

General Synod Relations Committee	Social Issues Committee
Ministry in Socially Disadvantaged Areas Committee	Stipends and Allowances Committee
Ordinance Reviewers and Panels	Strategic Research Group
Professional Standards Oversight Committee	Work Outside the Diocese Committee

We constituted the Professional Standards Oversight Committee in November 2015, and the Ministry in Socially Disadvantaged Areas Committee in June 2016.

The terms of reference and the membership of our permanent subcommittees are posted at 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 Bishop Robert Forsyth

We gave thanks to God for the contribution to the Diocese of Bishop Robert Forsyth and his wife, Margie, and wished him a long and fruitful retirement. We noted that he has served on Standing Committee for 25 years, having been elected in 1990 when he was the Rector of the parish of St Barnabas Broadway. Bishop Forsyth has been a member, and often Chairman, of numerous committees established by the Synod and Standing Committee. He has also represented the Diocese of Sydney in the wider Anglican Church and in significant interdenominational roles.

1.6 Bishop Michael Stead

We congratulated Bishop Michael Stead on his consecration as a bishop on 5 December 2015 and extended our prayers and best wishes to Michael and his wife, Felicity, as he commenced as the Bishop of South Sydney on 18 January 2016.

1.7 Election of the Venerable Dr Richard Condie as the Twelfth Bishop of Tasmania

We congratulated the Venerable Dr Richard Condie on his election as the twelfth Bishop of Tasmania. We thanked God for Richard's faithful ministry as an Archdeacon in the Diocese of Melbourne and as the Vicar of St Jude's Carlton, for his clear witness to the gospel of Christ over many years and his gifts as a leader and teacher in the Anglican Church of Australia.

1.8 Canon Christopher Allan

We noted with thanks the contribution of Canon Christopher Allan to the Standing Committee as well as his leadership as Acting Dean for the Cathedral over the past year and asked for God's blessing upon him as he continues in ministry.

1.9 Dean Kanishka Raffel

We welcomed Dean Kanishka Raffel following his appointment as Dean of St Andrew's Cathedral and looked forward to his contribution to our meetings.

1.10 The Rev Craig Schafer

We welcomed the Rev Craig Schafer to the meeting as a member elected by the Northern Regional Electors, and looked forward to his contribution to our meetings.

1.11 Mr Roderick West AM

We noted with sadness the death of Mr Roderick West AM on 25 January 2016 at the age of 82. Mr West was remembered as an inspiring leader in Christian education, most clearly associated with his tenure as Head Master at Trinity Grammar School from 1975 to July 1996. He was a member of Standing Committee from 1995 to 1999, a Trustee of Thomas Moore's Estate and a member of the governing board of Moore Theological College. We gave thanks to God for the life and work of Mr West, and expressed condolences to his widow, Janet, their four children and ten grandchildren.

1.12 Archbishop Glenn Davies DD

We warmly congratulated Archbishop Glenn Davies on the award of a Doctor of Divinity degree (*honoris causa*) by Westminster Theological Seminary.

1.13 Mr Grant Millard

We noted that as a consequence of the merger of Anglicare with Anglican Retirement Villages, Mr Grant Millard would no longer be an *ex-officio* member of Standing Committee as Chief Executive Officer of the Sydney Anglican Home Mission Society. We thanked Mr Millard for his dedicated service on the Standing Committee over many years and prayed for God's continued blessing on him.

2. Actions with the Archbishop

2.1 Extension of the appointment of Archbishop Glenn Davies

We resolved, pursuant to clause 5(1) of the *Retirements Ordinance 1993*, that the term of office of Archbishop Davies be extended to 26 September 2020 being the date on which he attains the age of 70 years.

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 the amount of \$3,264 was paid to the General Synod Office for the attendance and travel equalisation costs for 5 Sydney Bishops attending the March 2016 Australian Bishops' Conference.

2.3 Parishes of Kingsford and Watsons Bay – right of nomination

The parishes of Kingsford and Watsons Bay became vacant during the year but the Archbishop was unable to declare that either parish had complied with clause 5 of the *Nomination Ordinance 2006*. The matter was referred to the Archbishop-in-Council which determined that, in the circumstances, the parishes should not have the benefits under the Ordinance.

2.4 Taskforce on Resisting Pornography

We asked the Archbishop to formalise the Taskforce on Resisting Pornography as an Archbishop's taskforce. The Taskforce has as its general purpose to provide support and assistance in reducing the influence and impact that pornography has on leaders, members and institutions in the Diocese.

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

The Archbishop-in-Council appropriated \$33,000 from the Estate for distribution by the Archbishop to assist clergy, clergy widows and clergy children or orphans who are in need.

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. The reports must be lodged by 30 June each year. A later lodgement date has been approved for three organisations, Sydney Anglican Home Mission Society, Anglican Retirement Villages 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 and Parish Funds

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

These reports are printed separately.

