

## 2018 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 usually held in the Heath Centre, Level 5, St Andrew's Cathedral School, St Andrew's House. Mail should be addressed to "The Diocesan Secretary, Standing Committee of Synod, PO Box Q190, QVB Post Office NSW 1230" (telephone (02) 9265 1555; email [DiocesanSecretary@sydney.anglican.asn.au](mailto:DiocesanSecretary@sydney.anglican.asn.au)). Office hours are 9 am to 5 pm.

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

#### 1.3 Meetings and members

Since October 2017 we have met 10 times. The names of the members are listed on the [SDS website](#). During the year, the following changes took place in the membership of the Standing Committee –

- A vacancy arose in the position of a lay person elected by the South Sydney Region upon the resignation of Mrs Gillian Davidson. The Regional Electors of the South Sydney Region elected Ms Yvette McDonald to fill the vacancy.
- A vacancy arose in the position of a lay person elected by the whole Synod upon the death of Dr Robert Mackay on 3 September 2018. A casual vacancy was declared at our meeting on 24 September 2018.
- Mr Robert Wicks resigned as the Diocesan Secretary, but remained an ex-officio member of the Standing Committee by virtue of his position as the CEO of SDS.
- We appointed Mr Daniel Glynn as the new Diocesan Secretary, and Mr Glynn became an ex-officio member of the Standing Committee as a result.

#### 1.4 Management and structure

Our permanent subcommittees are –

Affiliated Churches Committee	Registrar's Committee for portraits, plaques & photographs
Diocesan Resources Committee	Religious Freedom Reference Group
Finance Committee	Royal Commission Steering Committee
General Synod Relations Committee	Service Review Committee
Ministry in Socially Disadvantaged Areas Committee	Social Issues Committee

Minute Reading Committee	Stipends and Allowances Committee
Ordinance Reviewers and Panels	Strategy and Research Group
Professional Standards Oversight Committee	Work Outside the Diocese Committee

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

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

### **1.5 Resignation of Mr Robert Wicks as Diocesan Secretary**

We received the resignation of Mr Robert Wicks as Diocesan Secretary and Secretary of the Synod.

### **1.6 Appointment of Mr Daniel Glynn as the next Diocesan Secretary and Synod Secretary**

Following the resignation of Mr Wicks, we appointed Mr Daniel Glynn as Diocesan Secretary and, in accordance with 2.8(3) of the *Conduct of the Business of Synod Ordinance 1990*, also appointed Mr Glynn as the Secretary of Synod until the next session of the Synod.

### **1.7 Resignation of Mrs Gillian Davidson**

We noted the resignation of Mrs Gillian Davidson from membership on the Standing Committee, thanked Mrs Davidson for her service to the Standing Committee and prayed for God's blessing on her family, and her continued ministry in this Diocese.

### **1.8 Ms Yvette McDonald**

We welcomed Ms Yvette McDonald to the meeting as a member elected by the Regional Electors of the South Sydney Region, and looked forward to her contribution to our meetings.

### **1.9 Death of Dr Robert Mackay**

We noted with sadness the death of Dr Robert Mackay, on 3 September 2018. Dr Mackay was the Chair of the committee responding to Synod resolution 3/17 (Coordinating the Planting of Churches), which proposed the establishment of the Anglican Church Growth Corporation. Dr Mackay had a long association with Crusaders ministries, served on the Council of The King's School since 1995 (ultimately chairing the Council until the time of his death), served since 1996 as a Nominated Lay member (Part 8) of Synod, chaired the Council of Robert Menzies College and was a member of the Northern Regional Council.

### **1.10 Death of the Rt Rev Donald Robinson AO**

We gave thanks to God for the life and ministry of the late Donald William Bradley Robinson, who died on 7 September 2018. Born in November 1922, Donald studied at Sydney and Cambridge Universities and then had a significant impact as, first lecturer and then, Vice Principal of Moore College. In 1965 he became a Canon of St Andrew's Cathedral and in 1973 was consecrated to be Bishop in Parramatta. In 1979 he was awarded an honorary doctorate by the Australian College of Theology. In 1982 he was elected as Archbishop of Sydney and continued in this role until his retirement in January 1993. In June 1984 he was made an Officer of the Order of Australia. His service to the church and the community was supported by his wife, the late Marie Robinson (nee Taubman). Change in Chair of Property Trust

We noted the resignation of Dr Robert Tong AM as Chair of the Property Trust, having served on the Property Trust since 1979 and as its Chair for the last 15 years. We thanked and applauded Dr Tong for his service on the Property Trust, especially as the Chair, and welcomed his continued service as a member.

We also noted and welcomed the appointment of Mr Richard Neal as Chair of the Property Trust and Mrs Melinda West as Deputy Chair of the Property Trust.

### **1.11 Appointment of Chair of Mission Property Committee**

We noted that Mr Trevor Ratcliff was elected Chair of the Mission Property Committee on 27 November 2017, and congratulated him on his appointment, looking forward to his contribution as Chair of the MPC.

### **1.12 Appointment of Chair of Social Issues Committee**

We noted that Mrs Emma Penzo was elected Chair of the Social Issues Committee on 14 February 2018, and congratulated her on her appointment, looking forward to her contribution as Chair of the SIC.

### **1.13 Appointment of Chair of Sydney Diocesan Secretariat**

We noted that Mr John Pascoe was appointed Chair of the Sydney Diocesan Secretariat on 27 June 2018, and congratulated him on his appointment.

**1.14 Appointment of Ms Nicola Warwick-Mayo as Executive Director School Services, St Andrew's Cathedral School**

We noted that Ms Nicola Warwick-Mayo commenced as Executive Director School Services, St Andrew's Cathedral School, on 9 July 2018 and congratulated her on her appointment.

**1.15 Resignation of the Rt Rev Dr Sarah Macneil as Bishop of Grafton**

We noted the resignation of the Rt Rev Dr Sarah Macneil as Bishop of Grafton, and conveyed our prayers and best wishes to Bishop Macneil.

**1.16 Election of the Rt Rev Dr Peter Stuart as the next Bishop of Newcastle**

We noted that the Synod of the Diocese of Newcastle elected the Rt Rev Dr Peter Stuart as the Bishop of Newcastle, and congratulated Bishop Stuart and assured him of our prayers and good wishes for his new role.

**1.17 Resignation of the Rt Rev Stuart Robinson as Bishop of Canberra and Goulburn**

We noted the resignation of the Rt Rev Stuart Robinson, Bishop of Canberra and Goulburn, and conveyed our prayers and best wishes to Bishop Robinson.

We subsequently welcomed Bishop Robinson's return to the Diocese of Sydney, and assured him of our prayers as he commenced as rector of Vaucluse and Rose Bay.

**1.18 Election of the Rt Rev Dr Matthew Brain as the tenth Bishop of Bendigo**

We noted that the Rt Rev Dr Matt Brain, formerly Assistant Bishop in the Diocese of Canberra and Goulburn, was appointed as the tenth Bishop of Bendigo. We congratulated Bishop Brain on his appointment, and assured him of our prayers and good wishes in his new role.

