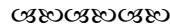


2019 Report of the Standing Committee

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1. Introduction

1.1 Charter

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

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

1.2 Access

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

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

1.3 Meetings and members

Since October 2018 we have met 9 times. The names of the members are listed below.

The Archbishop
Archbishop Glenn Davies

The Chancellor
Mr Michael Meek SC

The Regional Bishops
Bishop Chris Edwards
Bishop Peter Hayward
Bishop Ivan Lee
Bishop Peter Lin
Bishop Michael Stead

The Registrar
Mr Doug Marr

The Diocesan Secretary
Mr Daniel Glynn

The Archdeacon
Archdeacon Kara Hartley

The Chief Executive Officer of Sydney Diocesan Services
Mr Robert Wicks

Dean of St Andrew’s Cathedral
Dean Kanishka Raffel

Laypersons Elected by Whole Synod
Mr Michael Easton
Mr Stephen Hodgkinson
Mr John Pascoe

The Principal of Moore Theological College
The Rev Dr Mark Thompson

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

Ministers Elected by Georges River Regional Electors
Canon Phillip Colgan
The Rev Zac Veron

Ministers Elected by Northern Regional Electors
The Rev Gavin Parsons
The Rev Craig Schafer

Ministers Elected by South Sydney Regional Electors
The Rev Andrew Katay
The Rev Justin Moffatt

Ministers Elected by Western Sydney Regional Electors
The Rev Dr Raj Gupta
The Rev Gavin Poole

Ministers Elected by Wollongong Regional Electors
Canon Sandy Grant
The Rev Joe Wiltshire (*elected 21/6/2019, ex-the Rev Stephen Semenchuk died 12/05/2019*)

Dr Laurie Scandrett
Dr Claire Smith
Dr Robert Tong AM
Mrs Melinda West (*elected 12/11/2018, ex-Dr Robert Mackay died 3/09/2018*)
The Hon Peter Young AO QC

Laypersons Elected by Georges River Regional Electors
Mr Clive Ellis
Mr James Flavin
Mrs Jeanette Habib
Dr Ian McFarlane (*elected 8/04/2019, ex-Mrs Tara Sing resigned 18/3/2019*)

Laypersons Elected by Northern Regional Electors
Mr John Driver
Miss Jenny Flower
Mr Phillip Shirriff
Ms Nicola Warwick-Mayo

Laypersons Elected by South Sydney Regional Electors
Ms Michelle England
Mr Gavin Jones
Ms Yvette McDonald
Dr Karin Sowada

Laypersons Elected by Western Sydney Regional Electors
Mr Jeremy Freeman
Mrs Patricia Jackson
Mr Malcolm Purvis
Mr Lyall Wood AM RFD

Laypersons Elected by Wollongong Regional Electors
Vacancy (*ex-Mr Peter Evans, resigned 21 September 2019*)
Dr David Nockles
Mrs Emma Penzo
Mr Tony Willis

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

- A vacancy arose in the position of a lay person elected by the Georges River Region upon the resignation of Mrs Tara Sing. The Regional Electors of the Georges River Region elected Dr Ian McFarlane to fill the vacancy.
- A vacancy arose in the position of a minister elected by the Wollongong Region upon the death of the Rev Stephen Semenchuk. The Regional Electors of the Wollongong Region elected the Rev Joseph Wiltshire to fill the vacancy.
- A vacancy arose in the position of a lay person elected by the Wollongong Region upon the resignation of the Mr Peter Evans on 21 September 2019.

1.4 Management and structure

Our permanent subcommittees are –

Affiliated Churches Committee

Diocesan Resources Committee

Finance Committee

Registrar's Committee for portraits, plaques & photographs

Religious Freedom Reference Group

Royal Commission Steering Committee

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

The terms of reference and the membership of our permanent subcommittees are posted at www.sds.asn.au.

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 Dr Robert Tong AM

We noted Dr Robert Tong AM was elected a member of Standing Committee by the Synod in October 1978 and therefore Robert has completed 40 years of continuous membership of Standing Committee, and –

- (a) gave thanks to God for the enormous contribution Robert has made to the work of the Standing Committee, the Diocese of Sydney and the wider church,
- (b) expressed its appreciation to Robert for his service to date and ongoing ministries,
- (c) recognised the support of Winsome and the service by so many of their relatives over multiple generations, and
- (d) prayed for God's blessing on Robert and Winsome and their family.

1.6 Death of the Rev Stephen Semenchuk

We noted with sadness the death of the Rev Stephen Semenchuk, a member of Standing Committee since 1996 and the Rector of the Parish of Dapto since 2002, on Sunday 12 May 2019; and gave thanks to God for the life and faithful service of Stephen.