3.3 Ordination training fund

In 2015 this Fund received a Synod allocation of \$40,000 (2014 \$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 students.

3.4 Ordinances

The following table shows the number of ordinances passed and assented to in 2010 to 2015 and in 2016 up to 21 September 2016 –

	2010	2011	2012	2013	2014	2015	2016
Standing Committee	36	40	53	60	42	46	40
Synod	4	10	3	6	7	6	0
	40	50	56	66	49	52	40

A separate report lists the ordinances passed by us since the 2015 session of the Synod. There are 14 ordinances of particular interest.

The *Sydney Anglican Schools Corporation Ordinance 1947 (Change of Name and Other) Amendment Ordinance 2015*, among other things, changed the name of the “Sydney Anglican Schools Corporation” to “Anglican Schools Corporation” and removed the Corporation’s borrowing limit in accordance with the Synod’s Governance Policy.

The *Synod Fund (Diocesan Research) Application Ordinance 2015* provided funding to meet the costs and expenses of a part-time Diocesan Research Officer during 2016.

The *Accounts, Audits and Annual Reports Ordinance 1995 Amendment Ordinance 2015* simplified the annual reporting by diocesan organisations to Synod and updated the Third Schedule of the principal ordinance to reflect the change of trusteeship of the St Andrew’s House Trust from the Glebe Administration Board to the St Andrew’s House Corporation.

The *Sydney Anglican Indigenous Peoples’ Ministry Fund Variation of Trusts Ordinance 2015* provided for a specified percentage of the allocations from the Synod to the Sydney Anglican Indigenous Peoples’ Ministry Committee Fund in the years 2015 to 2019 inclusive to be applied for the purpose of maintaining and improving the real property of the Fund.

The *Moore Theological College Ordinance 2009 Amendment Ordinance 2016* removed the borrowing limit which previously applied to Moore Theological College in accordance with the Synod’s Governance Policy.

The *Sydney Anglican Home Mission Society Council (Merger with Anglican Retirement Villages Diocese of Sydney) Ordinance 2016* and the *Anglican Retirement Villages Diocese of Sydney Constitution Ordinance 1961 Amendment Ordinance 2016* provided for the merger of Sydney Anglican Home Mission Society Council with Anglican Retirement Villages Diocese of Sydney. A report about this matter will be printed separately.

The *Diocesan Endowment Trust Ordinance 2016* updated the constitution of the Diocesan Endowment Trust to ensure that it better complies with modern standards and practices for governance and current legislative requirements.

The *Glebe Administration Ordinance 1930 Amendment Ordinance 2016* separated the membership of the Glebe Administration Board (“GAB”) from that of the Sydney Diocesan Secretariat, and updated the constitution of the GAB to ensure that it better complies with modern standards and practices for governance.

The *Wollongong Regional Council Variation of Trusts Ordinance 2016* varied the trusts of 2 Chiltern Place, Harrington Park so that it is no longer held on trust for the purposes of the Wollongong Regional Council but is instead held on trust for the purposes of the Parish of South Creek.

The *Bishopscourt Sale Ordinance 2012 Amendment Ordinance 2016* provided for income earned on the amount set aside for a new residence for the Archbishop to be added to the initial sum set aside for this purpose, as well as providing additional flexibility to the Archbishop-in-Council in approving expenses incurred in relation to the Archbishop’s residence.

The *Ministry Training and Development Council Ordinance 1989 Amendment Ordinance 2016* reduced the size of the Council from 18 to 13, and updated the constitution of the Ministry Training and Development Ordinance 1989 to ensure that it better complies with modern standards and practices for governance.

The *Diocesan Cash Investment Fund Ordinance 2016* created a fund, to be known as the Diocesan Cash Investment Fund, to act as the structure for the pooling and investment of cash of central diocesan organisations, in light of the planned closure of the Glebe Income Accounts by 30 June 2017.

The *Anglican Education Commission Amendment Ordinance 2016* amended the constituting ordinance of the Anglican Education Commission so that it conforms to the requirements of the Synod’s Governance Policy for Diocesan Organisations.

The *Borrowing Limits of Diocesan Organisations Amendment Ordinance 2016* removed the borrowing limits set by the Standing Committee from the constituting ordinances of various diocesan schools and organisations in conformity with the Synod’s Governance Policy for Diocesan Organisations.

3.5 Parochial cost recoveries - arrears

The following table compares the arrears of cost recovery charges as at 30 June 2016 and 2015 –

	2016	2015
Greenacre	-	2,089
St Clair	-	6,450
St George	2237	-
St Marys	2071	-
	<u>4,308</u>	<u>8,539</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 2016, 82 parochial units (30%) had not lodged a set of prescribed financial statements (compared with 95 at the same time in 2015). By 6 July 2016 this had improved so that only 2 parochial units had not lodged their financial statements, although 8 other parochial units had only lodged 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.

