

1997 Report of the Standing Committee

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1. Introduction

1.1 Charter

The duties of the Standing Committee include -

- (a) Considering and reporting upon matters referred to it by the Synod and carrying out the resolutions of the Synod.
- (b) Making ordinances concerning church trust property.
- (c) Preparing and administering the diocesan estimates.
- (d) Making arrangements for Synod sessions and preparing and proposing business for the Synod.
- (e) Acting as a council of advice to the Archbishop (the "Archbishop-in-Council").
- (f) Appointing persons to fill casual vacancies among persons elected by the Synod to boards etc.
- (g) Monitoring the financial affairs of diocesan organisations.

1.2 Access

Meetings are held in St Andrew's House, Sydney Square and mail should be addressed to "The Diocesan Secretary, Standing Committee of Synod, PO Box Q190, QVB Post Office NSW 1230" (telephone (02) 9265 1555 and Fax (02) 9261 4485). Office hours are 9 am to 5 pm.

1.3 Meetings and Members

Since 15 November 1996, the Standing Committee has met 13 times. The names of the members are listed on pages 29 and 30 of the 1997 Diocesan Year Book.

1.4 Management and Structure

The Standing Committee has about 13 meetings each year. Each meeting is like a small Synod meeting. The work of the Standing Committee is done through committees (some acting under delegated power), individuals and the staff of the Sydney Diocesan Secretariat. The major committees are -

Audit Committee	Ordinance Review Panels
Diocesan Executive Board	Ordination Training Fund Committee
Finance Committee	Social Issues Committee
General Synod Canons Committee	Synod Arrangements Committee
Legal Committee	Synod Ordinance Review Panel

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

1.5 Major Activities Since November 1996

The major activities have been -

- (a) Preparing the Synod Appropriations Ordinance 1997 and administering the Synod Appropriations Ordinance 1996.
- (b) Passing ordinances dealing with church trust property.

- (c) Administering the ordinances of the Synod, acting as the "Synod in recess" and giving advice to the Archbishop.
- (d) Filling casual vacancies on committees etc.
- (e) Preparing the business for this Synod session.

We are grateful to God for all that has been achieved in this time, and for the resources of people and assets which constitute the Diocese of Sydney in its 150th year.

1.6 Death of Bishop Clive Kerle and Archdeacon Robert Fillingham

We noted the death of Bishop Clive Kerle and Archdeacon Robert Fillingham, 2 sons of this Diocese and great servants of the Lord.

1.7 Retirement of Warren Gotley as Diocesan Secretary etc and Appointment of Mark Payne

Warren Gotley has retired as General Manager, Secretarial of the Sydney Diocesan Secretariat and he will retire as Lay Secretary of the Synod and Diocesan Secretary soon after the Synod session. He will resign from various other positions by the end of this year, but will remain Records Manager for certain records of the Secretariat and be a consultant until 31 December 1998.

He was appointed as Accountant of the Anglican Youth Department in 1964, became Assistant to the Diocesan Secretary in 1967 and then Assistant Secretary, and succeeded the Late Wilfrid Hutchison as Diocesan Secretary and Lay Secretary of Synod in 1973.

There will be an opportunity for the Standing Committee to record its thanks for Warren's work later.

In the meantime, Mr Mark Payne has been appointed as General Manager, Secretarial and to succeed Warren as Lay Secretary of Synod and Diocesan Secretary at the end of October. Mark is a Master of Laws, has a degree in Economics, majoring in accounting and has been our Legal Officer since 1991.

These arrangements should ensure there is a smooth transition of administration.

2. Actions with the Archbishop

2.1 General Synod - Use of Church Names Canon 1989 Adopting Ordinance 1990

The Archbishop-in-Council approved the issuing of a certificate authorising SCEGGS Darlinghurst Limited to use the name "SCEGGS Darlinghurst An Anglican School for Girls".

2.2 Retirements Ordinance 1993

The Archbishop-in-Council appointed the following persons to the Retirements Board for the 3 years to October 1999.

<i>Ministers</i>	<i>Lay Persons</i>
The Rev Ernie Carnaby	Mr George Collins
The Rev John Seddon	Mr John Dring
Canon Peter Smart	Mr Philip Gerber
The Rev Ken Yapp	Mr Warren Gotley
Dean Boak Jobbins	Mr Rod Hoye

2.3 Parramatta '54 Free Fund

This Fund is held upon trust to distribute the income among objects of the Diocese of Sydney determined by the Archbishop-in-Council. A distribution of \$7,000 was made this year towards hospitality costs of the 1997 Australian Bishops' Conference (\$7,000 for 1996) held at Gilbulla.

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

The Archbishop-in-Council appropriated \$45,000 from this Estate for distribution by the Archbishop in assisting clergy, clergy widows and clergy children or orphans who are in need.

2.5 Diocesan Doctrine Commission

Under Synod resolution 9/81, the Archbishop, after consultation with the Standing Committee, appointed the following persons to the Diocesan Doctrine Commission.