1.7 Executive Assistant to the Bishop of Wollongong

We noted that the Archbishop appointed the Rev Anthony Douglas to the position of Executive Assistant to the Bishop of Wollongong with effect from 1 January 2020. Anthony is currently Rector of the parish of Shoalhaven Heads and will resign from this position at the end of this year. Mr Tony Willis will continue his current role of part time Executive Assistant through the 2020 year.

1.8 Death of Mr Allan Perryman

We noted with sadness the sudden death of Mr Allan Perryman, the Hon Treasurer of General Synod; thanked God for his astute leadership in General Synod financial matters and extended its sympathy to his widow Laurie and their family.

1.9 Death of Bishop Tony Nichols

We gave thanks to God for the life and ministry of Bishop Tony Nichols, including as a lecturer at Moore College (1968-1981), CMS missionary in Indonesia (1981-1987), Principal of Nungalinya College, NT (1982-1987), Principal of St Andrew's Hall, Victoria (1991), and Bishop of North West Australia (1992-2003). Tony was an indefatigable cross-cultural evangelist, a learned and much respected teacher, a diligent and courageous bishop, a faithful pastor and a trusted counsellor to many. He was a man of prayer and faith. We expressed our thankfulness to God, and deep sympathy and condolence to Judith and the family and assured them of our prayers.

1.10 Election of the Rev Dr Mark Short as Bishop of Canberra and Goulburn

We noted that the Rev Dr Mark Short had been elected to be the next Bishop of Canberra and Goulburn, congratulated Dr Short on his appointment, and assured him of our prayers and good wishes in his new role.

1.11 Election of Archdeacon Donald Kingsley Kirk as the eleventh Bishop of Riverina

We noted that Archdeacon Donald Kingsley Kirk, then Rector of the Parish of Hamilton in the Diocese of Ballarat and Archdeacon of the South West region of Ballarat, had been elected the 11th Bishop of Riverina, congratulated Archdeacon Kirk on his appointment, and assured him of our prayers and good wishes in his new role.

1.12 Election of the Rev Keith Dalby as the 5th Bishop of The Murray

We noted that the Rev Keith Dalby, then Rector of the Parish of Gordon, had been elected as the 5th Bishop of The Murray, congratulated him on his election and assured him of our prayers and good wishes in his new role.

1.13 Retirement of Bishop David Robinson

We noted that the Rt Rev David Robinson will conclude his term as the Bishop of Rockhampton on 22 February 2020.

2. Actions with the Archbishop

2.1 Strategy & Research Group

The Strategy & Research Group (SRG) comprises the following members –

Archbishop Glenn Davies (Chair)	Mr Peter Mayrick
The Rev Dr Raj Gupta	Mr Graham Murray
The Rev Dr Andrew Katay	The Rev Andrew Robson
Bishop Peter Lin	The Rev Craig Schafer
Dr Ruth Lukabyo	Ms Nicola Warwick-Mayo

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

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

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

The SRG typically meets quarterly for full day meetings. Since the last Synod, the SRG has met 4 times including a two-day Strategic Retreat at the start of the year with the members of the episcopal team to focus specifically on matters of high level vision, strategy and structure within the Diocese.

Development of Key initiatives

At the 2019 Retreat, the SRG reviewed SWOT and Key Issues analysis (incorporating input from the members of the episcopal team, the Mission Area Leaders and Standing Committee members), and considered options for possible new initiatives in support of Mission 2020. Ultimately the Group focused on initiatives that would support the work of Evangelism and New Churches and Youthworks, as well as support parishes through consultancy and mentoring.

Following the Retreat, the SRG met with Mission Area Leaders in a joint conference on 8 May 2019. The annual conference is an opportunity for partnership and for the SRG to ventilate ideas and seek feedback. The SRG shared with the Mission Area Leaders the initiatives under consideration and ultimately refined these further in light of the conference.

In August 2019, the SRG met with the Diocesan Resources Committee (DRC) in order to discuss potential funding requirements for the initiatives under consideration, as well as opportunities for the SRG and the DRC to partner in preparation of the triennial funding principles, produced by the DRC.

The SRG is continuing its work in pursuit of implementation of these initiatives, but has not yet completed its work.

Newcomers Study

The attraction and retention of newcomers forms a key goal of Mission 2020 (adopted by the Synod in 2014). Mission 2020, among other things, sets a goal to raise the level of newcomers to 12% of attenders by 2020. However, despite the priority given to newcomers, it is likely that the Diocese will fall well short of this goal. The SRG commissioned a study, carried out by Dr Bellamy, on Newcomer levels in the Diocese of Sydney and strategies and actions that may be taken by parishes to increase newcomers. The

Newcomers Study is in its final stages before circulation to parishes.