**1.19 Appointments in the Diocese of Newcastle**

We noted the appointments in the Diocese of Newcastle of the Ven Canon Sonia Roulston and the Ven Canon Charlie Murry as Assistant Bishops in the Diocese of Newcastle. We also noted the appointment of the Ven Arthur Copeman as Archdeacon of Newcastle. We assured them of our prayers as they undertook their new responsibilities.

**1.20 Resignation of the Rt Rev Rob Gillion as Bishop of Riverina**

We noted a statement from the Rt Rev Rob Gillion, Bishop of Riverina indicating his decision to resign as Bishop of the Diocese of Riverina, and assured Bishop Gillion of our prayers and best wishes.

**1.21 Archbishop of Perth**

We noted that Archbishop Kay Goldsworthy was installed as the Archbishop of Perth on 10 February 2018, and wished Archbishop Goldsworthy a fruitful ministry in this new role.

**1.22 Election of Canon Murray Harvey as the 12<sup>th</sup> Bishop of Grafton**

We noted that Canon Murray Harvey is to be installed by the Metropolitan as the 12<sup>th</sup> Bishop of Grafton on 29 September 2018, congratulated Canon Harvey on his appointment, and assured him of our prayers as he commences in his new role.

**1.23 Election of the Rev Dr Ian Coutts as the next Bishop of Bunbury**

We noted that the Rev Dr Ian Coutts had been elected as the next Bishop of Bunbury, congratulated Dr Coutts on his appointment, and assured him of our prayers as he commences in his new role.

**2. Actions with the Archbishop**

**2.1 Strategy and Research Group**

We agreed to amend the name of the 'Strategic Research Group' to 'Strategy and Research Group', and also amended its terms of reference in the manner shown in the following marked form –

1. To be an advisory group for the Archbishop and the Standing Committee in their formulation of high level vision and missional goals for consideration and adoption by the Synod.
2. To identify, research, evaluate and develop for Standing Committee's consideration ~~high level vision,~~ the strategiesstrategy and structures which optimise the capacity of the diocesan network to achieve the vision and missional goals adopted by the Synod.
3. To oversee the objective measurement of and reporting to the Standing Committee on progress toward achieving those missional goals.'

A further report about the SRG is printed separately.

## 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. Early in the year, the amount of \$5,551 was paid to the General Synod Office for the attendance and travel equalisation costs for 6 Sydney Bishops attending the March 2017 Australian Bishops' Conference on the Gold Coast. Later in the year, a further \$2,226 was paid from this fund to cover the attendance and travel equalisation costs for the March 2018 Australian Bishops' Conference (which included spouses) held in Canberra. The fund did not have a sufficient amount available to cover the entire cost of the 2018 conference travel and equalisation costs. The Archbishop made up the balance with a distribution of \$5,505 from the Archbishop of Sydney's Discretionary Trust.

## 3. Financial and Property Administration

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

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

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

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

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

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

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

These reports are printed separately.

### 3.3 Ordination Training Fund

In 2018 this Fund received a Synod allocation of \$40,000 (2017 \$40,000) which it used to provide a book allowance of \$1,000 to first year candidates studying through Moore Theological College or Youthworks College for ordination in Sydney, and to meet a number of specific costs associated with preparing candidates for ordination. In exceptional cases the Fund may also provide bursaries or financial assistance to some of the candidates.

### 3.4 Ordinances

The following table shows the number of ordinances passed and assented to in 2012 to 2017 and in 2018 up to 24 September 2018 –

	2012	2013	2014	2015	2016	2017	2018
Standing Committee	53	60	42	46	53	40	27
Synod	3	6	7	6	4	11	0
	56	66	49	52	57	51	27

A separate report lists the ordinances passed by us since the 2017 session of the Synod. There are 14 ordinances of particular interest.

The *Sydney Diocesan Sickness and Accident Fund Ordinance 1969 Amendment Ordinance 2017* amended the Sydney Diocesan Sickness and Accident Fund Ordinance 1969 to disallow claims on the Sydney Diocesan Sickness and Accident Fund for any period of time where a person or parochial unit would also receive a benefit payment under the Stipend Continuance Insurance Policy.

The *Moore Theological College (But-Har-Gra) Variation of Trusts Ordinance 2017* varied the trusts of the property at Croydon known as "But-Har-Gra" (the Property) and a client fund (the Fund) held by the Anglican Church Property Trust Diocese of Sydney. The Property had, prior to this ordinance, been held on trust by the Moore Theological College Council solely for such charitable purposes for and in connection with the

Diocese as determined from time to time by the Archbishop and the Standing Committee, and has been under the management and control of Moore College since 1956. The Fund had been held by the Property Trust as an endowment for 'the upkeep of But-Har-Gra and its activities'.

This ordinance varied the trusts of the Property so that it would be held on trust for the purposes of the Council of the College. In consideration that part of the Property may otherwise have been used for a residence of the Bishop of South Sydney, this ordinance also varied the trusts of the Fund to be held for the purposes of the Endowment of the See Expenditure Fund for use towards the costs of a residence for the Bishop of South Sydney.

The *Sydney Diocesan Superannuation Fund Ordinance 1961 Amendment Ordinance 2017* amended the Sydney Diocesan Superannuation Fund Ordinance 1961. The amendment provided a suite of changes, most notably –

- Renaming the body as the Anglican National Superannuation Board, and the principal ordinance as the *Anglican National Superannuation Board Ordinance 2017*, reflecting the name of the Fund.
- Providing the following purpose for the Board – “to advance the purposes of the Anglican Church of Australia in the Diocese of Sydney by overseeing the management, administration and control of the Fund.”
- Amending the membership of the Board to comprise up to 10 persons, 5 who are notionally representatives of Participating Organisations and 5 who are notionally representatives of Fund Members, as well as other changes to comply with the Diocesan Policy on Corporate Governance.
- Establishing Plan Principles, which note the primary purpose of the Fund as being the primary provision of superannuation and other benefits (in accordance with superannuation law) for qualified members, and requires the investment of the Fund consistently with diocesan ethical investment principles.
- Providing the Board with powers to arrange insurance to indemnify the Directors.

See item 4.5.

The *Anglican Church Diocese of Sydney Christian Education Building Fund Ordinance 2018* repealed the *Anglican Church Diocese of Sydney Christian Education Building Fund Ordinance 2009* and empowered the trustee of the Anglican Church Diocese of Sydney Christian Education Building Fund to make rules for the operation of the fund. This ordinance was passed in conjunction with NCNC Funds Limited becoming the trustee of the fund. See item 3.24.

The *Anglican Schools Ministry Ordinance 2016 Amendment Ordinance 2018* amended the *Anglican Schools Ministry Ordinance 2016* to achieve consistency with the terminology employed by the Archbishop and the Registry. The current practice is for the Archbishop to grant a “licence” to a clergy person who is proposed to be an Assistant Chaplain or Chaplain, and for the Archbishop to grant a lay person who is proposed to be an Assistant Chaplain or Chaplain an “authority”. The amended form of ordinance reflects this form of language.