Bishop Paul Barnett (Chair)	The Rev Dr Peter O'Brien
The Rev Dr Michael Bowie	Bishop Donald Robinson
Canon Robert Forsyth	Deaconess Margaret Rodgers
The Rev Narelle Jarrett	The Rev Stephen Williams
Canon Dr Peter Jensen	The Rev Dr John Woodhouse

2.6 Archbishop's Liturgical Panel

The Archbishop has appointed a Liturgical Panel to do the following things for him.

- (a) To be part of the review process of applications from parishes to use presently unauthorised services: these services will be drawn either from *A Prayer Book for Australia* or from other sources such as *Experimental Sunday Services* or parish devised forms such as that from the Parish of Mosman.
- (b) To forward the use of liturgical services in the Diocese of Sydney by -
 - (i) encouraging the increased use of liturgical forms; and
 - (ii) enhancing the skills of those who lead and organise liturgical services.
- (c) To draft new services including -
 - (i) further revised forms of *The Book of Common Prayer*; and
 - (ii) totally new services.
- (d) To begin to form a resource for liturgical reflection of people within the Diocese who are knowledgeable about liturgy.

The members of the Panel are -

Canon Laurie Bartlett	Mrs Lesley Hicks
Mrs Margaret Collison	Dean Boak Jobbins (Chair)
The Rev Dr Glenn Davies	The Rev David Lakos
Archdeacon Trevor Edwards	The Rev John Mason
Canon Robert Forsyth	Archdeacon Paul Perini
Canon Ray Heslehurst	Archdeacon Lindsay Stoddart

The Standing Committee respectfully requested the Archbishop to supply a report on suggestions for liturgical revision and a Prayer Book for Sydney. The Archbishop forwarded these suggestions to his Liturgical Panel and subsequently reported that the Panel understands its role to include the following matters.

- "1. To advise the Archbishop on the use of ESS and APBA.
2. To make recommendations to the Archbishop concerning the use of liturgical services and resources submitted to the panel by individual incumbents for use in their respective parishes.
3. To produce a range of liturgical services and liturgical resources for use throughout the diocese and to recommend to the Archbishop such services and resources be authorised under Section 4 of the Constitution.
4. To promote the use of authorised liturgical services and resources.
5. To promote the education of clergy in their use of liturgical services and to encourage the formation of people experienced and competent in the development of Anglican liturgy."

2.7 Regulations under the Elections Ordinance 1970

As an act of the Archbishop-in-Council, the Synod elections regulations were changed by omitting the requirement that members must vote for the number of persons required to be elected in ballots, and by inserting -

"Note carefully how many are to be elected in each ballot and mark up to but no more than that number of squares."

This follows an amendment to the 1970 Ordinance by the Synod last year.

3. Financial and Property Administration

3.1 Accounts, Audits and Annual Reports Ordinance 1995

Organisations of the Synod which manage church trust property must make an annual report to the Synod. These reports include audited accounts and must be lodged with the Standing Committee by 30 June each year, together with liquidity reports. A different lodgement date has been approved for a few organisations.

The annual reports and audited accounts for about 40 organisations will be tabled in the Synod this year. The Standing Committee or its Review Panel will report on any major problems found by the Finance Committee through the review of these accounts.

The annual report and audited accounts of an organisation may be circulated to Synod members: see item 4.3 of the *7th Handbook* for the rules which apply.

3.2 Audited Accounts of the Standing Committee

The audited accounts for the Synod Fund have been printed for the information of Synod members, and those of the Sydney Diocesan Account (a small group of sub-trusts and clearing accounts) will be tabled.

3.3 Ordination Training Fund

Bursaries of \$359,208 were paid direct to Moore Theological College in 1995 as an offset to the fees of candidates for ordination in our Diocese (\$356,164 in 1995).

3.4 Ordinances Passed Since last Report

The following table shows the numbers of ordinances passed and assented to in 1991 to 1996 and in 1997 so far.

	1991	1992	1993	1994	1995	1996	1997
Standing Committee	55	46	43	48	38	37	28
Synod	10	7	17	9	13	14	-
	65	53	60	57	51	51	28

A list of the ordinances passed by the Standing Committee since the last report to Synod has been printed with this report.

A major ordinance was the Diocesan Endowment Ordinance 1984 Amendment Ordinance 1997, which reduced the rate of distribution of the Diocesan Endowment from 75% to 70% of the Operating Surplus for 1996. Further reductions of 1% pa will be made until the distribution rate reaches 65% of the operating surplus for 2001 and beyond.

An ordinance which has taken a great deal of time is the Anglican Youth and Education Diocese of Sydney Ordinance 1997, which has amalgamated the Anglican Education Commission and the Anglican Youth Department.

3.5 Peakhurst Land Sale Ordinance 1995

This Ordinance was passed after considerable dispute and objections. It has been the focus of ongoing disputes.

The Ordinance authorises the sale of the Holy Trinity Peakhurst Church property and the application of the proceeds in building a new church etc in the Peakhurst/Mortdale area. Peakhurst and Mortdale have been amalgamated since the Ordinance was passed.