Mission 2020

The SRG agreed that it would recommend that Synod continue to utilise the vision, mission, values and priorities of Mission 2020 until the SRG, under the chairmanship of the next Archbishop, has had opportunity to consider any recommendations for any new iteration of our mission of making and maturing disciples of Christ.

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. The amount of \$2,226 was paid from this fund to cover the attendance and travel equalisation costs for the March 2019 Australian Bishops' Conference held in Perth. The fund did not have a sufficient amount available to cover the entire cost of the conference and travel. The Archbishop made up the balance with a distribution of \$910 from the Archbishop of Sydney's Discretionary Trust.

2.3 Guidelines for termination of appointments under the Assistant Ministers Ordinance 2017

In accordance with the request of paragraph (d) of Synod resolution 45/18, the Archbishop-in-Council approved guidelines under clause 7 of the *Assistant Ministers Ordinance 2017*. The guidelines are available on the SDS website.

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

The Archbishop-in-Council agreed that, provided sufficient funds are available in Client Fund 369, up to \$40,000 be applied each year from the Grant (Sisters) Endowment Fund for distribution at the discretion of the Archbishop for the purpose of Christmas grants.

2.5 Appointment of a new assistant bishop for the Diocese of Sydney

Under clause 5 of the *Assistant Bishops Ordinance 1947*, the Archbishop-in-Council approved of the appointment of Canon Malcom Richards as an assistant bishop in the Diocese of Sydney, noting that the bishop will be styled the Archbishop of Sydney's Bishop for International Relations.

3. Financial and Property Administration

3.1 Accounts, Audits and Annual Reports Ordinance 1995

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

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

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

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

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

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

3.3 Ordination Training Fund

In 2019 this Fund received a Synod allocation of \$41,000 (2018 \$40,000) which it used to provide a book allowance of \$1,000 to first year candidates studying through Moore Theological College or Youthworks College for ordination in Sydney, and to meet a number of specific costs associated with preparing candidates for ordination. In exceptional cases the Fund may also provide bursaries or financial assistance to some of the candidates.

3.4 Ordinances

The following table shows the number of ordinances passed and assented to in 2013 to 2018, and in 2019 up to 23 September 2019 –

	2013	2014	2015	2016	2017	2018	2019
Standing Committee	60	42	46	53	40	42	40
Synod	6	7	6	4	11	8	0
	66	49	52	57	51	50	40

A separate report lists the ordinances passed by us since the 2018 ordinary session of the Synod. There are 18 ordinances of particular interest.

(1) The *Anglican Community Services Constitution Ordinance 1961 Amendment Ordinance 2018* amended the *Anglican Community Services Constitution Ordinance 1961* to provide for the establishment of a Gift Fund that would identify and record Gifts, Deductible Contributions and any other similar contributions to Anglican Community Services.

(2) The *Arden Anglican School Council Ordinance 1962 Amendment Ordinance 2019* amended the *Arden Anglican School Council Ordinance 1962* by reducing the number of members of the School Council from 14 to 12 (being ten elected by the Synod and 2 appointed by the Archbishop), and updating the constitution of Arden to ensure that it better complies with modern standards and practices for corporate governance, current legislative requirements and the Diocesan Policy on Corporate Governance. Obsolete terms were removed or updated within the constitution.

(3) The *Assistant Ministers Ordinance 2017 Amendment Ordinance 2018* amended the *Assistant Ministers Ordinance 2017* as requested by Synod resolution 45/18, namely –

- (a) omitting the words “where a genuine and recorded performance management program or similar has been unsuccessful in resolving the issue or issues” in clause 3(3)(b)(i),
- (b) inserting a new clause to state that if the Parish requires the Assistant Minister to live in a certain location, that the housing arrangements for the Assistant Minister must be approved as suitable by the Archbishop,
- (c) inserting a new clause to require rectors to consult with the Regional Bishop before making a communication to the parish about the termination of the appointment of an Assistant Minister licensed to the Parish.

(4) The *Barker College Ordinance 1978 Amendment Ordinance 2019* amended the *Barker College Ordinance 1978* to broaden the existing requirement about persons appointed as Chaplains so that it includes deacons as well as presbyters, while also addressing a number of administrative changes (such as changing “Headmaster” to “Head” throughout the ordinance).