The *St Andrew’s House Trust Ordinance 2015 Amendment and Variation of Trusts Ordinance 2018* amended the *St Andrew’s House Trust Ordinance 2015* and varied the trusts of the income of the property which relates to the one undivided half of the Property held for the purposes of the Endowment of the See Capital Fund so that –

- (a) distributions of income from the St Andrew’s House Trust (“SAHT”) are paid directly to the EOS Expenditure Fund rather than be paid to the EOS Capital Fund and then subsequently distributed to the EOS Expenditure Fund in accordance with a determination by the Property Trust, and
- (b) the distributions of the EOS interest in SAHT are treated consistently with the changes made by the St Andrew’s House Trust (Variation of Trusts) Ordinance 2017, and
- (c) the responsibilities of the Property Trust are streamlined.

The *St Andrew’s House Ordinance 1975 Amendment Ordinance 2018* changed the composition of the members of St Andrew’s House Corporation (SAHC) to reflect the fact that the Glebe Administration Board no longer has an interest in this property, and ensured the St Andrew’s House Ordinance 1975 complies as appropriate with the Governance Policy for Diocesan Organisations. Previously, the membership of SAHC consisted of 4 persons appointed by resolution of the Standing Committee, on the recommendation of the Archbishop, known as the “See Nominees”, and 4 persons appointed by the Glebe Administration Board, known as the “Board Nominees”. The revised membership comprises 11 members in total, 9 of whom are elected by the Synod and 2 appointed by SAHC. Of the 11 members, at least 2 must be ordained clergy, licensed in the Diocese of Sydney.

*The Barker College Ordinance 1978 Amendment Ordinance 2018* amended *The Barker College Ordinance 1978*, by reducing the required minimum number of clergy from 4 to 2 and reducing the term of members from four years to three.

The *Moore Theological College Ordinance 2009 Amendment Ordinance 2018* amended the *Moore Theological College Ordinance 2009* in several ways, the key amendments are summarised as follows –

- The Executive Committee is defined in the new form of ordinance (for the past two decades, it existed only by resolution of the Governing Board).
- Previously, one member of the Governing Board was appointed by the Board of Anglican Deaconess Ministries Limited. Under the revised form of ordinance, that member is ‘the Archdeacon for Women’s Ministry or her nominee’. Among other reasons for this change, the board position in question has not been filled for some years and it was noted that the Archdeacon for Women’s Ministry is responsible for female Sydney candidates.
- Where appropriate, gender neutral language has been employed.

The *Sydney Anglican (National Redress Scheme) Corporation Ordinance 2018* constituted the Sydney Anglican (National Redress Scheme) Corporation in order to act on behalf of the Diocese in respect to the provision of redress under the National Redress Scheme. See item 3.25.

The *Anglican Church Growth Corporation Ordinance 2018* constituted the Anglican Church Growth Corporation (the Growth Corporation) as a body corporate under the Anglican Church of Australia (Bodies Corporate) Act 1938. The Growth Corporation was established in response to Synod resolution 3/17 which, among other things, requested the Standing Committee to consider ways to facilitate appropriate coordination between the Mission Property Committee, Evangelism and New Churches, and New Churches for New Communities, in supporting church planting and revitalisation throughout the Diocese. See item 7.3.

The *Mission Property Ordinance 2002 Amendment Ordinance 2018* amended the *Mission Property Ordinance 2002* to reflect the role of the Anglican Church Growth Corporation in setting the strategy, policies and priority of the MPC in relation to the acquisition and development of property projects. The key changes were –

- (a) a new definition of “Specified Property” and a re-description of the real and personal property which comprises the Mission Property Fund,
- (b) it is now the Anglican Church Growth Corporation that establishes the priority of development projects, and MPC advice is now given “subject to any strategy or policies determined by the Corporation”,
- (c) the fundraising function of the MPC has been moved to the NCNC and the Anglican Church Growth Corporation, and
- (d) the responsibility for the reporting to Standing Committee moves from MPC to ACGS.

See item 7.3.

The *Anglican Youth and Education Diocese of Sydney Ordinance 1919 Amendment Ordinance 2018* amended the *Anglican Youth and Education Diocese of Sydney Ordinance 1919* (the Youthworks Ordinance) to make it consistent with the ‘*Governance Policy for Diocesan Organisations*’ in relation to membership, terms of membership, meetings and voting, the Chair and Deputy Chair, handling conflicts of interest, the appointment and responsibilities of the CEO, and the use of income and property, among others. The Youthworks Ordinance was also amended to include Youthworks’ new vision, “To see an effective youth and children’s ministry in every church” and new Mission Statement, “To support the work of the gospel in churches and schools to present children, youth and families mature in Christ”.

This ordinance also amended both the Youthworks Ordinance and the *Anglican Education Commission Ordinance 2006* to provide that both Youthworks and the Anglican Education Commission share responsibility for advocacy for the place of Special Religious Education in government schools.

The *Safe Ministry to Children Ordinance 2018* gave substantial effect to the *Safe Ministry to Children Canon 2017* in the Diocese of Sydney, except for those provisions that are not suitable or workable in our Diocese. A report about this matter is printed separately

The *Standing Committee Ordinance 1897 and Regions Ordinance 1995 Amendment Ordinance 2018* amended the *Standing Committee Ordinance 1897* and the *Regions Ordinance 1995* to provide that in both amended ordinances, a “Regional Elector” is consistently determined based upon the person’s parish, rather than their residence. This amendment was made in response to the request of resolution 44/17.

This ordinance made two further changes to the *Standing Committee Ordinance 1897* to improve consistency, the more significant being a provision to allow a ballot required as a result of the creation of a

new region, to be conducted by electronic means (similar to an existing provision in 3(3A)). See item 7.14.

### 3.5 Parochial cost recoveries – arrears

The following table compares the arrears of cost recovery charges as at 30 June 2018 and 2017 –

	2018	2017
Greenacre	4,719	-
Guildford with Villawood	-	6,505
Longueville	-	4,720
Norfolk Island	-	1,498
Picton		2,946
Richmond	5,875	2,985
	<u>\$10,594</u>	<u>\$18,654</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 2018, 103 parochial units (38%) had not lodged a set of prescribed financial statements (compared with 84 at the same time in 2017). By 30 June 2018 this had improved so that only 20 parochial units had not lodged their financial statements, although some others had only lodged incomplete or unsigned financial statements.

The Finance Committee has processes in place to remind parochial units of their obligations under the Ordinance, to assist with any enquiries and to review the statements lodged. The Finance Committee also works with the Regional Bishops 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.

