and email address for such persons” after “Synod”, and
- (j) in clause 36 omit paragraph (a) and insert instead –
  - “(a) the name of the person and the date on which the person retired as a Nominated Minister; and”, and
- (k) in clause 45 omit all the matter from and including “specifying” and insert instead –
  - “–
  - (a) specifying the name of that person and the date of election; and
  - (b) specifying a postal and email address for that person; and
  - (c) specifying the Synod for which that person has been elected to be a Nominated Lay Person; and
  - (d) certifying that the person elected to be a Nominated Lay Person has given the consent required by clause 5A and that a written record of the consent has been retained.”, and
- (l) in clause 50C omit all the matter from and including “specifying” and insert instead –
  - “–
  - (a) specifying the name of that person and the date of election; and
  - (b) specifying a postal and email address for that person; and
  - (c) specifying the Synod for which that person has been elected to be an Nominated Indigenous Representative; and
  - (d) if the person elected to be a Nominated Indigenous Representative is a Qualified Person, certifying that the person has given the consent required by clause 5A and that a written record of the consent has been retained.”, and
- (m) omit clause 53(2) and insert instead –
  - “(2) Two Qualified Persons, elected by the council of St Paul’s College from among themselves, must, subject to the giving of the notice under subclause (3), be summoned to the Synod.
  - (3) The Warden must cause a certificate of election to be delivered to each member of the council so elected and must give, or cause to be given, to the Registrar written notice –
    - (a) specifying the names of the persons elected and the date of election; and
    - (b) specifying postal and email addresses for those persons; and
    - (c) certifying that those persons have given the consent required by clause 5A and that a written record of such consents has been retained.”, and
- (n) in the Dictionary insert after the definition for “session of the Synod” –
  - ““Synod Communication” means a summons, notice, document or other communication that is –
    - (a) required by ordinance or resolutions of the Synod or the Standing Committee to be sent or provided to one or more members of the Synod; or
    - (b) sent or provided to all members of the Synod or a class of members of the Synod by the Diocesan Secretary or a Secretary of the Synod in the course of administering the Synod.’

### 3. Amendment of the Synod Elections Ordinance 2000

The Schedule to the Synod Elections Ordinance 2000 is amended as follows –

- (a) in rule 3.2(2) –
  - (i) omit “, address” in paragraph (c), and
  - (ii) insert “, and a postal and email address for,” after “of” in paragraph (c), and
  - (iii) reletter paragraph (h) as paragraph (i) and insert a new paragraph (h) as follows –
    - “(h) if the nominee is a lay person, to contain a certification from at least one of the nominators that the nominee has consented to his or her name, contact details and any other personal information that is reasonably necessary for the proper administration of the Synod and the Diocese being collected, used and disclosed by the Registrar for these purposes, and”, and
  - (iv) omit “address” and insert instead “email address” in relettered paragraph (i), and
- (b) in rule 3.2(3) omit “address” and insert instead “postal or email address for”, and
- (c) in rule 3.2(5) omit “address referred to in rule 3.2(2)(h)” and insert instead “email address referred to in rule 3.2(2)(i)”, and
- (d) in rule 3.2(6) omit “and addresses of” in paragraph (a) and insert instead “of, and the postal and email addresses for,”, and
- (e) insert a new rule 3.2(8) as follows –
  - “(8) For the purposes of rules 3.2(2)(h) and 7.2(1A), the proper administration of the Diocese and the proper administration of the Synod have the meanings given in clause 5A(3) of the Synod Membership Ordinance 1995.”, and
- (f) in rule 6.1(3) omit “address” and insert instead “email address” in paragraph (d), and
- (g) in rule 6.2(3) –
  - (i) omit “address” in paragraph (b)(ii) and insert instead “email address”, and
  - (ii) omit “and address of” in paragraph (b)(iii) and insert instead “of, and the postal and email address for,”, and
- (h) in rule 6.3(1) omit “address” and insert instead “email address”, and
- (i) insert a new rule 7.2(1A) as follows –
  - “(1A) Any member of the Standing Committee who nominates a lay person for election to fill a casual vacancy under rule 7.2(1) must certify to the Standing Committee that the nominee has consented to his or her name, contact details and any other personal information that is reasonably necessary for the proper administration of the Synod and the Diocese being collected, used and disclosed by the Registrar for these purposes.”, and
- (j) in rule 7.2(3)(a) omit “clause” and insert instead “rule”.

### 4. Amendment of the Archbishop of Sydney Election Ordinance 1982

The Archbishop of Sydney Election Ordinance 1982 is amended as follows –

- (a) in clause 5(3) –
  - (i) omit “and the place at which” in paragraph (d), and
  - (ii) insert “and the place, postal address or email address at which nominations can be delivered for this purpose” after “given” in paragraph (d), and
- (b) in clause 7(2) omit paragraphs (e) and (f) and insert instead –
  - “(e) specify an email address for service of notices on the nominators and a postal and email address for service of notices on the nominee, and
  - (f) be given to the specified person at the specified place, postal address or email address referred to in paragraph (d) of clause 5(3) not later than 5.00 pm on the day which is 42 days before the day on which the meeting of the Synod shall commence.”, and
- (c) in clause 7(4A) –
  - (i) omit “sent by post to the” and insert “sent to the postal or email”, and
  - (ii) omit “sent by post to one” and insert “sent to one”, and

- (d) in clause 7(5) insert after the first occurrence of “person” –  
“at the specified place, postal address or email address”.

**5. Commencement**

Except for this clause, this Ordinance commences on 1 January 2014.

I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

R TONG  
Chairman of Committees

We Certify that this Ordinance was passed by the Synod of the Diocese of Sydney 14 October 2013.

CJ MORONEY  
R WICKS  
Secretaries of Synod

I Assent to this Ordinance.

GN DAVIES  
Archbishop of Sydney  
17/10/2013