3.7 Local revenues test for parish status

The parishes of Bankstown, Beacon Hill, Concord and Burwood, Darlinghurst, Kingsford, Leichhardt, Mt Druitt, Watsons Bay and Woollahra had local revenue below the requisite amount in 2015 and accordingly these parishes have been advised of the importance of ensuring their 2016 and future revenues meet the relevant threshold figures in order to retain their parish status.

3.8 Recommended distribution from the Diocesan Endowment for 2016

We noted the advice of the Glebe Administration Board that, for the purposes of clause 5(1) of the *Diocesan Endowment Ordinance 1984*, \$4.4 million could prudently be distributed from the Diocesan Endowment for spending by the Synod in 2017 (2016: \$4.3 million).

3.9 Synod Appropriations and Allocations for 2017

Under clause 6(2) of the *Synod Appropriations and Allocations Ordinance 2015* we were directed to pass all such ordinances as may be necessary, from time to time, to give effect to the Synod's intention for appropriations and allocations for 2017 and 2018.

We intend to consider a proposed ordinance to give effect to the changes required for 2017 at our meeting in November 2016. The sub-committee preparing this work has advised that the changes will be relatively minor and relate to slight increases in the income available from the various parish trust ordinances.

3.10 Parochial Cost Recoveries for 2017

Under clause 3(3) of the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2015* we are to report to Synod in 2016 about the nature and amount of the ministry costs and parochial network costs payable in 2017 and the estimated amount of cost recoveries charge payable by each parochial unit.

The nature of the costs to be incurred and therefore the charge payable by parochial units is largely unchanged from the estimates provided in the ordinance, however there are a number of components of these costs which will not be finalised until after the Synod meets in October 2016. In particular –

- (a) no change is anticipated in the Parochial Network Costs, but
- (b) the Ministry Costs are expected to vary noting –
 - (i) a slight decrease in the superannuation contribution as a result of the lower than expected increase in stipends for 2017,
 - (ii) the Long Service Leave contribution required by the Anglican National LSL Fund will not be determined until November 2016, and
 - (iii) the results of a tender for the Stipend Continuation Insurance will not be finalised until December 2016, but the indications at this stage are that the cost of this cover for 2017 will exceed the estimate included in the ordinance.

3.11 Stipends, allowances and benefits for 2017

A report on stipends, allowances and benefits for 2017 is printed separately.

3.12 Work Outside the Diocese

In the 6 months to 30 June 2016, the Work Outside the Diocese Committee had applied \$162,767 from a total Synod allocation in 2016 of \$218,000. It is expected that further amounts will be applied during the 6 months to 31 December 2016 from the 2016 allocation, and the reserves of \$69,818.

3.13 Sale of Bishopscourt

We noted that contracts were exchanged on Bishopscourt for \$18,000,000 on 16 December 2015. In accordance with clause 3 of the *Bishopscourt Sale Ordinance 2012*, the sale price was approved by the Standing Committee.

Following the exchange of contracts, we noted that a lease for a temporary residence for the Archbishop commenced on 22 February having a term of 12 months. The Archbishop and Mrs Davies moved from Bishopscourt to Haberfield during the week commencing 29 February. In accordance with clause 5(1)(b) of the *Bishopscourt Sale Ordinance 2012*, the rent and other relevant costs of providing the Archbishop with suitable interim accommodation will be paid from the proceeds of the sale of Bishopscourt.

We noted that the sale of Bishopscourt was successfully completed on 16 March 2016.

A report about this matter is printed separately.

3.14 Clergy Assistance Program

We requested that the Sydney Diocesan Secretariat, in consultation with the Archbishop and Regional Bishops, put in place arrangements approved by the Archbishop to make professional counselling available to clergy licensed in the Diocese as a first step in establishing a Clergy Assistance Program. We also approved an amount of \$133 per minister being added to the Stipend Continuance Insurance component of the ministry costs recovered from all parishes in 2016 pursuant to the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2015* as a contribution to the expected cost of a Clergy Assistance Program.

We subsequently noted that the provision of counselling and other mental health care assistance under the Clergy Assistance Program commenced on 11 April 2016.

3.15 New Constitution of the New South Wales Council of Churches

We received a report regarding changes to the Constitution of the New South Wales Council of Churches, which modified its objectives and membership. The new constitution provides for a membership of the Council comprising the Head of each Constituent Church, one representative member appointed by each Constituent Church and office bearers (being the Executive Director, Treasurer and Secretary).