We instructed the Sydney Diocesan Secretariat to calculate the net operating receipts for any parish that had not lodged its 2017 audited financial statements by 31 August 2018, based on the figure for the previous year + 20% (in accordance with clause 15 of the *Cost Recoveries Framework Ordinance 2008*). We also asked the Diocesan Secretary to write to all parishes that had not submitted their 2017 audited financial statements, to ask them to do so promptly and provide reasons why the parish did not comply with the requirements of the *Parish Administration Ordinance 2008*.

We also noted the parishes that had not provided any information advising the names of those elected or appointed at the 2018 Annual General Meeting, and asked the Diocesan Secretary to write to each of these parishes to ask them to do so promptly and to provide reasons why the parish did not comply with the requirements of the *Parish Administration Ordinance 2008*.

### 3.7 Local revenues test for parish status

As at 31 May 2018, the parishes of Balmain, Coogee, Greystanes-Merrylands West, Mt Druitt, Mulgoa and Watsons Bay had local revenue below the requisite amount in 2017. In the case of Watson's Bay, this was the third consecutive year of revenue below the threshold and accordingly this parish will revert to provisional status on 31 December 2018 unless the South Sydney Regional Council exercises its discretion under clause 8(1A) of the *Parishes Ordinance 1979*. The other parishes have been advised of the importance of ensuring their 2018 and future revenues meet the relevant threshold figures in order to retain their parish status.

### 3.8 Stipends, allowances and benefits for 2019

A report on stipends, allowances and benefits for 2019 is printed separately.

### 3.9 Large Property Sale Receipts Policy

Following the Synod's support in principle in 2017 for a Property Receipts Levy, we adopted a new Large Property Sale Receipts Policy. The new policy is listed at item 2.3 in the Policies of the Standing Committee on the SDS website. See item 7.12.

### 3.10 Work Outside the Diocese

In the 6 months to 30 June 2018, the Work Outside the Diocese Committee had applied \$242,076 from a total Synod allocation in 2018 of \$223,000. It is expected that further amounts will be applied during the 6 months to 31 December 2018 from the 2018 allocation, and the opening reserves of \$98,323.

We instructed the Diocesan Resources Committee to include in the draft *Synod Appropriations and Allocations Ordinance 2018* (covering 2019-2021) an allocation to the Work Outside the Diocese Committee of 5% of the total funds available to Synod. The allocation to work outside the Diocese had been reduced to 4% following the substantial reduction in total funds available to Synod as a result of the Global

Financial Crisis. We felt that this year was the appropriate year to give effect to Synod resolution 40/09 and return the allocation of funds to Gospel work outside the Diocese to its previous level of 5% of total Synod funds.

### **3.11 Recommended distribution from the Diocesan Endowment for 2019**

We noted the advice of the Glebe Administration Board that, for the purposes of clause 5(1) of the *Diocesan Endowment Ordinance* 1984, \$2.804 million could prudently be distributed from the Diocesan Endowment for spending by the Synod in 2019 being the first year in the next funding triennium (2018: \$4.69 million).

In 2017 the Synod's 50% interest in St Andrew's House was transferred from the Glebe Administration Board to a new entity controlled directly by the Synod. So, although the distribution proposed from the Diocesan Endowment is \$1.89 million lower than the 2018 figure, this shortfall is more than made up by the proposed distribution from the new St Andrew's House Fund 134.

### **3.12 Distribution from St Andrew's House Fund 134**

We noted the advice of the Finance Committee that the amount of the distribution from the newly created Synod – St Andrew's House Fund 134 in 2018 available for appropriation by Synod in 2019 is expected to be \$2.460 million.

### **3.13 Synod Appropriations and Allocations for 2019-2021**

Under clause 3 of the *Synod Estimates Ordinance 1998* we are required to prepare for the 2<sup>nd</sup> ordinary session of the 51<sup>st</sup> Synod a Bill for an ordinance which contains estimates for 2019, 2020 and 2021 of –

- (a) 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
- (b) the amount which, in our opinion, should be granted to organisations under the control of Synod or to other organisations, and
- (c) 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 2018* and explanatory report is printed separately.

### **3.14 Parochial cost recoveries for 2019-2021**

Under clause 5 of the *Cost Recoveries Framework Ordinance 2008*, we are required to prepare for the 2<sup>nd</sup> ordinary session of the 51<sup>st</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 2019, 2020 and 2021.

The Bill for the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2018* and the explanatory report provided as part of the Provisional release of Book 3 have been superseded by a revised form, provided in marked form in the supplementary release of Book 3.

A report about this matter is printed separately.

### **3.15 Future of St Andrew's House**

We invited the members of the St Andrew's House Corporation to make a presentation concerning the strategic direction and future of St Andrew's House. We agreed in principle that St Andrew's House should remain as an integral part of an Anglican "precinct".

### **3.16 Mission Property Committee Strategic Update**

We revised our policy regarding development of ministry centres in new greenfield residential areas (for the purposes of clause 9(3) of the *Mission Property Ordinance 2002*). The new policy is listed at item 4.3 in the [Policies of the Standing Committee](#) on the SDS website.

A further report from the MPC is printed separately.

### **3.17 Mission Property Committee provision of a relocatable building**

We supported the agreement of the MPC and Wilton–Picton parish to fund provision of a relocatable building.

### **3.18 Parish of Toongabbie – Proposed Seniors Living Development**

We supported in-principle Toongabbie Parish proceeding with a competitive tender process for a development partner to construct a 48 Independent Living Unit seniors living village on the church site. This is the first stage in a multistage process, and we expect the matter to be reported back to us for a final approval in due course.

### 3.19 Clergy Contact Persons

In May 2017 we agreed to a twelve month trial of the Clergy Contact Persons (CCP) program. The CCP offers confidential face to face assistance to clergy and their spouses struggling with the pressures of parish ministry in developing and implementing a plan to address those difficulties. (The CCP is not to be confused with the Clergy Assistance Program, which provides counselling and other mental health care assistance.)

Early in the year we agreed that if the trial of the CCP is deemed successful and remains in operation, to create a 'spouses' contact person program. At the end of the review period, and following a review of the rate of takeup as well as feedback provided, we agreed that unless there is a marked increase in the number of new cases, to close the CCP at the end of 2018.

### 3.20 Review of ACPT management fee

Currently, the Anglican Church Property Trust (ACPT) recovers most of the cost of the services it provides to parishes (and some diocesan organisations) through a management fee of 1.1% pa of the balance of invested funds under management (in accordance with a resolution of the Standing Committee made 12 December 2005). This form of management fee is administratively efficient to collect, but lacks equity in that it is only paid by entities with invested funds (approximately 1/3<sup>rd</sup> of parishes) – while the ACPT is providing services to all parishes (and a number of diocesan organisations).

We approved the ACPT charging the following fees from 1 January 2019 –

- (a) 0.5% pa of the market value of all invested funds (other than estate bequests), payable quarterly,
- (b) a new line item for ACPT management fee of approximately \$600,000 (subject to a detailed review of all existing client funds, indexed for inflation) in the list of parochial network costs recovered as part of the variable PCR charge (excluding recognised and provisionally recognised churches without property),
- (c) 1.1% of the market value of any estate bequest received, plus 1.1% pa of the market value of any estate bequest funds that continue to be administered by the ACPT beyond 12 months, and
- (d) direct time/cost recovery for work in project management, the administration of large construction contracts and dispute resolution, invoiced separately to the client.