But the power of sale cannot be exercised until the Standing Committee is satisfied of the feasibility of the whole proposal, and the parish authorities have been working towards that end. No submission has been received from them so far.

However the Attorney General has intervened and is investigating the validity of the Ordinance. We are awaiting the outcome of this investigation.

3.6 Leasing of Church Trust Property for Licensed Restaurants

Following the passing of Synod resolution 13/96, the Standing Committee changed its policy so that church trust property should not be let -

"for the manufacture, sale, distribution, consumption or promotion of consumption of liquor other than -

- (i) the sale and consumption of liquor on premises where the liquor is intended to be consumed with food sold on those premises for consumption on those premises; or
- (ii) liquor manufactured, sold or distributed for medicinal purposes or for purposes other than for human consumption;"

The Standing Committee has directed the Property Trust not to grant a lease inconsistent with Synod resolution 13/96.

3.7 Ordinance Fees and Large Receipts

The Standing Committee approved the following scale of fees -

	1997		1998
	\$		\$
Ordinances requiring a Review Panel	1,000)	
Sale, Leasing and Other Complex Ordinances	750)	750
Other Ordinances	300		350
Synod Ordinances	Nil*		Nil*

* But a contribution may be sought towards printing costs.

The fees for 1997 are based on a 75% recovery of costs, which cover the examination of procedural requirements, the giving of advice, the writing of reports, the typing and sometimes the redrafting of bills, the keeping of records and, where required, the attendance of staff members at meetings.

3.8 Distributions of Funds Under Ordinances

Several distributions of funds were approved -

Berowra Leasing Ordinance 1996: certain rents are to be used in repaying a Finance and Loans Board loan and maintaining church properties.

East Sydney (Kings Cross) Leasing Distribution Ordinance 1994: the residue of leasing income is to be paid to the parish for repairs and maintenance, after a new lease has been signed.

Hurlstone Park Sale Ordinance 1983: \$8,500 for the Georges River Regional Council towards an English as Second Language Co-ordinator in the Marrickville Area Deanery.

Putney, St Thomas (Monash Park) Amendment Ordinance 1974: \$3,000 to be paid to the Churchwardens of Putney.

3.9 Assessment Authorisation Ordinance 1975

Relief from 1996 recovery charges of \$3,292 and 1997 recovery charges of \$5,754 was granted to Abbotsford by excluding charges for an assistant minister because there has been no other paid minister in the provisional

parish. Relief from 1997 recovery charges of up to \$5,754 was granted to Bellevue Hill by excluding charges for their Assistant Minister, who is also the Minister of Bondi Beach.

Relief was also granted to West Ryde for arrears of \$6,292 due to 31 December 1996, provided all current assessments are paid in 1997.

3.10 Arrears of Parish Ministry and Property Recoveries

The following table compares the arrears as at 31 July 1995, 1996 and 1997.

	1995	1996	1997
	\$	\$	\$
Arrangements to Pay			
Annandale	3,440.00	2,300.00	1,090.50
Robertson	-	9,125.00	6,642.15
West Ryde	4,217.00	6,292.00	7,372.00
No Arrangements			
Ashbury	-	2,766.50	9,292.46
Avalon	-	1,315.30	-
Bexley	700.00	6,325.00	12,580.00
Bexley North	-	-	3,980.00
Birrong	-	1,230.00	2,362.00
Canley Heights	1,400.00	5,575.00	-
Canterbury	700.00	-	-
Chester Hill	2,800.00	4,225.00	1,990.00
Corrimal	-	-	1,990.00
Cremorne Point	-	-	1,990.00
Drummoyne	1,606.00	-	-
Dulwich Hill	-	845.00	-
Harbord	1,400.00	-	-
Keiraville	-	845.00	-
Littleton	-	690.00	-
Picton	2,272.00	-	-
Punchbowl/Greenacre	-	-	4,711.20
Rooty Hill	2,779.00	7,561.50	3,135.00
Smithfield	-	-	3,980.00
St Johns Park	-	-	1,568.20
Sydney - Holy Trinity	700.00	-	-
Sutherland	-	845.00	-
Westmead	-	1,656.28	354.17
Total	<u>22,014.00</u>	<u>50,940.30</u>	<u>63,037.68</u>

The Archdeacons are in regular contact with parochial units in arrears with a view to finding a solution to the situation, and they make reports to the Finance Committee.

3.11 St Peter's Hornsby Variation of Trusts and Land Sale Ordinance 1978

This Fund is held upon trust to apply the income through Synod Appropriations Ordinances. A condition at the time the Fund was created was that interest-free loans be made to St Mark's Berowra and St Luke's Hornsby Heights. As at 15 July 1997, the status of these interest-free loans was -

	<i>Berowra</i>	<i>Hornsby Heights</i>
Balance owing	\$15,639	\$28,500
Annual Repayment Rate	\$1,000	\$8,000

The repayment rate of the Berowra loan will be reviewed by 31 December 2000. At the present rate it will take 16 years to repay the loan.