(5) The *Campbelltown Anglican Schools Ordinance 1995 Amendment Ordinance 2018* amended the *Campbelltown Anglican Schools Ordinance 1995* to –

- (a) provide that the Archbishop (rather than Bishop of Wollongong) is President (but not a member) of Campbelltown Anglican Schools Council (CASC),
- (b) reduce the number of members from 13 to 10, being the Rector of the Parish of Campbelltown, six members elected by the Synod, and three elected by the Parish Council of Campbelltown,
- (c) simplify the Council's responsibilities and exclude Parish Council from having a governance or management role in the Schools.

(6) The *Cost Recoveries Framework Ordinance 2008 Amendment Ordinance 2019* amended the *Cost Recoveries Framework Ordinance 2008* to specify that any Parental Leave Pay received from the Australian Government Department of Human Services (Centrelink) by a parish is excluded from the calculation of the net operating receipts of the parish.

(7) The *Church of England Boys' Society Prohibition Ordinance 2018* prohibits a parish from conducting activities, or allowing any third party to conduct activities, if those activities are named or styled as being activities of or in association with the Church of England Boys' Society (including by the acronym "CEBS").

(8) The *Endowment of the See Corporation Ordinance 2019* and the *Endowment of the See Variation of Trusts and Amendment Ordinance 2019* established a body corporate to be the trustee of certain assets of the Endowment of the See, and redeclared the trusts of the EOS Expenditure Fund to create a new trust to hold both the income and capital of the Endowment of the See. This change was made as the previous structure (enacted in 2012 based on partial implementation of the recommendations of the Strategic Commission on Structure, Funding and Governance) produced significant uncertainty in relation to key responsibilities related to EOS finances, and have led to inefficient and costly administrative procedures.

(9) The *Miscellaneous Amendments Ordinance 2019* amended the *Cathedral Ordinance 1969*, the *Interpretation Ordinance 1985*, the *Conduct of the Business of Synod Ordinance 2000*, the *Ordinance Procedure Ordinance 1973*, the *General Synod – Holy Orders (Removal from Exercise of Ministry) Canon 2017 Adopting Ordinance 2017*, the *Anglican National Superannuation Board Ordinance 2017*, the *Campbelltown Anglican Schools Ordinance 1985*, the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2018*, the *Sydney Anglican (National Redress Scheme) Corporation Ordinance 2018 Amendment Ordinance 2019* and the *Nomination Ordinance 2006*. In general, the *Miscellaneous Amendments Ordinance 2019* rectified administrative errors such as incorrect words, grammatical mistakes and spelling mistakes as well as updating references and words to more modern variations. It also inserted provisions that make administrative processes more effective or to remove ambiguities. The more significant amendments included –

- amending the *Interpretation Ordinance 1985* to –
 - (a) ensure the same formula is used to convert pre-decimal currency for ordinance purposes as is used in Australian law, and
 - (b) allow the Archbishop-in-Council to determine when the Dean of the Chapter is to be included in a reference to Rector, Parish Council or Warden in particular ordinances.
- amending the *Ordinance Procedure Ordinance 1973*, in relation to the notice to be given in church upon a proposed ordinance relating to church trust property held for the benefit of the parishes –
 - (a) clarifying that it is appropriate to lodge objections via email to the Diocesan Secretary, and
 - (b) removing the requirement that the notice must contain or be accompanied by a sketch plan of any land affected by the proposed ordinance.
- amending the *Nomination Ordinance 2006* to address the circumstance where a person who is both a diocesan nominator and a parish nominator, and has been elected to participate in one of those capacities; the amendment clarified that serving in one capacity does not result in a permanent resignation from the other capacity.

(10) The *Parish Administration Ordinance 2008 Amendment (Use of Church Buildings) Ordinance 2019* amended the *Parish Administration Ordinance 2008* (PAO) to provide greater flexibility in relation to the use of church buildings. Previously, the schedules to the PAO specified that all buildings intended to be used regularly for public worship must be licensed or consecrated as a church and subsequently can *only* be used for the conduct of a service of public worship, an activity of the parish or a meeting of a non-Anglican congregation pursuant to rule 5.7 of Schedule 1 or 5.6 of Schedule 2 (as the case may be). This amendment allows the Archbishop (or the Regional Bishop) to approve other purposes, either in a particular cases or classes of cases.