With regard to paragraph (d), in making this decision we noted the view of the ACPT Board that –

- 'while the proposal for direct time/cost recovery from parishes is sensible in theory, given the historical experience it can be difficult to implement in practice,
- ACPT will not wish this to become a contentious issue between parishes and ACPT, and
- this means that a fee for direct time/cost recovery is likely to be imposed only for substantial projects and then as a minor part of the overall project fee structure.'

### 3.21 Costs associated with attendance of, and preparation for, General Synod

Synod Fund 130 (the Fund) was established to provide for the accommodation and related costs of representatives from the Diocese attending sessions of the General Synod. The Fund is also used to pay for the support provided by SDS to Sydney representatives during General Synod, and to the General Synod Relations Committee in between sessions of General Synod.

In the 2016-2018 funding triennium, \$20,000 was added to the Fund each year from Synod grants. However, expenses associated with representatives of the Diocese attending sessions of the General Synod typically average out to approximately \$38,000 pa. Accordingly, we allocated a further \$20,000 from Synod Fund Contingencies to Synod Fund 130 to make up an expected shortfall in funding in 2018, and recommended to the Diocesan Resources Committee that an amount of \$40,000 pa be allocated to the Fund from 2019.

### 3.22 Synod's interest in St Andrew's House Trust – Fund 134

We confirmed SDS's fee in 2018 of \$184,000 for the establishment and administration of Fund 134, provided SDS takes steps to move to its usual cost recovery basis for its fees in relation to Fund 134 by 2020. The amount for 2018 includes a restructure component due to the impact of the restructure of the Diocesan Endowment.

### 3.23 Anglican Media Digital Strategy

We allocated \$230,000 from the Publishing Reserve Fund to enable Anglican Media to design, build and pursue a social media / digital publishing strategy. We expect that Anglican Media will report back to the Standing Committee by November 2019 regarding progress and implementation.

### **3.24 Anglican Church Diocese of Sydney Christian Education Building Fund**

We changed the trustee of the Anglican Church Diocese of Sydney Christian Education Building Fund from the Anglican Church Property Trust Diocese of Sydney to NCNC Funds Limited.

### **3.25 Participation in the National Redress Scheme**

On 1 July 2018 the Commonwealth Government commenced its National Redress Scheme (NRS) in response to the Royal Commission into Institutional Responses to Child Sexual Abuse. The NRS, among other things, provides redress and access to counselling and psychological services to those who experienced sexual abuse as children in Australian institutions.

The NRS relies upon institutions throughout Australia joining the scheme in order provide a nationally consistent approach to redress. The NRS allows entities to apply to join the scheme in their own right, but also provides the opportunity for related entities (such as Anglican institutions) to join the scheme as 'associates' of a 'participating group'.

We agreed that the Diocese of Sydney should participate in the NRS and that this should be done as an associate of an Anglican participating group being established by the General Synod, subject to any unexpected issues which become known. Accordingly, we constituted the Sydney Anglican (National Redress Scheme) Corporation to act on behalf of the Diocese in respect to the provision of redress under the NRS through membership of the Anglican participating group.

## **4. General Administration**

### **4.1 Elections**

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

From November 2017 to August 2018, 165 such positions were filled (71 for the same period in 2016 – 2017).

### **4.2 Trial of online voting to fill casual vacancy for a member of the Standing Committee elected by the Regional Electors of a region**

In accordance with 3(3A) of the *Standing Committee Ordinance 1897*, we authorised the Diocesan Secretary to trial an online ballot to administer the next contested casual vacancy for a member of the Standing Committee elected by the Regional Electors of a region.

### **4.3 Reports from Regional Councils**

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

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

We undertook a review of the services provided by the SDS during 2017. We confirmed that the services had been provided in a satisfactory manner and commended SDS for the high standard of services provided to the Standing Committee and Synod.

### **4.5 Anglican National Superannuation Board Funding Request**

We authorised payment from Synod Fund contingencies up to \$25,000 in order to acquire adequate Directors' and Officers' insurance coverage for the members of the Board and to obtain legal advice for purposes related to the future of the fund.

### **4.6 Declaration of Stanhope Anglican Church as a Recognised Church**

We noted the declaration made under clause 8 of the *Recognised Churches Ordinance 2000* that Stanhope Anglican Church is a Recognised Church. We joined the Western Sydney Regional Council in extending our prayers and best wishes to the members of the church as they continue their ministry in the fellowship of the Diocese.

### **4.7 Declaration of Church at the Peak as a Provisional Recognised Church**

We noted the declaration made under clause 8 of the *Recognised Churches Ordinance 2000* that Church at the Peak is a Provisional Recognised Church. We joined the Georges River Regional Council in extending our prayers and best wishes to the members of the church as they continue their ministry in the fellowship of the Diocese.

#### **4.8 NSW Ecumenical Council**

We declined to make a requested financial contribution to the NSW Ecumenical Council.

#### **4.9 Membership of Inter-Church Commission on Religious Education in Schools (NSW)**

We agreed that the Diocese of Sydney should apply to re-join the Inter-Church Commission on Religious Education in Schools (NSW) Inc. (ICCOREIS), and agreed that the representation of the Diocese on ICCOREIS should be recommended jointly by Anglican Youthworks and the Anglican Education Commission.

#### **4.10 Safe Ministry Training**

We noted with thanks the successful launch online and use of the Safe Ministry Refresher course and the Safe Ministry Essentials course, both of which are becoming widely known and used both inside and outside of the Diocese of Sydney. We thanked and congratulated all those involved in this welcome development.

#### **4.11 Site for New Residence for the Archbishop**

Last year we reported that we varied the trusts on land owned by the Property Trust so that instead of being held for the Parish of Broadway, the land is now held for the purposes of the EOS Capital Fund to enable the site to be used as the location of a new residence for the Archbishop.

We received advice from the Registrar on behalf of the EOS Committee that a Development Application to amend the boundary between Lots was submitted in late 2017 and approval of the DA, subject to acceptable conditions, was received on Friday 20 April 2018. A Design Brief was prepared and sent to a number of firms of architects seeking Expressions of Interest in designing the new structures. In July 2018 Allen Jack + Cottier was appointed as Architect for the project.

#### **4.12 Amalgamation of Anglicare Northern Inland with Anglicare Sydney**

We noted a letter dated 12 April 2018 from the CEO of Anglicare, Mr Grant Millard, which advised amalgamation of Anglicare Northern Inland with Anglicare Sydney.