3.12 Endowment of the See (Various Approvals)

The stipends, allowances, superannuation, long service leave, housing and office costs of the Archbishop, Assistant Bishops, the Registrar and Archdeacons, the salaries of the registry staff (including the Archives), and the stipend, allowances, superannuation, long service leave and housing costs of the Dean are met from the Endowment of the See. These costs are not a charge on Synod funds except for \$42,000 in 1997 for the Archdeacon of Women's Ministries.

3.13 Increases in Borrowing Limits

Increased borrowing limits were approved for 4 organisations.

3.14 Gilbulla

Since 1994 the future of Gilbulla as a diocesan conference centre has been under review. The operating situation had not improved for 1996 and we have set up a committee to manage Gilbulla until 31 December 1997. The Gilbulla Board will remain in existence during this time and is able to make suggestions to the Management Committee.

The Standing Committee's concerns about the future of Gilbulla include the needs to upgrade the property and make it viable from ministry and financial points of view, to overcome the smell from an adjoining pig farm, to reduce the noise penetration from the nearby expressway, and to acquire access to the river.

The management committee must prepare for the Standing Committee by 31 December 1997 a report on the current operations and immediate future of Gilbulla and provide a feasibility study for the establishment and development of a new diocesan conference centre, whether elsewhere or at Gilbulla.

3.15 Provisional Parish of Birrong

Following the division in 1996 of the Parish of Regents Park with Birrong into the Parish of Birrong and the Assisted Provisional Parish of Regents Park, Birrong encountered financial difficulties and became a provisional parish. In the circumstances, the Standing Committee encouraged the Regional Archdeacon to pursue the possibility of Birrong amalgamating with another parochial unit (page 395 of the 1997 Year Book).

Birrong protested and the Standing Committee encouraged the Regional Archdeacon to continue meeting with the Birrong parish authorities, to offer advice and to review the viability of Birrong as a separate unit during September 1997.

3.16 Diocesan Insurances

Following the discovery of fraudulent misappropriation of funds from a parish in 1993, and from the trust accounts of that parish with the Property Trust and GAB Deposit Fund, in 1994 the Property Trust and GAB tightened their procedures for the withdrawal of funds from trust accounts and deposits (a circular was sent to ministers and churchwardens, and to diocesan organisations on 30 May 1994).

Due to the nature of the fraud, court actions and cross-actions were taken by various parties and a term of the settlement of these actions is that the terms of settlement will not be disclosed!

The concept of custody for parish finances is that the churchwardens are jointly responsible for the treasury function of a church. They may agree that 1 of them should be the Treasurer or, with the minister's approval, they may appoint a treasurer or bookkeeper to assist them during their term of office. But in both cases they remain responsible for the charge and administration of the funds. They must administer the funds subject to the right of the Parish Council to authorise payments and determine matters of policy in the control of the funds.

Details of the Directors and Officers, Professional Indemnity and Fidelity Guarantee insurance policies are on pages 102 and 103 of the *7th Handbook*. It is not possible for the diocesan insurance policies to cover every contingency but the Property Trust believes the current policies cover most parish officers from most actions, at a reasonable premium. The churchwardens of a church must take account of the activities of their church/parish and, to the extent the diocesan policies do not cover a specific risk, subject to any policy determination by the parish council they should see if the diocesan policies can be extended to cover that specific risk and if not effect their own insurance.

3.17 Offshore Distributions by Tax Exempt Bodies

In February 1997, the Treasurer announced changes to the Income Tax Assessment Act 1936 to limit the availability of the income tax exemption for bodies which distribute funds offshore. A number of religious and charitable organisations made representations to Government which resulted in changes to the original proposal. However, as the changes do not go as far as the Standing Committee would have liked a subcommittee has been appointed to take such action as it considers appropriate to ensure that the income of missionary organisations and funds used for missionary purposes outside Australia is not assessable to income tax. Consultation is taking place with Anglican organisations which may be affected by the proposed changes.

3.18 St Andrew's House Rent Subsidies

Strategies for balancing the 1998 Synod Estimates included a \$76,000 reduction in rent subsidies for church tenants in St Andrew's House. The Standing Committee hopes to cover this -

- (a) by renegotiating the agreement for the Standing Committee, as head tenant to pay for vacant space;
- (b) by using a small amount of accumulated funds, and, if necessary;
- (c) by drawing on Synod Fund Contingencies.

3.19 Use of Churches for Mobile Phone Towers

The Standing Committee has declined to pass an ordinance to authorise the leasing of part of a licensed church building for a mobile phone installation. During debate on the bill a number of general concerns were expressed.

- (a) Anglican church buildings should not be let for long term commercial purposes since, in the view of many, such uses of a church building are profane.
- (b) The lessee will need the ability to access the church building at most times, if not all times, and this may impact on the use of the building for church purposes.
- (c) Public perception about the deleterious effect on health of mobile phone towers (even if scientifically unsustainable) may generate ill will, seriously affecting the effectiveness of the work of the Church.