(11) The *Safe Ministry to Children Ordinance 2018 Amendment Ordinance 2019* amends the *Safe Ministry to Children Ordinance 2018* to limit the requirement for a Safe Ministry Check in relation to persons who undertake ministry to children on a voluntary basis. The effects of the amendments are –

- For ministries to children in preschool, infants and primary school: those with organisational responsibility for the leaders of the ministry will be required to complete the Safe Ministry Check, but not those who merely lead the ministry (noting that both categories, as before, will be required to have a Working with Children Check)
- For ministries to children in high school: all adult leaders will be required to complete the Safe Ministry Check (in addition to the existing requirement of a Working with Children Check).

(12) The *Sydney Diocesan Secretariat (Change of Name) Ordinance 2019* changed the name of the Sydney Diocesan Secretariat to "Sydney Diocesan Services".

(13) The *Synod Appropriations and Allocations Ordinance 2019* gave effect to the Synod's general intention with respect to the appropriation and allocation of Synod funds. The amount of income available is \$169,000 more than the estimates provided to Synod in 2018, primarily due to higher than estimated distributions received from the parishes of St James King Street and Ryde. At the same time, there has been an increase of \$165,000 in the allocation needed to meet this Diocese's General Synod statutory assessment in 2020. The allocation to the Work Outside the Diocese Committee has been increased by \$8,000 to maintain our commitment to allocating 5% of the total funds available to Synod for this purpose. The following five additional allocations have been made for 2020, resulting in a corresponding decrease in the balance available for contingencies –

- (a) an allocation of \$10,000 for printing & mailing hard copy Synod materials to members who opt-in,
- (b) a specific allocation of \$12,000 for Standing Committee venue hire and catering,
- (c) a specific allocation of up to \$10,000 for Cathedral staff car parking in St Andrew's House, previously funded from Contingencies,
- (d) an allocation of \$11,000 to fund qualified persons to interview ordination candidates in relation to domestic abuse, and
- (e) a special allocation of \$100,000 to Evangelism and New Churches as a contribution towards the cost of funding the new position of Assistant Director (Parish Evangelism) as a response to the request of resolution 5/18 (see item 7.10).

(14) *The Archbishop of Sydney's Anglican Aid Ordinance 2011 Amendment Ordinance 2019* amends *The Archbishop of Sydney's Anglican Aid Ordinance 2011* to change the title of the Executive Director to the Chief Executive Officer.

(15) *The Wollongong Regional Council Land Variation of Trusts Ordinance 2018* varied the Trusts of certain lands at Wollongong to provide that it is held on trust for the purposes of the Wollongong Regional Council.

(16) *The Parish Administration Ordinance 2008 Amendment (Architectural Panels) Ordinance 2019* amended the *Parish Administration Ordinance 2008 (PAO)* to replace the existing provisions with respect to architectural panels. The PAO previously required parishes to obtain approval from Regional Architectural Panels (RAPs) before erecting or altering a building on Church Trust Property intended for use as a church or hall, or erecting or making structural alterations to a house for the use of clergy or a lay minister of the parish. The amendments to the PAO maintain the existing requirement for approval for these projects by an architectural panel, but –

- (a) restrict RAPs to considering projects with total projected construction costs up to \$1.5m, and
- (b) provide for new Project Architectural Panels to consider projects with total construction costs above \$1.5m.

A Project Architectural Panel will be separately constituted for each project, with membership comprising the Regional Bishop (or his nominee) and at least 2 persons appointed by the Regional Bishop from a pool.

(17) *The Solemnisation of Marriage Ordinance 2011 Amendment Ordinance 2019* amended the *Solemnisation of Marriage Ordinance 2011* to make provision for any assistant bishop to act on behalf of the Archbishop in relation to the solemnisation of marriage. Previously, only the Regional Bishop acting in his own region had such authority, which led to problems when a Regional Bishop is on leave.

(18) *The Sydney Anglican Indigenous Peoples' Ministry Committee Land Sale Ordinance 2019* provided for the sale of certain land held by the Sydney Anglican Indigenous Peoples' Ministry Committee (the **SAIPMC**), and the application of the sale proceeds and part of the capital of the SAIPMC Fund to purchase a new residence suitable for a Minister in Indigenous Ministry.

3.5 Parochial cost recoveries – arrears

The following table compares the arrears of cost recovery charges as at 30 June 2019 and 2018 –

	2019	2018	
Greenacre	7,673	4,719	
Hornsby Anglican Chinese Church	7,768	-	(paid in full in July 2019)
Richmond	237	5,875	
St Clair	9,708	-	
	<u>25,386</u>	<u>\$10,594</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 2019, 88 parochial units (33%) had not lodged a set of prescribed financial statements (compared with 103 at the same time in 2018). By 30 June 2019 this had improved so that only 20 parochial units had not lodged their financial statements, although some others had only lodged incomplete or unsigned financial statements.