#### **4.13 Registrar's Committee for portraits, plaques and photographs**

We constituted a new permanent subcommittee, the *Registrar's Committee for portraits, plaques and photographs*, consisting of the Registrar (Chair), 2 members appointed by the Standing Committee triennially and 2 members appointed by the Chapter of St Andrew's Cathedral triennially, with the following purpose –

- (a) To be responsible to the Standing Committee for the safekeeping and appropriate display of portraits and insignia of Archbishops of Sydney.
- (b) To ensure that portraits are commissioned as required.
- (c) To ensure that memorial plaques are erected in St Andrew's Cathedral to commemorate the life and ministry of Archbishops of Sydney.

#### **4.14 NCLS Community Social Profiles**

We noted that National Church Life Survey (NCLS) will be again be producing Community Profiles for parishes, following the 2016 ABS Census, and encouraged the SRG to bring a proposal regarding the dissemination of these profiles to as many parishes as possible with partial subsidy by the Synod.

#### **4.15 Guidelines for Remuneration of Parish Ministry Staff in 2019**

We approved guidelines for the remuneration of parish ministry staff in 2019 reflecting a 1.6% increase in recommended minimum stipend.

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

We agreed to contribute \$5,000 from Synod fund contingencies to fund the participation of persons who might not otherwise have the resources to participate in the 3 day AICD governance training course being run by SDS in November 2018.

### **5. Relations with Government**

#### **5.1 Social Issues Committee**

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

Mrs Emma Penzo (Chair)	Dr Chase Kuhn
Dr Megan Best	Mr Darren Mitchell
The Rev Dr Andrew Ford	Dean Kanishka Raffel
Mrs Patricia Jackson	The Hon John Ryan AM

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

Since the last Synod, the SIC has met 7 times and has devoted the bulk of its time to the further development of the Gender Identity Report received by Synod in 2017. The Report was circulated in revised form in November 2017 for comments and feedback. The period for comments and feedback ended on 31 April 2018. Since then, the SIC has revised the Terms of Reference of its Gender Identity subcommittee (GISC) and refreshed its membership for the purposes of –

- (a) finalising the Initial Principles of Engagement, and
- (b) the development of Pastoral Guidelines for matters relating to Gender Identity.

The refreshed GISC now comprises of the following –

Bishop Peter Hayward (Chair)	The Rev Barry McGrath
Ms Maryanne Davis	The Rev Dr David Sandifer
Mrs Patricia Jackson	Dr Claire Smith
Dr Chase Kuhn	

The following are advisors to the GISC –

The Rev Joe Wiltshire  
Mrs Lorrae Sampson

Through formal correspondence the Committee has been engaged in advocacy relating to the Voluntary Assisted Dying Bill 2017 (NSW). The SIC also prepared a letter on behalf of the Archbishop to Members of the NSW Legislative Assembly regarding the Public Health Amendment (Safe Access to Reproductive Health Clinics) Bill 2018.

Submissions have been provided to –

- (a) The NSW Parliamentary Working Group on Assisted Dying regarding the Draft Voluntary Assisted Dying Bill NSW 2017,
- (b) The Federal Government's Senate Community Affairs References Committee Inquiry into Science of mitochondrial donation and related matters, and
- (c) The South Australian Law Reform Institute regarding a suitable regulatory framework for surrogacy in South Australia.

The significance of the Gender Identity work and the refreshment of the SIC has delayed the SIC's response to resolutions of the 2016 Synod in respect to reports on 'Diversity and Inclusion' (16/16) and 'Consumerism' (30/16). The Committee now expects this work to be provided to the 2019 Synod.

In its 2017 report to the Synod, the SIC indicated it had taken initial steps to partner on a research project, 'The Experiences of People with Disability in the Sydney Diocese of the Anglican Church'. Ultimately, this project did not proceed.

The SIC acknowledged and expressed deep gratitude to members retiring during the year – Dr Karin Sowada (Chair) who served the committee faithfully over 24 years, including many years as Chair, and the Rev Dr Michael Jensen who served faithfully for 4 years.

## **5.2 Religious Freedom Review**

We approved a submission prepared by the Religious Freedom Reference Group on behalf of the Standing Committee for lodgement with the Ruddock Religious Freedom Review Panel.

## **5.3 Review of the Australian Charities and Not-for-Profits Commission legislation**

We authorised the submission of a report prepared by the Religious Freedom Reference Group regarding the review of Australian Charities and Not-for-Profits Commission legislation.

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

### **6.1 17<sup>th</sup> Session of the General Synod in 2017**

The 17<sup>th</sup> session of the General Synod was held at the Novotel Twin Water Resort, Maroochydore, Queensland on 3 – 8 September 2017. Last year we provided a report on the proceedings of the General Synod and promoted a number of Bills to the Sydney Synod to adopt canons made at the General Synod session.

This year, we agreed to promote a further two Bills to the Sydney Synod to adopt or assent to canons made at the General Synod session in 2017. An updated report about the General Synod legislation, as well as two Bills and accompanying explanatory material are printed separately.

### **6.2 18<sup>th</sup> Session of the General Synod in 2020**

We noted that the next General Synod will be held from 31 May to 5 June 2020, and that the Primate's Mandate issue date, which determines the number of representatives from each diocese, is anticipated to be 1 October 2019.

### **6.3 GAFCON Primates Communiqué April 2018**

We noted the communiqué of the GAFCON Primates Council following their meeting in Uganda in April 2018. We also noted that the Archbishop attended this meeting.

### **6.4 GAFCON Assembly 2018**

We authorised the printing for the Synod of a suitable form of the Letter to the Churches from the GAFCON Assembly 2018 and asked that a motion be moved at this Synod regarding the letter, and a further motion be moved regarding the contribution to GAFCON of the Most Rev Dr Peter Jensen.

### **6.5 Participation in References to the Appellate Tribunal**

We reported last year that in August 2017, references were made to the Appellate Tribunal concerning our *Affiliated Churches Ordinance 2005*, and the participation of the Archbishop and other Australian bishops in the consecration of a bishop of the Anglican Church of North America (ACNA).

The matter related to the *Affiliated Churches Ordinance 2005* is ongoing. The proceedings on the reference related to the participation of the Archbishop and other Australian bishops in the consecration of a bishop of the ACNA were discontinued as at 7 December 2017.

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

We approved an allocation from the Synod Fund and requested the Property Trust to provide an equal amount, to meet the needs of the Royal Commission Steering Committee as it continues to monitor and advise regarding matters related to the Royal Commission and Redress.

### **6.7 New Zealand General Synod Motion 29**

Following a series of changes to the canons of the Anglican Church in Aotearoa, New Zealand and Polynesia which enabled, among other things, clergy to conduct services blessing same gender relationships, we conveyed to the three Primates of the Anglican Church in Aotearoa, New Zealand and Polynesia that we –

- (a) noted with deep regret that the Anglican Church in Aotearoa, New Zealand and Polynesia has amended its Canons to allow bishops to authorise clergy to bless same-sex unions,
- (b) noted with regret that this step is contrary to the teaching of Christ (Matt 19:1-12) and is contrary to Resolution I.10 of the 1998 Lambeth Conference,
- (c) expressed our support for those Anglicans who have left or will need to leave the Anglican Church in Aotearoa, New Zealand and Polynesia because of its abandonment of biblical teaching, and those who struggle and remain, and
- (d) prayed that the Anglican Church in Aotearoa, New Zealand and Polynesia will return to the doctrine of Christ in this matter and that impaired relationships will be restored.