3.16 Ethical Investment Policy for the Diocesan Endowment

We endorsed a revised ethical investment policy for GAB and ACPT. The revised policy retains the “negative” screens set out in the former policy (alcohol, armaments, gambling, pornography and tobacco) and includes additional screens for stem cell research involving the destruction of embryos, abortifacients and elective abortions. The revised policy also states an intention to reduce the carbon intensity of the Australian Shares component of the portfolios (compared to benchmark) in accordance with a predetermined target.

3.17 Trust ordinance review dates

We approved the following new review dates for these ordinances –

<i>Baulkham Hills Trust Ordinance 2002</i>	1 January 2023
<i>Beecroft Trust Ordinance 2003</i>	1 January 2024
<i>Clovelly Trust Ordinance 2003</i>	1 January 2024
<i>Concord and Burwood Trust Ordinance 2003</i>	1 January 2024
<i>Eagle Vale Trust Ordinance 2008</i>	1 January 2024
<i>Georges Hall Trust Ordinance 2003</i>	1 January 2024
<i>Glenquarie Trust Ordinance 2001</i>	20 November 2021
<i>Katoomba Trust Ordinance 2003</i>	1 January 2024
<i>Norwest Trust Ordinance 2002</i>	31 December 2025
<i>Nowra Trust Ordinance 2003</i>	1 January 2024
<i>Padstow Trust Ordinance 2003</i>	1 January 2024
<i>Penshurst Trust Ordinance 2002</i>	21 November 2025

<i>South Hurstville Trust Ordinance 2002</i>	10 December 2022
<i>Wentworth Falls Trust Ordinance 2006</i>	28 March 2026
<i>Wentworthville Trust Ordinance 2005</i>	31 December 2025
<i>West Wollongong Trust Ordinance 2003</i>	2 May 2026
<i>Wollondilly Trust Ordinance 2002</i>	29 July 2017

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 2015 to July 2016, 44 such positions were filled (171 for the same period in 2014 – 2015).

4.2 Reports from Regional Councils

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

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

We undertook a review of the services provided by the Sydney Diocesan Secretariat (“SDS”) during 2015 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 2016 and reviewed the services under the revised standards during the first 4 months of 2016. Those services will be reviewed again later in 2016.

4.4 Regulation for the review of large receipts contributions to the Synod

We adopted a regulation to facilitate a review of lease and investment income distributed to the parish and the Synod under the Large Receipts Policy. The regulation requires the Diocesan Resources Committee (“DRC”) to review a proposed ordinance being promoted by a parish and provide comments about the impact of the proposal, if any, on the Synod’s budget.

We also made a consequential change to the Large Receipts Policy to make clear that the policy extends to investment income exceeding \$50,000 per annum.

4.5 Proposed amendments to the Constitution of Blue Mountains Grammar School Ltd

We recommended to the Anglican Church Property Trust Diocese of Sydney that it vote in favour of an amended form of constitution for Blue Mountains Grammar School Ltd. The amended form is largely a modernisation of the previous form of constitution, but has modified the number and makeup of directors (while maintaining that the Standing Committee appoints the majority of directors), and updated provisions related to episcopal involvement and the requirement for statements of faith in line with the Diocesan Governance Policy.

4.6 New College Limited

We agreed to amend the New College Constitution –

- (a) to reduce the maximum number of board members from 15 to 10,
- (b) to reduce the number of Standing Committee elected board members from 12 to 8, and
- (c) to reduce the term of office of Standing Committee elected board members from 6 to 4 years, with 2 such members retiring each year at the company’s AGM.

4.7 Proposed amendment to the Constitution of SCEGGS Darlinghurst Ltd

We noted a proposed amendment to the SCEGGS Darlinghurst constitution to omit the clause that prevents an employee of the school or a spouse, parent or child of an employee being eligible to become or remain a director of the company. Noting that on occasions former students, including the daughters of board members, are employed on a casual basis as sports coaches, music tutors etc., we recommended the clause instead be amended to prevent only employees of the school from becoming a director of the company.

4.8 Recognition of Soul Revival Church under the *Recognised Church Ordinance 2000*

We noted the declaration of Soul Revival Church as a recognised church, and extended our prayers and best wishes to the Rev Stuart Crawshaw and the members of the church as they continue their ministry in the fellowship of the Diocese.

4.9 Guidelines for Remuneration of Parish Ministry Staff in 2017

We approved guidelines for the remuneration of parish ministry staff in 2017 reflecting a 1.4% increase in recommended minimum stipend.

4.10 Clergy development, review and support

We expanded the membership of the group appointed to undertake the work in resolution 9/15 on the licensing of incumbents. We also asked the group to generally coordinate the development of proposals relating to the pastoral supervision for clergy and stipendiary lay ministers (resolution 50/15) and career transition management for clergy and stipendiary lay ministers (resolution 51/15). See items 7.7, 7.21 and 7.22.