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

We instructed Sydney Diocesan Services to calculate the net operating receipts for any parish that had not lodged its 2018 audited financial statements by 15 September 2019, based on the figure for the previous year + 20% (in accordance with clause 15 of the *Cost Recoveries Framework Ordinance 2008*).

3.7 Local revenues test for parish status

In 2018 a total of 9 parishes had local revenue below the requisite amount defined in the *Parishes Ordinance 1979*. For 6 of those parishes it was the first year they have recorded insufficient local revenue, and for 2 others (Brighton/Rockdale and Greystanes-Merrylands West) it is the second year. Each of those 8 parishes have been advised of the importance of ensuring their 2019 and future revenues meet the relevant threshold figures in order to retain their parish status. In the case of Coogee, this was the third consecutive year of revenue below the threshold and accordingly this parish will revert to provisional status on 31 December 2019 unless the South Sydney Regional Council exercises its discretion under clause 8(1A) of the *Parishes Ordinance 1979*.

3.8 Stipends, allowances and benefits for 2020

A report on stipends, allowances and benefits for 2020 is printed separately.

We agreed to set the recommended minimum stipend for 2020 at \$67,856, representing a 1.6% increase over 2019. We also approved *Guidelines for the Remuneration of Parish Ministry Staff for 2020* reflecting a 1.6% increase in recommended minimum spend.

3.9 Work Outside the Diocese

In the 6 months to 30 June 2019, the Work Outside the Diocese Committee had applied \$213,077 to support gospel ministry outside the Diocese from a total Synod allocation in 2019 of \$309,000 (5% of the total funds available to Synod). It is expected that further amounts will be applied during the 6 months to 31 December 2019 from the 2019 allocation, and the opening reserves of \$13,246.

In addition, in the 6 months to 30 June 2019, \$120,000 has been applied towards funding for the Diocese of Bathurst from a special Synod allocation of \$250,000 for that purpose.

3.10 Recommended distribution from the Diocesan Endowment for 2020

We noted the advice of the Glebe Administration Board that, for the purposes of clause 5(1) of the *Diocesan Endowment Ordinance 1984*, \$2.880 million could prudently be distributed from the Diocesan Endowment for spending by the Synod in 2020, being the second year in the current funding triennium (2019: \$2.804 million).

3.11 Distribution from St Andrew's House Fund 134

We noted the advice of the Finance Committee that the amount of the distribution from the newly created Synod – St Andrew's House Fund 134 in 2019 available for appropriation by Synod in 2020 is expected to be \$2.600 million.

3.12 Parochial cost recoveries for 2020

A report on the cost recoveries charge in respect of ministry costs and parochial network costs for 2020 is printed separately. These charges and costs have been determined in accordance with the method or methods prescribed in the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2018*.

3.13 12 monthly Parish Cost Recovery charges from 2020

Currently, parishes pay their PCR charges in 10 equal monthly instalments from 1 March to 1 December each year. Traditionally this has been seen as a concession to help parishes manage their cash flow through the summer holiday period when attendance, and hence cash-based offertory, may be lower than normal. However, as an increasing proportion of parish offertory is received electronically the need for a 'holiday' from PCR charges in the first two months of the year has diminished. Additionally, a number of parishes have indicated that it would help their budgeting to receive invoices and pay their PCR charges evenly throughout the year as the costs are incurred. Accordingly, we agreed to move to a system of 12 monthly PCR charges from January 2020.

A report about this matter is printed separately.

3.14 General Synod statutory assessment

The General Synod statutory assessment for 2018 totalled \$393,012, payable in 4 quarterly instalments of \$98,253. The total is \$35,012 more than the allocation of funds for this purpose made under the Synod Appropriations and Allocations Ordinance 2017. We allocated \$35,012 from Synod Fund Contingencies to meet the shortfall in the 4th quarter of 2018.

The statutory assessment for 2019 totalled \$481,250, which is significantly higher than Sydney's share (\$406,000) of the forecast 2019 Statutory Assessment based on the budget papers initially tabled at General Synod in 2017. This increase arose as a result of additional funding required for the Royal Commission / Safe Ministry resolutions passed at the session of General Synod in 2017, and further increased by resolution of the General Synod Standing Committee in November 2018 to accommodate legal costs for the Episcopal Standards Commission.

The final assessment for 2019 is \$79,250 more than the amount of \$402,000 allocated for this purpose in the Synod Appropriations and Allocations Ordinance 2018, which had been based on the 2018 actual assessment plus 2.4% for inflation. We agreed to fund the shortfall of \$79,250 from the working capital of Synod Fund 129.