The Standing Committee will consider a motion at its next meeting to establish a formal policy that Anglican church buildings in the Diocese not be used for mobile phone towers.

3.20 Diocesan Executive Board ("DEB")

The DEB made a report on its 3 years of operations and the Standing Committee agreed that it should continue but with some of its members elected by the Standing Committee rather than appointed on the nomination of the Archbishop. The members of the DEB are -

The Archbishop

Archbishop R.H. Goodhew

CEO of Sydney Diocesan Secretariat

Mr D.J. Fairfull

The 5 Assistant Bishops

Bishop P.W. Barnett

Bishop B.F.V. King

Bishop R.J. Piper

Bishop R.G. Smith

Bishop P.R. Watson

Elected

Mr N.M. Cameron

Mr R.S. Dredge

Mr R.H.Y. Lambert

Mr I.C. Miller

The Rev P.D. Jensen

The elected members will retire at the first Standing Committee meeting after the first session of each Synod. The DEB is a committee of the Standing Committee and has the following terms of reference.

- (a) To prepare beginning the financial year 1996 draft Synod Budgets for the Standing Committee under clause 9 of the Assessment Authorisation Ordinance 1975.
- (b) To recommend, in consultation with the Archbishop, mission and vision statements for approval by the Archbishop-in-Council.
- (c) To transmit the mission and vision to the whole Diocese and try to create an environment conducive to the achievement of this vision.
- (d) To make recommendations to the Archbishop-in-Council about whether and how the role of the DEB should be expanded.
- (e) To report on any other matters referred to it by the Archbishop, the Archbishop-in-Council or the Standing Committee.
- (f) To make a comprehensive report on its operations in 3 years so that the continuation of the DEB can be reviewed.

3.21 18/96 Aboriginal Ministry

The Synod directed the Standing Committee to include \$300,000 pa in Synod Appropriations Ordinances from 1998 to 2001 inclusive, to establish an Aboriginal Ministry Trust Fund. Instead the Standing Committee has passed the Sydney Anglican Indigenous People's Ministry Ordinance 1997 -

- (a) appropriating \$1.2m from the Diocesan Endowment now, instead of over 5 years from Synod Appropriations Ordinances;
- (b) appointing the Property Trust as trustee of the Fund and directing the Property Trust to invest the property of the Fund;
- (c) establishing the Sydney Anglican Indigenous People's Ministry Committee, to be appointed by the Archbishop, to give the Property Trust directions on the application of the income of the Fund; and
- (d) requiring the Committee to report to each session of the Synod on its administration of the Fund.

The Committee may direct that some of the income be capitalised. Otherwise it is restricted to giving directions for income to be used for -

- "(a) the planting of Anglican Churches in the Diocese where indigenous people may minister in a way that the Gospel is commended to them;
- (b) the selection, training and supporting of indigenous people to minister primarily in the churches referred to in paragraph (a);
- (c) the establishment and support of the churches referred to in paragraph (a); and
- (d) the education and awareness of the whole Church in relation to indigenous issues."

The Synod asked Regional Councils to report to the Standing Committee on opportunities in the Regions for ministry to Aboriginal people and communities. These reports are to be passed on to the Committee after it is appointed.

4. General Administration

4.1 Financial Interests

The Standing Committee has made the following regulation for the conduct of its debates where members may have financial interests.

"The following persons may not speak or vote on recommendations for the allocation of funds under the control of the Synod or the Standing Committee or decisions that such funds be allocated to an organisation or body corporate, excluding regional councils -

- (a) A member of the Standing Committee, other than the Archbishop, who is a member of the council or other governing body of the organisation or body corporate, excluding regional councils.
- (b) A person who is an employee, paid office holder, paid consultant or paid professional adviser of the organisation or body corporate, excluding regional councils.

A person referred to in paragraphs (a) or (b) may, with the leave of the Standing Committee, answer a question put to that member by another member or correct an error of fact in a paper

before the Standing Committee or made in debate by another member of the Standing Committee."

4.2 Elections

The appointment of persons to serve on committees etc, continued to be a major part in the Standing Committee's business. Some appointments are to fill casual vacancies among Synod appointees, and these appointments fall vacant at this coming Synod session. But other appointments are made by the Standing Committee in its own right.

From October 1996 to July 1997, 149 such positions were filled (53 for the same period last year). A change in the General Synod's Constitution enabled us to elect another 3 clerical and 3 lay representatives, and these 6 people come up for re-election at this Synod session.

4.3 Parish of Newtown - Trustees of the Camperdown Cemetery

Under an Act of Parliament in 1948, the Standing Committee appoints the trustees of the Camperdown Cemetery. The Cemetery land adjoins the Church of St Stephen, Newtown.

The Cemetery does not appear to be church trust property within the meaning of that term in the 1917 Act, although the trustees and the parish authorities have difficulty keeping their separate administrations apart.