5. Relations with Government

5.1 Social Issues Committee

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

Dr Karin Sowada (Chair)	The Rev Dr Michael Jensen
Dr Megan Best	Mr Darren Mitchell
The Rev Dr Andrew Ford	Dean Kanishka Raffel
Dr Chase Kuhn	

Other members who have served on the SIC in the last 12 months are Canon Sandy Grant, the Rev Dr David Höhne and Dr Sumithra Muthayya.

The SIC provides advice to the Archbishop on issues which are referred to 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 5 times (with one meeting attended by the Archbishop) and has been involved in a range of matters, including Penalty rates and weekend work, domestic and family violence, constitutional recognition of Aboriginal and Torres Strait Islanders, and the Free-TV Industry Code of Practice. Submissions have been provided to –

- (a) the House of Representatives Social Policy and Legal Affairs Committee Inquiry into Surrogacy, and
- (b) the Sydney City Council, in response to an invitation for input into the 2016 SCC Draft Social Sustainability Policy.

The SIC also prepared letters on behalf of the Archbishop to –

- (a) the Federal Minister for Communications, in respect of the Free TV Code of Practice approved in December 2015 by Australian Communications and Media Authority,
- (b) the NSW Minister for Health, regarding the reporting of rates of abortion in NSW,
- (c) the Prime Minister, regarding the campaign for Gambling reform led by the Alliance for Gambling Reform, and
- (d) the Fair Work Commission on the Review of Penalty Rates (co-signed by SIC member Mr Darren Mitchell).

In addition, the SIC continued advising the Glebe Administration Board on its Ethical Investment Policy, and engaging with various organisations on issues of mutual concern. This includes extensive involvement with 'Save Our Weekend', a civil society dialogue involving Christian denominations, unions and community groups. While initially monitoring consideration of the proposal to redefine marriage, this matter has been passed across to the newly-established Plebiscite Task Force under the leadership of Bishop Michael Stead.

The SIC has established a Gender Identity subcommittee consisting of –

Dr Claire Smith (Chair)	The Rev David Ould
Dr Megan Best	Mrs Emma Penzo
The Rev Nicholas Moll	Dr Patricia Weerakoon

The sub-committee is examining existing trends and legal frameworks related to Gender Identity in Australia and overseas, the implications of these developments for the church and Australian social policy, and possible responses. It is working with other relevant Diocesan bodies such as the Doctrine Commission,

the Anglican Education Commission and the Anglican Schools Corporation.

For reports, submissions and briefings on current and archived matters, please refer to its web site <http://www.socialissues.org.au>.

5.2 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 increased needs of the Royal Commission Steering Committee.

We received a report from the Registrar which indicated that the Royal Commission is seeking data from all Anglican Dioceses in Australia concerning all child sexual abuse complaints received during the period 1 January 1980 to 31 December 2015. We noted that the Royal Commission Steering Committee is liaising with the Registrar and PSU about this matter.

5.3 Special Religious Education (SRE)

We received a report from the Archbishop's SRE Task Force outlining the Diocese's current policy on the provision of SRE, together with the desired outcome for SRE in the medium to long term future.

We also received reports from Anglican EdComm and Generate Ministries regarding the possible impact of the changes to Special Religious Instruction in Victoria on the delivery SRE in New South Wales.

5.4 Same-Sex Marriage Plebiscite

We authorised in-principle the expenditure from the Publishing Reserve for the purpose of producing booklets to educate our congregations about marriage and the implications of same-sex marriage. We also requested the Archbishop's Plebiscite Task Force to consider fundraising to meet the cost of this project.

A report about this matter is printed separately.

6. The International, National and Provincial Church

6.1 Supreme Court decision concerning the Diocese of Bathurst

Last year we noted the inability of the Bathurst Diocese Anglican Development Fund to meet its loan obligations to the Commonwealth Bank of Australia and that legal proceedings had commenced against the former directors of the Fund, the Bathurst Property Trust and the Bathurst Bishop-in-Council for the repayment of the loan.

A group convened by the Chancellor continued to monitor the legal proceedings in the Supreme Court of New South Wales, which on 10 December 2015 found in favour of the Commonwealth Bank of Australia.

We received a report which indicated, among other things, that "the letter of comfort given by Bishop Hurford created legally binding obligations on the BIC both on its own terms and in conjunctions with the certificates given by the Bishop under the Finance Ordinance."

We requested the Diocesan Secretary to advise whether there are similar letters of comfort on behalf of the Diocese of Sydney currently active. We received a report from the Diocesan Secretary which identified previous actions taken some time ago to intentionally cease the use of letters of comfort in this Diocese. The report considered that while there are clear difficulties in establishing that something does not exist, the avenues of investigation taken suggest there is no reason to believe that any active letters of comfort remain in existence.

6.2 17th session of the General Synod in 2017

We noted that the 17th session of the General Synod will be held at the Novotel Twin Water Resort, Maroochydore, Queensland on 3 – 8 September 2017.