We subsequently noted the Archbishop's *Proposal for the Anglican Church of Aotearoa, New Zealand and Polynesia* (available on [www.sydneyan Anglicans.net](http://www.sydneyan Anglicans.net)), which he delivered during his meeting with Church leaders in New Zealand on 23 August 2018.

### **6.8 Uniting Church in Australia**

We noted with deep regret that on 13 July 2018 the Uniting Church in Australia's National Assembly adopted an additional statement of belief allowing ministers of the Uniting Church to conduct same-sex marriages, and wrote to the President of the Uniting Church in Australia Assembly to –

- (a) advise of our disappointment with the Assembly's decision to adopt the additional statement of belief, and
- (b) ask the National Assembly, when they next meet, to repent of this decision, and remove the additional statement of belief that allows ministers to bless and to marry same-sex couples.

We also respectfully requested that the Archbishop write to the President of the Assembly of Confessing Congregations to inform him of this motion and express our prayerful support.

## 6.9 Matters relating to the Diocese of Bathurst

We agreed in principle, and subject to several conditions, to promote an ordinance to the Synod which will enable the provision of significant financial support for the Bishop of Bathurst and his Registrar.

A report about this matter is printed separately.

## 7. Sydney Synod Matters

### 7.1 6/15 Purpose and nature of episcopal leadership

By resolution 6/15, the Synod requested the Sydney Diocesan Doctrine Commission to prepare a report on the purpose and nature of episcopal leadership.

The report of the Doctrine Commission is printed separately.

### 7.2 34/15 Diocesan Doctrine Commission report on Human Sexuality

By resolution 34/15, the Synod, among other things, thanked the Sydney Diocesan Doctrine Commission for its publication *Human Sexuality & the Same-Sex Marriage Debate*, and requested that the Standing Committee continue work developing pastoral guidelines for pastors as they minister to Christians experiencing same-sex attraction, their family and friends, and their churches; and that a committee be formed of sufficient size, breadth of experience, and expertise to accomplish this, to report to Synod in 2017. A report with recommendations about this matter is printed separately.

### 7.3 34/16 Opening, closure, merger or takeover of Schools Corporation schools

By resolution 34/16, among other things, the Synod requested that –

- (a) we review the Anglican Schools Corporation Ordinance, especially regarding the interaction between the Corporation Board, individual school councils and broader stakeholders regarding the opening, closure, merger or takeover of Corporation schools, and
- (b) the Schools Corporation Board review its internal processes and procedures regarding consultation and the sharing of information concerning the opening, closure, merger or takeover of Corporation Schools (or other similarly major decisions) with broader stakeholders, including school councils and local parishes.

We noted revised Guidelines from Anglican Schools Corporation on opening, closure, merger or takeover of Anglican Schools Corporation schools, and urged the Board to conduct real and appropriate consultation with all those Anglican entities directly affected by the opening, closure, merger or takeover of such schools.

### 7.4 3/17 Coordinating the planting of churches

By resolution 3/17, among other things, the Synod requested us to consider –

- (a) ways to facilitate appropriate coordination between the Mission Property Committee (MPC), Evangelism and New Churches (ENC), and New Churches for New Communities (NCNC), in supporting church planting and revitalisation throughout the diocese, and
- (b) amending the *Mission Property Ordinance 2002* to implement the recommendations in the MPC Report in relation to the composition of the Mission Property Committee.

At our meeting on 24 September 2018, we constituted the Anglican Church Growth Corporation (the Growth Corporation) as a body corporate, to address the requests of this resolution. The Growth Corporation has as its function to develop strategy and policy, provide advice and assist in the provision of resources for ministry growth initiatives involving the acquisition or development of real property in greenfield and existing urban areas, including by –

- (a) setting and reviewing strategy and policies for the MPC,
- (b) promoting and enabling strategic cooperation between the MPC, NCNC and ENC in relation to property initiatives,
- (c) facilitating communication about potential property initiatives among those organisations, relevant parishes and the relevant Regional Bishop, and other diocesan organisations,
- (d) providing an early point of reference for parishes seeking to pursue property initiatives,
- (e) providing advice to parishes in respect to strategy and fundraising related to property initiatives, and
- (f) coordinating the provision of people, property and financial resources in relation to property initiatives, and
- (g) facilitating constructive relationships between all involved in a particular property initiative.

The Growth Corporation may appoint an Executive Director, and must report at least every three months to the Standing Committee in respect to the pursuit of its purposes and functions.

We also amended the *Mission Property Ordinance 2002* to reflect the role of the Anglican Church Growth

Corporation in setting the strategy, policies and priority of the MPC in relation to the acquisition and development of property projects.

See item 3.4

### **7.5 8/17 Statement of Anglican doctrine of marriage**

By resolution 8/17, the Synod requested, among other things, that we appoint a committee of suitably qualified persons to consider as a matter of urgency whether the Diocesan Education Policy, the Corporate Governance Policy Statement of Faith, or any other relevant diocesan policies, statements or ordinances should be amended to state formally our Anglican doctrine that marriage is the union of a man and a woman for life to the exclusion of all others, so as to assist the ability of our Anglican schools and other organisations to maintain that it is a genuine, legitimate and justified occupational requirement for their board members, principals, executive officers and other relevant staff and office holders to hold to this traditional Christian belief about marriage, in order to maintain the Christian religious ethos of our institutions.

A report about this matter is printed separately.

### **7.6 14/17 Forum of Synod**

By resolution 14/17, the Synod requested us to review the arrangements for the Diocesan Synod and report to the next Synod in relation to –

- (a) the logistics of contracting the meeting time from the current format which comprises 5 afternoon and evenings,
- (b) possible alternative arrangements in relation to the convening of Synod in so far as they relate to the times and where Synod meets.

The committee we constituted to address the request of this resolution has not yet completed its work.

### **7.7 16/17 Implementation of the Domestic Abuse Response**

At its session in 2017, the Synod noted the report *24/16 Domestic Violence* (the 'Report') and adopted the *Provisional Sydney Anglican Policy on Responding to Domestic Abuse* (the 'Provisional Policy'), and among other things, asked us –

- (a) to bring to this session of Synod proposed amendments to the Provisional Policy, and
- (b) to consider and, if thought fit, act on the recommendations referred to in the Report.

A report about this matter is printed separately.

### **7.8 20/17 General Synod – Safe Ministry to Children Canon 2017 Adopting Ordinance 2017**

At its session in 2017, the Synod adopted the *General Synod – Safe Ministry to Children Canon 2017* but delayed its implementation to enable us to promptly engage with the General Synod Standing Committee about changes that would make the standards in the canon more suitable and workable within the Diocese of Sydney.