In the circumstances, the Standing Committee has requested the trustees and the parish authorities to comment on several suggestions for future administration.

4.4 Employment Policy

The Standing Committee has issued the following guidelines for the employment of persons by our organisations, including schools.

1. To maintain the Christian ethos of organisations and schools constituted by ordinance of the Synod of the Diocese, the Standing Committee considers it vital that senior management positions in those organisations (including schools) be held by Christians. The Standing Committee also encourages the appointment of suitably qualified Christian persons to other positions in organisations and schools.
2. The Standing Committee recommends that all full-time positions, and part-time positions which are more than 50% of a full-time position for more than 6 months, be advertised through parishes of the Diocese and, where desired, through the Diocesan Newspaper or Magazine *Southern Cross*. Sometimes there may be a need to advertise in the secular press also.
3. Mailings to parishes should be addressed to the 'Minister and Churchwardens' and include an advertisement which can be pinned to a church notice-board. Name and address details are in the Parochial Information section of the Diocesan Year Book (use the rectory address or post office box for parishes, provisional parishes and assisted provisional parishes) or labels can be bought through the Diocesan Registrar, Archdeacon Peter Smart, at St Andrew's House.
4. The Standing Committee encourages Ministers and Churchwardens to inform their congregations of these employment opportunities and display the advertisements on their notice boards.
5. In the advertising of positions care must be taken to avoid infringing relevant Anti-Discrimination legislation. When in doubt legal advice should be obtained. In an advertisement, the use of a general phrase such as 'this job would ideally suit a person of Christian conviction' is usually acceptable."

We are grateful to parishes for cooperating with the Sydney Diocesan Secretariat in using these guidelines for the filling of diocesan staff positions and have encouraged all organisations to use them also. It is in the better interests of both parishes and organisations to draw on our own church members for staffing.

The guidelines recognise that advertising through parishes will need to be supplemented or even superseded by other means of advertising in some cases.

4.5 The Internet

We have allocated \$5,000 from Contingencies to help Anglican Media set up a home page on the Internet.

While only a small part of the population of Sydney (and Australia) has access to the Internet, its usage and importance will grow and we want our Diocese to have a presence. It could be a means of keeping contact with evangelicals in other dioceses and situations around the world.

4.6 Parish Counselling Services

In 1995 and 1996 we reported that a committee had been established to report on insurance for parish counselling services, with a view to the Standing Committee establishing guidelines and/or making a policy statement for the guidance of the Property Trust and parishes. The Committee reported in December 1996 and the Standing Committee made the following policy.

1. Our parish clergy must be covered by the Diocesan Professional Indemnity Insurance Policy for counselling activities.
2. Subject to 3, lay persons, including those holding an Archbishop's authority, whether in part-time, full-time or voluntary work in a parish, are not to be covered by the Diocesan Policy for counselling activities.
3. A lay person wishing to conduct counselling on behalf of a parish -
 - (i) must be appointed by the minister under clause 43 of the Church Administration Ordinance 1990;
 - (ii) must be a member of a professional organisation which directly or indirectly provides professional indemnity insurance cover for its members; and
 - (iii) must provide to the minister evidence of payment for professional indemnity insurance policy through that professional organisation.
4. Where church trust property is leased or licensed to independent parties for the conduct of a professional counselling business or service, it must be a term of the lease or licence that the lessee or licensee will maintain an adequate professional indemnity insurance policy and regularly produce evidence that it is paid up to date.

In these guidelines, "counselling" includes psychological, social, relational, family, financial, legal, physio therapeutic, occupational, therapeutic, dietetic and other such forms of counselling. It does not include pastoral care in which every Christian becomes involved at some time.

4.7 Protocol on Sexual Misconduct by Church Workers

The Archbishop advised the Standing Committee that a draft Code of Conduct for clergy and lay workers in the Diocese had been circulated in April 1997. Comments on the draft Code are to be directed to Archdeacon Paul Perini.

4.8 Diocesan Schools and Procedures for Dealing with Sexual Misconduct

The Standing Committee has asked for assurances from diocesan school councils that they have in place appropriate policies for dealing with sexual misconduct.

4.9 The Ministry of Women

A 51-page report to the Archbishop on this matter by Archdeacon Nicolios was released to the Standing Committee on 23 September 1996. The recommendations are extensive and are grouped in 3 main areas.

"That a review of diocesan policies be made by Archdeacon Nicolios in consultation with the Archbishop"

"That a Women's Advisory Council be established by the Archbishop"

"That the issues raised in this report be promoted for discussion within the Diocese"

The Standing Committee commended Archdeacon Nicolios for her detailed and thorough work, generally encouraged the Archbishop and Archdeacon Nicolios to implement the recommendations, and suggested a few changes of detail.

4.10 Council of the College of Preachers

This College was established by the Standing Committee 26 years ago following a request by the Synod, and has operated as a committee of the Standing Committee during that time.

After a review of this situation it was decided to let the College continue in its present form, rather than under an ordinance or as part of another organisation having functions with which the College's activity would harmonise.