6.3 Long Service Leave Levy

The General Synod Long Service Leave Canon 2010 included an increase in the Long Service Leave ("LSL") entitlement for clergy from 10 to 13 weeks after ten years' service. It had been anticipated that this increased entitlement would be funded through excess funds held by the Long Service Leave Fund. However, these excess funds are no longer available and the expense was added to the current LSL contribution for each minister.

We assented to the Long Service Leave (Revision of Entitlement) Canon 2015 which, if passed as a circular canon, would return the provisions of the Long Service Leave Canon to the previous rate of 1 week for each year of service.

6.4 Amendments to Faithfulness in Service

We noted a circular letter from the General Secretary of the General Synod concerning a proposal to amend the definition of "bullying" in *Faithfulness in Service*. The committee appointed to consider this matter

expressed concerns about the amendments proposed. Rather than referring the proposed amendments to the Synod at this stage, we notified the General Synod Standing Committee of our concerns.

7. Sydney Synod Matters

7.1 Review of the membership of the Synod and Standing Committee

We appointed a committee to review the membership of the Synod and Standing Committee. The committee has completed its work. A bill for an ordinance and explanatory statement are printed separately.

7.2 14/13 Goal of a paperless Synod

By resolution 14/13, the Synod adopted the goal of operating on an essentially paperless basis by the 51st Synod (in 2017).

For the special session of Synod held on 27 April 2016, we agreed to trial making softcopies of the document "Merger Considerations: Better Together" and the Standing Committee's report to Synod concerning the merger available online, while making paper copies available for collection by Synod members at St Andrew's House prior to the session and at the Synod venue during the session.

Following the special session of Synod in 2016, we amended the regulations made under the *Synod Membership Ordinance 1995* for the purposes of communicating with Synod members by email for future sessions of the Synod.

7.3 33/13 Domestic violence and educating clergy

By resolution 33/13, the Synod requested Moore College and Ministry Training and Development, in consultation with the Safe Ministry Board and appropriate experts as required, to review the input they already provide to the education of ordinands and clergy in regards to responding to domestic violence in marriage (and other relationships). Following this review we established the Domestic Violence Task Force in 2015.

A progress report about this matter is printed separately.

7.4 19/14 Pastoral Care of same-sex attracted persons

By resolution 19/14, the Synod requested that the Standing Committee establish a committee of lay and clergy representatives to bring recommendations to the 2015 session of Synod on ways of providing pastoral care to people attracted to others of the same sex. By resolution 34/15, Synod requested Standing Committee to continue its work of developing pastoral guidelines for pastors as they minister to Christians experiencing same-sex attraction, their family and friends, and their churches.

We agreed that resolution 34/15 supersedes resolution 19/14 and dissolved the committee formed under resolution 19/14.

See item 7.13.

7.5 36/14 Further review of the Discipline Ordinance 2006

By resolution 36/14, the Synod requested that we appoint a committee to undertake a further review of the Discipline Ordinance 2006 and related ordinances. The committee we appointed is making progress in the review however has not yet finalised legislation suitable for consideration by the Synod.

7.6 3/15 Training in emergency and other safe ministry procedures

By resolution 3/15 the Synod requested a review of the form, content and timing of training required of parishioners in relation to risk management and safe ministry, including consideration of the practicality of including training in the use of firefighting equipment in conjunction with existing safe ministry training.

Accredited third party training courses in certain aspects of general risk management, such as first aid and food safety in particular, are made available to parishes as part of the broader Parish Risk Management resources accessible through SDS's secure parish Extranet. These resources assist the rector and parish council of each parish to develop a risk management program tailored to their particular circumstances. One component of each parish's program should be their emergency response and evacuation procedures.

Training in safe ministry is delivered by the staff of Youthworks and local safe ministry trainers on behalf of the Safe Ministry Board.

Both the Anglican Church Property Trust and the Safe Ministry Board regularly review the form, content and timing of their respective training programs to ensure they comply with all legislative requirements and established community standards, while delivering 'best practice' outcomes in a cost-effective manner.

It is not considered practical to offer training in the use of firefighting equipment in conjunction with safe ministry training. However the Parish Risk Management resources now include links to a number of

accredited organisations that provide training in emergency response and fire safety procedures.

7.7 8/15 Alternative forms of Anglican Church

By resolution 8/15 the Synod requested the Archbishop to establish a working group to investigate the formation of alternative forms of Anglican Church, and report back to Synod 2016 with specific and concrete proposals for the initiation of a process to create such alternative forms of church.

A report about this matter is printed separately.

7.8 9/15 Licensing of incumbents

By resolution 9/15, Synod requested the Standing Committee, in consultation with the Archbishop, to report to the next session of Synod on the basis on which clergy are licensed as incumbents in the Diocese, and whether there are circumstances where the present practice should be modified.