By resolution 20/17, among other things, the Synod called upon us to –

- (a) prioritise the preparation, drafting and other work which it considers would make the standards set out in the canon more suitable and workable within the Diocese of Sydney,
- (b) promptly engage in the consultation process required in order to present proposed changes to the General Synod Standing Committee meeting on the 8 – 9 December 2017,
- (c) take all necessary steps to make preparations within the Diocese for the implementation of this Canon, and
- (d) where possible consider implementing those aspects of the Canon (and its Schedules) that are not subject to the processes in part (a) and (b) of this motion.

A report about this matter is printed separately.

### **7.9 22/17 Appointment of assistant ministers and stipendiary lay workers**

By resolution 22/17, among other things, the Synod requested us to appoint a committee to review and report to this session of Synod on the appropriate terms and conditions for appointment of assistant ministers and stipendiary lay workers to parishes and other church organisations including, inter alia, the following matters –

- (a) the applicability of a probationary period,
- (b) circumstances where a fixed term contract may apply,
- (c) appropriate review mechanisms for performance,
- (d) appropriate mechanisms for transition from being a Deacon to a Presbyter in the case of assistant ministers,

- (e) terms and conditions for the appointment of assistant ministers and stipendiary lay workers,
- (f) terms and conditions in relation to the termination of assistant ministers and stipendiary lay workers,
- (g) appropriate dispute resolution mechanisms in the event of a breakdown in relationship between the Senior Minister and the Assistant Minister or the stipendiary lay worker,
- (h) comparison of these matters with any relevant employment legislation, and
- (i) such other matters as the Committee may consider appropriate for consideration by Synod.

A report about this matter is printed separately.

#### **7.10 23/17 Gender Identity Initial Principles of Engagement 24/17 Development of a final form of diocesan policy for gender identity issues**

By resolutions 23/17 and 24/17, among other things, the Synod requested us to bring to the Synod session in 2018 a revised form of the Initial Principles of Engagement with a view to the revised form being adopted as a policy of the Synod.

A report about this matter is printed separately.

#### **7.11 27/17 Gender representation on Diocesan boards and committees**

By resolution 27/17, the Synod requested us to bring a report to the next session of Synod which outlines the composition of the various Diocesan boards, committees and councils in so far as they reflect the gender participation of those groups. Synod requested the report to include –

- (a) the numbers and percentages of women and men on the Synod Diocesan boards, committees and councils,
- (b) goals or targets that the Diocesan organisation could work towards to ensure greater balance of diverse representation of Diocesan boards, committees and councils,
- (c) recommendations as to how to improve participation by women, and
- (d) a summary of any theological considerations involved in reaching their decisions.

A report about this matter is printed separately.

#### **7.12 33/17 Licensing of incumbents interim report**

By resolution 33/17, the Synod requested us to undertake work in a number of areas. Each is listed below along with comments regarding our progress.

- (a) Synod asked us to amend the Ministry Training and Development (MT&D) Ordinance Objects to provide an approved accreditation system for clergy Professional Development. We have liaised with the Council of MT&D in order to determine a suitable form of amendment to its objects, but have not yet completed this work.
- (b) Synod asked us to amend the parish Prescribed Financial Statement (PFS) to include an expense line for Professional Development and to ask the Stipends and Allowances Committee to make a recommendation of an appropriate amount per clergy to be included in annual parish budgets for professional development. We approved a form of the Remuneration Guidelines for 2019 which recommends parish councils include an appropriate dollar amount each year for professional development expenses in their annual parish budget, having regard to the ongoing professional development of each member of the ministry staff (item 6-1300).
- (c) Synod asked us to determine how the concept of Voluntary Relinquishment of Incumbency (a mechanism to assist Rectors who are choosing, or being encouraged to leave a parish) could be implemented in this Diocese. A report about this matter is printed separately, along with a proposal for the adoption of a policy of Synod with regard to Voluntary Relinquishment of Incumbency.
- (d) Synod asked us to bring a bill to this session of Synod that would constitute as misconduct 'unreasonable and persistent failure to attend the triennial *Faithfulness in Service* training' and 'unreasonable and persistent failure to complete the triennial *Safe Ministry* training'. A Bill to amend the *Ministry Standards Ordinance 2017* and an explanatory report is printed separately.

A report about this matter ('Licensing of Incumbents – Final Report') is printed separately.

#### **7.13 34/17 Proposal for a Property Receipts Levy**

By resolution 34/17, among other things, the Synod requested us to pass an ordinance to implement a Property Receipts Levy with respect to property income from 2018.

A report about this matter is printed separately.

#### **7.14 43/17 Composition, purpose and role of Synod**

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

The committee we constituted to address the request of the resolution has not yet completed its work. It is anticipated that a report will be provided to the 2019 session of Synod.

#### **7.15 44/17 Proposed review of the Standing Committee Ordinance 1897**

By resolution 44/17, the Synod asked us to review the *Standing Committee Ordinance 1897* particularly in respect to the inconsistency between the definition of a "Regional Elector" in clause 1(1) and the definition of a "Qualified Lay Person" in clause 1(2)(b), and any other inconsistencies it may find in the Ordinance.

We amended the *Standing Committee Ordinance 1897* and the *Regions Ordinance 1995* to provide a consistent definition of the term. See item 3.4.

#### **7.16 Principles for the scheduling of presentations at Synod**

We requested that those responsible for the order of business for Synod operate according to the following principles regarding presentations, as far as practical, in order to maximise the amount of time available to directly advance the regular business of Synod via motions, ordinances, and questions, etc. –

- (a) Presentations should be ordinarily scheduled before 4:30pm, but not before the time for petitions, questions and answers, and notices of motion has concluded.
- (b) Presentations should not be considered for scheduling unless the intending presenter has indicated to the Secretary of Synod prior the August meeting of Standing Committee –
  - (i) what the missional importance of the presentation is,
  - (ii) what the proposed time limit is,
  - (iii) what action is desired from Synod members, and
  - (iv) why it is that Synod members need to receive the information this way, and not by some other means (for example, by regular notice of motion, or by SDS website access available to Synod members).
- (c) Presentations should be limited in time (including any prayers or ancillary comments) to no more than ten minutes and preferably to five or less.
- (d) No organisation should ordinarily expect to present to Synod two years in a row.

#### **7.17 Jesus is \_\_\_\_\_**

We asked that a motion be moved at the Synod regarding the recent "Jesus is \_\_\_\_\_" mission held throughout the Wollongong region.

#### **7.18 Resolutions made by the Synod in 2017 and not mentioned in this report**

Circulars were sent to parishes and organisations about the matters arising from the 2017 Synod session. Copies of Synod resolutions were sent to appropriate persons and organisations.

#### **7.19 Ordinances for this session**

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

For and on behalf of the Standing Committee.

DANIEL GLYNN  
*Diocesan Secretary*

26 September 2018