4.11 Use of the Common Cup at the Lord's Supper

The Standing Committee invited the Archbishop to encourage clergy and congregations to consult on issues about the use of the common cup, and to adopt a practice of communion reception that maintains the symbolism of our unity in Christ.

4.12 150th Anniversary of the Diocese of Sydney

The Archbishop of Canterbury visited Sydney in August as part of the 150th anniversary celebration of the formation of the dioceses of Melbourne, Adelaide and Newcastle, and the reshaping of the Diocese of Australia into the Diocese of Sydney. For Sydney the visit involved press conferences, meetings with the clergy, a service in St Andrew's Cathedral, a visit to Moore Theological College, meetings with the Acting Prime Minister, the Governor of New South Wales and the Premier of New South Wales, and a civic dinner.

Earlier in the year our Archbishop attended a service in Westminster Abbey celebrating our 150th year.

A colourful booklet celebrating 150 years of diocesan life was produced under the Rev Howard Dillon, the Executive Director of HMS, and copies were sent to parishes. He also organised a "PromPraise" in the Sydney Town Hall.

4.13 Australasian Religious Press Association ("ARPA") Awards

ARPA confers annual awards for excellence in religious media work and our Anglican Media Sydney often ranks highly in those awards. For 1997, judged on 1996 -

- (a) *Southern Cross Quarterly* was awarded Best Social Justice Story (Tom Mayne's story *The Aboriginal Church*);
- (b) *Southern Cross Newspaper* was highly commended -
 - (i) for Best Social Justice Story (*The Perils of Pauline*),
 - (ii) for Best Newspaper Front Page,
 - (iii) for Best Layout of Newspaper, and
 - (iv) for Best News Release (*Sydney Anglicans give Church to Vietnamese*); and
- (c) *Southern Cross Newspaper* was also awarded The Gutenberg Award for "overall excellence in Christian Newspaper and magazine publishing", judged on the quality of journalism, layout, production and use of professional and creative skills to communicate the message of the gospel.

We have congratulated the Anglican Media Council and staff on these outstanding achievements. Many of us have watched the development of our "*Southern Crosses*" with a great deal of pleasure, as they are among the things that help bind us together.

4.14 School of Pastoral Counselling

The Standing Committee agreed to amalgamate the School of Pastoral Counselling with the Anglican Youth and Education Division on the basis that the remaining funds of the School are applied for the same purposes for which the School was formed.

We are grateful for the work of all who served on the Council from its formation in 1977.

5. General and Provincial Synod Matters

5.1 1998 General Synod Session

The 11th General Synod will be held from 14 to 20 February 1998 in Adelaide.

5.2 General Synod 1998 Statutory Fund Budget

S.32 of the 1961 Constitution enables the General Synod to levy an assessment (called the "Statutory Assessment") for a number of classes of expenditure. We have at times challenged whether all expenditure in a Statutory Fund budget is authorised by s.32.

Our Finance Committee was invited to comment on the General Synod's draft Statutory Fund budget for 1998. Total expenditure is \$696,000 (1997: \$743,650) and income from royalties, interest and investments (items previously included in the Statutory Fund) totalling \$71,000 in 1998 has been taken into a "Reserve Fund".

We have asked our Legal Committee for an opinion on whether the creation of a "Reserve Fund" is a legitimate financial transaction under s.32 of the 1961 Constitution.

5.3 Women as Bishops?

The Standing Committee of the General Synod has agreed that an "in principle" debate be held in the 1998 General Synod on women in the episcopate.

5.4 Commencing Clergy Careers: Gender Differences Among Anglican Priests and Deacons

The General Synod Standing Committee endorsed several recommendations in a report prepared by the Women's Commission of the General Synod, and referred those recommendations to the dioceses.

We have invited the Archbishop and Regional Bishops to consult with women clergy about the findings of the report and the recommendations of the Women's Commission.

5.5 People with Disabilities

Copies of a paper from the Standing Committee of the General Synod on legal and ethical responsibilities towards people with disabilities were sent to parishes and organisations.

5.6 Offences Canon 1962 Canon Concerning Confessions 1989

The Standing Committee has requested that a bill for a canon be promoted at the General Synod in 1998 providing for the amendment of the Offences Canon 1962 -

- (a) by removing the limitation in clause 1 that the offence by the member of the clergy must be alleged to have been committed while he or she is licensed by the bishop of the diocese or is resident in the diocese; and
- (b) by substituting for the offence in paragraph 5 of clause 1 (which applies to members of the clergy) and in paragraph 4 of clause 2 (which applies to members of the House of Bishops) the following offence -
"Disgraceful conduct which renders a person unfit to be a member of the clergy."

The Standing Committee also requested that a bill for a canon be promoted at the General Synod in 1998 providing for the amendment of the Canon Concerning Confessions 1989 by providing that the synod of a diocese may by ordinance permit or require ministers to reveal crimes or offences or sins involving disgraceful conduct confessed by -

- (a) a minister licensed by the bishop of the diocese or resident in the diocese where the disgraceful conduct renders the minister unfit to be a member of the clergy; and
- (b) a person holding a position in the diocese where the disgraceful conduct renders the person unfit to hold the position;

to the bishop of the diocese and/or to a tribunal of the diocese in disciplinary proceedings against the minister or the person holding the position.