We appointed a committee to undertake the work referred to in resolution 9/15 and confirmed that the work of the committee extends beyond the licensing of incumbents to include the licensing of clergy generally.

A report about this matter is printed separately.

7.9 13/15 Study into effective church planting

By resolution 13/15, Synod requested, among other things, that we consider appropriate ways of providing financial support to church plants in brownfields areas, and report their findings to the next session of Synod.

A report about this matter is printed separately.

7.10 15/15 Incorporation of dioceses

By resolution 15/15, Synod requested that the Standing Committee ask the Anglican Church Property Trust and the Royal Commission Steering Committee to review the decision of all Victorian Anglican dioceses to incorporate in response to both workers' compensation issues and the emerging findings of the Royal Commission on Institutional Responses to Child Sexual Abuse, and consider the advantages and disadvantages of such action for NSW dioceses in current circumstances.

We have not yet received a response on this matter.

7.11 22/15 Proposal for a Property Receipts Levy

By resolution 22/15, Synod agreed that a Property Receipts Levy may be preferable to a Large Property Receipts Policy ("LPRP"), and requested that we collect the necessary financial data from parishes, and undertake the necessary modelling and further consultation to bring to the Synod no later than its session in 2020 a proposal for a Property Receipts Levy to be considered as an alternative to a LPRP.

We constituted a committee to address this request and expect that a report will be available for Synod, no later than its session in 2020.

7.12 27/15 Connection with our Muslim Neighbours

By resolution 27/15, Synod requested that a working group be formed to develop material and an organised and comprehensive approach that will motivate, educate and equip our churches to connect with our Muslim neighbours in culturally appropriate ways in order to commend Christ to them.

A progress report about this matter is printed separately.

7.13 28/15 Ministry in socially disadvantaged areas

By resolution 28/15, Synod requested that the Standing Committee produce a report on how the Diocese may best support ministry in places of disadvantage in the most deliberate, effective and co-ordinated manner, including the best way to recruit, train and support leadership in these areas.

A report about this matter is printed separately.

7.14 34/15 Diocesan Doctrine Commission report on Human Sexuality

By resolution 34/15, among other things, Synod requested the Standing Committee to continue its work of 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.

The committee that we constituted to address this request has commenced its work and we expect a report for Synod in 2017.

7.15 35/15 Review of Regional Councils

By resolution 35/15, Synod requested that we conduct a review of the purpose and effectiveness of Regional Councils.

We requested Regional Councils and Synod members to make submissions to the Diocesan Secretary by 31 March 2016 about the purpose and effectiveness of Regional Councils, together with any recommendations for change, and requested the Diocesan Secretary, in consultation with the Archbishop, to bring to a future meeting of the Standing Committee a suitable form of any submissions and recommendations received.

The Regional Councils have made submissions however we have not yet received recommendations from the Diocesan Secretary about this matter.

7.16 41/15 Parental leave for parish clergy

By resolution 41/15, Synod –

- (a) agreed in principle to making provision for parental leave for parish clergy,
- (b) requested that we consider whether such provision is best made by ordinance, by policy, or by some other instrument, and
- (c) invited Synod members to send any comments on the exposure draft and requested that we take these comments into account in finalising a proposal for consideration at the 2016 session of Synod.

We reconstituted the committee established in May to prepare a proposal for parental leave for parish clergy taking into account any feedback received from Synod members. The committee has completed its work. A bill for an ordinance and explanatory statement are printed separately.

7.17 42/15 Ministry progress and brownfields' grants

By resolution 42/15, Synod requested that we, in consultation with the Strategic Research Group and any other necessary parties, develop –

- (a) recommendations for Synod 2016 as to how capital could be raised for the development and expansion of church facilities in brownfield areas, and
- (b) appropriate criteria that could be used to ascertain suitable and strategic parishes to receive such an investment.

A report about this matter is printed separately.

7.18 45/15 Nomination process for electing the Archbishop

By resolution 45/15, Synod requested that the Standing Committee consider bringing to Synod amendments to the *Archbishop of Sydney Election Ordinance 1982* to give effect to a provision that, once the minimum number of 20 nominations for a nominee is reached, no more nominators are required, and only the first 20 nominations for a nominee received by the Returning Officer will be made known to members of Synod.

The committee we constituted to consider this issue has completed its work. A bill for an ordinance and explanatory statement are printed separately.

7.19 46/15 Implementation of the Diocesan policy for dealing with allegations of unacceptable behaviour

By resolution 46/15, the Synod requested that the Regional Bishops be offered training to undertake their responsibilities under the policy, and that the Regional Bishops report to us annually on such training and on their use (or otherwise) of the policy and model procedures. We received a report which outlined training in the area of conciliation provided to the Archbishop and Regional Bishops in February, as well as an indication of how the Regional Bishops have used the policy during the year.