See also item 3.4(13).

3.15 Stipend Continuance Insurance renewal

We decided in late 2018 to maintain the existing benefit design of Stipend Continuance Insurance even though it would involve an increase of 21.6% (being the lowest price quote after going to tender) to the premium payable in 2019. As a result, in 2019 the portion of the premium applicable to parishes is expected to exceed the recovery from parishes by an amount in the order of \$220,000. The Finance Committee indicated that this shortfall would be able to be funded from resources within the existing PCR group of Funds.

However, a continuing under-recovery of this magnitude is not sustainable and in August 2019 we agreed to renew the Stipend Continuance insurance for 2020 with a slightly reduced benefit structure in order to contain the cost to something approximating the estimates incorporated in the *Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance* passed by Synod in 2018.

In September 2019 we noted that after initially providing an indicative premium quote that would have achieved that objective, the current insurer then withdrew that offer and has indicated that, notwithstanding the reduced benefits, any revised quote is now likely to be significantly more expensive than the existing cover. A further report about this matter is provided separately, in the report "Parochial Cost Recovery charges for 2020".

3.16 Clergy Assistance Program

We have agreed on the eligibility criteria and logistics for handling a significant extension of the Clergy Assistance Program to include authorised lay ministers. When this extension is implemented, it will become known as the Churchworker Assistance Program. However, we decided not to implement that decision in 2019 or 2020, because to do so would require parishes being charged an amount of \$120 pa for each such person, and this cost was not included in the estimates incorporated in the ordinance passed by Synod in 2018. We anticipate that the cost to extend the CAP will be included in the proposed budget for the next funding triennium (2022-2024).

3.17 Public Liability Insurance cover for One Off Hirers of church premises

One-off hirers of church premises are required to provide evidence of Public Liability Insurance cover, which may be taken out on a per event basis for approximately \$160. A subsidy of \$100 has been available towards the cost to the hirer, paid from reserves of the Anglican Church Property Trust and recovered from parishes in the following year through Parish Cost Recoveries. We requested the ACPT to cease subsidies for one-off hirers of church premises. This change took effect from March 2019.

3.18 Implications of the implementation of the Property Receipts Levy

Property Income Worksheet

We prescribed a form of Property Income Worksheet for the purposes of the definition in clause 2 of the *Property Receipts Levy Ordinance 2018*.

Amendment of standard form of parish trust ordinance

We authorised an amendment to the standard form of parish trust ordinance by substituting the existing clause 9(1)(b) with the following –

- “(b) the rental payable by the lessee or licensee is not more than any limit that is determined by the Standing Committee by resolution from time to time for the purposes of this clause”,

and determined the amount for the purposes of clause 9(1)(b) in all parish trust ordinances to be \$500,000.

The effect of this change is that the monetary limit on the leasing and licensing power of the ACPT in the standard form trust ordinance has increased from \$50,000 to \$500,000 pa (noting that the limit in clause 9(1)(a) that a lease or licence not exceed 5 years will remain unless the parish applies to amend its ordinance).

Delegation to extend review date

We delegated to the Finance Committee the authorisation of an automatic roll over of the review date in an ordinance where that extension can be given by resolution, after consulting with the relevant regional bishop, except if –

- (a) all or part of a parish’s property income is exempt from the levy (other than due to its Net Operating Receipts being below \$120,000 pa), or
- (b) a parish has an alternative arrangement under ordinance in respect to all or any part of its property income.

Property (Lease, Licence and Investment) Receipts Policy

We adopted an amended form of the *Large Lease and Investment Policy*, renamed the *Property (Lease, Licence and Investment) Receipts Policy*, containing our policy regarding applications for concessions or exemptions to the Property Receipts Levy. The policy may be found at item 3.2 of the Policies of the Standing Committee on the SDS website.

3.19 Parish of Bondi and Waverley – Strategic Masterplan

We supported in-principle stage 1 of the Church 2050 Strategic Masterplan put forward by the Parish of Bondi and Waverley. Stage 1 includes the sale of the three properties and redevelopment of the parish’s Wairoa and Birrell Street sites. We subsequently passed the *Bondi and Waverley Land Sale and Variation of Trusts Ordinance 2019* to facilitate progress in stage 1 of the Masterplan, and encouraged the parish in the next phase of the project.

3.20 Parish of Leichhardt – Property Development Project

We approved in-principle a proposed development project from the Parish of Leichardt, which includes the sale of the property at 126A Norton Street.