5.7 Next Provincial Synod Session

The 31st Provincial Synod must be held before February 1999.

5.8 Constitution Ordinance 1994

This ordinance of the Provincial Synod revises the 1902 Constitutions for dioceses in NSW and should come into effect in 1998 after it has been adopted by a canon of the General Synod. Our Synod Membership Ordinance 1995 (pages 591 to 606 of the 1996 Year Book) will commence when the canon has been passed.

6. Sydney Synod Matters

6.1 Resolutions Passed by the Synod in 1996 and not Mentioned in this Report

Circulars were sent to parishes and organisations about the matters arising from the 1996 Synod session. Copies of Synod resolutions were sent to appropriate persons and organisations.

6.2 7/94 Copyright Licences for Parishes

Synod resolution 7/94 was -

"This Synod requests Standing Committee to continue the investigation concerning the option of obtaining copyright licences which would make available to all parochial units in the Diocese a wide range of music to be used in conjunction with overhead projector equipment, and to report back to the Synod after such investigations (including likely costs and the desirability of this resource for parishes)."

A great deal of work has been done on this complex matter by the Legal Officer, but he is not ready to report.

6.3 14/94 Retirement Housing for Church Workers

Synod resolution 14/94 asked the Standing Committee to investigate alternative accommodation or remuneration packages that enable church workers to retire with equity in a residence.

A committee was appointed to investigate this matter and it reported in July 1997. The Standing Committee is considering the report and will make its recommendations to the Synod in due course.

6.4 46/95 and 11/96 Euthanasia

Copies of resolution 11/96 were sent to the members of the Australian Parliament as requested by the resolution. The Northern Territory legislation was overturned by the Australian Parliament.

6.5 Election of Standing Committee and Regional Council Members

The Standing Committee has considered measures to solve several problems.

- (a) The "regionalism" ordinances can be interpreted as requiring 10 elections, 20 elections or 64 elections every 3 years! In 1996 we used the 10 elections option and there were no objections, but the matter must be put beyond doubt to avoid disputes.
- (b) Some full-time stipendiary clergy believe they have been discriminated against for they can neither vote in the election for Regional Council members (unless they are members of Synod) nor stand for election to Regional Councils (as they are not ministers of parishes).
- (c) Provision must be made for the election of members of the Standing Committee in 1999. At present we have a requirement for the Synod to elect 4 qualified ministers and 8 qualified lay persons, but no provision in the Elections Ordinance 1975 to enable the election!

Recommendations were provided to the Regional Councils for comment, but 3 Regional Councils were unable to respond in time for legislation to be prepared for this Synod session. Legislation to cure minor ills is found in the Regional Electors Amendment Ordinance 1997 and the Miscellaneous Amendments Ordinance 1997.

6.6 Special Reports

Several special reports have been printed as supplements to this report: see the Contents pages for details.

6.7 Ordinances for this Session

The drafting and language of bills for ordinances for this session promoted by request of the Standing Committee has been or will have been examined by members of the Standing Committee's Ordinance Drafting Panel before the Synod meets.

6.8 Matters Awaiting Reports

At the time this report was completed, we had not received reports from committees etc on the following matters -

- Biblical Doctrine of Work (Diocesan Doctrine Commission)
- Communication of the Gospel to the Elderly (8/96)
- Future Patterns of Ministry (27/96)
- Recruitment and Training of Christian Educators (21/96)
- Reformed and Biblical Theology of Work (50/95)

Leave has been given, where necessary, for those responsible for the carriage of these matters to report next year.

6.9 Preaching and Administration of Holy Communion by Lay Persons and Deacons Ordinance 1997

This bill was passed to the 3rd reading in 1995 but has been deferred each year since then waiting for the Appellate Tribunal's opinion on referrals about "lay presidency". The Appellate Tribunal's opinion has not yet been given although it is expected soon. In the circumstances, the Standing Committee recommends the 3rd reading of the bill be again deferred.

6.10 Clerical Secretary of Synod

We are grateful to the Rev Barry Marsh for being Clerical Secretary of Synod last year and he has our best wishes for his retirement. We have appointed the Rev Chris Moroney to be Clerical Secretary for the rest of this Synod.

6.11 Church School Councils

A lengthy report on various aspects of church school councils is being debated by the Standing Committee. The report dwells on things like the optimum size of a council, the "mix" of members, the election and tenure of members, the appointment of principals, and other matters.

An ordinance or ordinances will be needed to implement many of the recommendations, should the Standing Committee conclude that the recommended changes are desirable, but so far progress has been slow.

A detailed report will be made next year on the outcomes from the continuing debate.

For and on behalf of the Standing Committee

WARREN GOTLEY
Diocesan Secretary

13 October 1997