7.20 47/15 Syrian refugee crisis

By resolution 47/15, the Synod, mindful of the scale of the humanitarian catastrophe in the wake of the violence in Syria and elsewhere in the Middle East, remembering the open handed generosity of Christ our Good Samaritan, and aware of the abundant resources with which our gracious God has endowed this nation –

- (a) gave thanks to God for the leadership of Archbishop Glenn Davies on this issue both in public and in private, and particularly in mobilising the Diocese through its parishes and organisations to assist those in such dire need,
- (b) committed itself to support him in prayer as he continues to play such an important role in our nation's response to this crisis,

- (c) committed itself and encourages all in this Diocese to continue to pray for the people of this war-torn region, especially those who suffer persecution for the name of Jesus,
- (d) encouraged all in the Diocese to seek to build personal helping relationships where possible,
- (e) commended the Australian Government for agreeing to increase the number of refugees from this region,
- (f) respectfully called on the Australian Government to consider further significant increases to this number and the provision of a permanent safe-haven for the men, women and children who have suffered as result of civil war, terrorism and the policies of regimes and organisations in all parts of the world, including all those who have suffered persecution for their faith, and
- (g) encouraged all members of the Anglican Church in Sydney to enthusiastically and generously support the fundraising initiatives of Diocesan organisations that have committed assistance, expertise, resources and facilities towards the needs of the Syrian refugees.

A progress report about this matter is printed separately.

7.21 49/15 Anglican Schools Ministry Ordinance 2015

By resolution 49/15, Synod deferred consideration of the bill for the *Anglican Schools Ministry Ordinance 2015* until the next session of Synod and requested the Standing Committee to –

- (a) consult with the Chairs, Heads and Chaplains of Anglican schools in respect to a suitable form of the bill and any matters of principle identified in any proposed amendments to the text of the bill which have not been dealt with at this session,
- (b) invite the Chairs, Heads and Chaplains to send any comments on the bill and matters of principle to the Diocesan Secretary by 31 March 2016, and
- (c) make arrangements to resume consideration of the bill at the next session having regard to any comments that are received.

A revised form of bill and explanatory statement are printed separately.

7.22 50/15 Professional Pastoral Supervision for Clergy and Stipendiary Lay Ministers

By resolution 50/15, Synod noted the need for all clergy and stipendiary lay ministers to debrief in a safe, stable and suitable supervisory space; and requested that we ask for a report from the Pastoral Supervision Working Group, and then review and report back to the Synod.

We are currently considering a report from the Pastoral Supervision Working Group regarding this matter.

7.23 51/15 Career Transition Management for Clergy and Stipendiary Lay Ministers

By resolution 51/15, Synod requested that the Standing Committee establish a Working Group to explore ways of making it possible for those clergy and stipendiary lay ministers who need to transition from their parish ministry role to do so with honour and dignity, and report back to the Synod.

At our request, we received advice from the Archbishop, Regional Bishops and Archdeacon for Women's Ministry about this matter. We subsequently asked the committee appointed to undertake the work in resolution 9/15 on the licensing of incumbents to undertake also the work requested in resolution 51/15.

7.24 Resolutions made by the Synod in 2015 and not mentioned in this report

Circulars were sent to parishes and organisations about the matters arising from the 2015 Synod session. Copies of Synod resolutions were sent to appropriate persons and organisations.

7.25 2/16 Approval of the merger of Anglicare and Anglican Retirement Villages

By resolution 2/16, the Synod, noting the report of the Standing Committee in relation to the proposed merger of Anglican Retirement Villages Diocese of Sydney ("ARV") and Sydney Anglican Home Mission Society ("Anglicare") together with accompanying draft ordinances and other documents in relation to the proposed merger received at this session, approved in principle the merger of these two organisations on the basis that –

- (a) the indemnity provided by ARV to Anglicare is intended to ensure that survivors of child abuse have at least an equivalent level of recourse as if Anglicare had continued to operate in its own right,
- (b) the merged organisation will actively aim to continue to deliver services provided by Anglicare and ARV to socially disadvantaged people at an enhanced level,
- (c) the merged organisation will actively aim to continue the work undertaken by Anglicare with Aboriginal and Torres Strait Islander Peoples at an enhanced level,
- (d) the merged organisation will actively aim to continue to alleviate necessitous circumstances through the provision of education at an enhanced level,
- (e) the legal name of the merged organisation is "Anglican Community Services",

- (f) consideration is given to making provision in both the Anglicare and ARV constituting ordinances for a gift fund for both entities,
and requested the Standing Committee to pass such ordinances and take such other action it considers necessary or desirable to give effect to the merger on this basis.

A progress report about this matter is printed separately.

7.26 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

21 September 2016