3.21 ACPT management fee – Sydney Anglican Indigenous Peoples’ Ministry Committee

Having noted some detail of the history of this Diocese’s ministry with Indigenous peoples, we resolved that the funds held by the ACPT for the Sydney Anglican Indigenous Peoples’ Ministry Committee (ACPT C/F 0378) should be exempt from the application of the ACPT’s management fee.

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 2018 to August 2019, 67 such positions were filled (165 for the same period in 2017 – 2018).

4.2 Filling of contested vacancies for a regional representative on Standing Committee

Having trialled the use of an online ballot to fill a contested vacancy for a regional representative on Standing Committee, we authorised, in accordance with 3(3A) of the Standing Committee Ordinance 1897, the use of an online ballot to administer any future contested casual vacancies for a member of the Standing Committee elected by the Regional Electors of a region.

4.3 Reports from Regional Councils

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

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

We confirmed that SDS has satisfactorily provided services to the Synod and the Standing Committee under the current Service Level Standards document for the period between November 2017 and October 2018.

4.5 Affiliated Churches

We declared Camden Valley Church, Elderslie and Singleton Evangelical Church, Singleton to be affiliated with the Diocese under the *Affiliated Churches Ordinance 2005*.

4.6 AICD governance training for members of diocesan boards and school councils

We agreed to contribute \$6,000 from Synod Fund Contingencies to fund the participation in the 3 day AICD governance training course being run by SDS in June-July 2019 of 2 persons who might not otherwise have the resources to participate.

5. Relations with Government

5.1 Social Issues Committee

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

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

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

Since the last Synod, the SIC has met 4 times and has devoted considerable further work to the Gender Identity Guidelines, producing a draft report for the Gender Identity Subcommittee.

The SIC has also produced a substantial report regarding Ministry with Indigenous Australians, for the Taskforce appointed in response to Synod resolution 22/18. This report provides a history of the dealings of the Anglican Church with the Indigenous Australians in the area covered by this diocese, and proposes resources to be used by each individual parish.

At very short notice the SIC provided a submission to the enquiry by the NSW Legislative Council Standing Committee on Social Issues relating to the Reproductive Health Care Reform Bill 2019 regarding abortion.

The Committee is continuing to monitor parliamentary and general community matters, particularly with regard to euthanasia and assisted suicide, and bio-medical ethics.

5.2 Freedom of Religion

We noted a submission to the Review of the Religious Discrimination Bill – Exposure Draft, prepared by the Religious Freedom Reference Group, and approved the printing of the submission for Synod.

A report with recommendations is printed separately.

6. The International, National and Provincial Church

6.1 Appellate Tribunal – Affiliated Churches Ordinance 2005

We reported in 2018 that in August 2017, a reference was made to the Appellate Tribunal concerning our *Affiliated Churches Ordinance 2005*. In December 2018, the matter was concluded, with the Tribunal indicating that none of the constitutional grounds advanced for invalidity of the *Affiliated Churches Ordinances 2005* (Sydney) had been established.

6.2 New Zealand Extra Provincial Diocese

Participation in the consecration of the Bishop of New Zealand extra provincial diocese

We reported in 2018 that the Anglican Church in Aotearoa, New Zealand and Polynesia (ACANZP) had agreed to permit clergy to conduct services blessing same gender relationships.

This year, we noted that as a consequence of that decision, a number of parishes and clergy resolved to leave the ACANZP. This departure involved leaving parish buildings and parish accommodation, and relocating to rented premises. Those parishes resolved to form themselves into an extra-provincial diocese named the Church of Confessing Anglicans Aotearoa/New Zealand which met in Synod on 17-18 May 2019 in Christchurch.

Following that inaugural Synod, we noted with thankfulness the election of the Rev Jay Behan, formerly Vicar of St Stephen's Anglican Church, Christchurch, as the first Bishop of the Church of Confessing Anglicans Aotearoa/New Zealand.

We encouraged Archbishop Glenn Davies and the Assistant Bishops in the Diocese, as they are able, to participate in the consecration of the Bishop of the Church of Confessing Anglicans Aotearoa/New Zealand.

6.3 Special session of the General Synod 2020 Blessing of same-sex marriage

We noted that the General Synod Standing Committee (GSSC) had recommended to the Primate that a special session of General Synod be convened between 31 May and 5 June 2020 (the dates previously advised for the next ordinary session of General Synod). The primary business proposed for the special session is to be the Anglican Church in Australia's response to the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.

We further noted that the GSSC had resolved that in conjunction with the special session, a conference would be convened involving some or all General Synod members and possibly others to consider the range of issues the Anglican Church in Australia is facing in relation to human sexuality, same-sex relationships and marriage, and "possible ways forward".

We requested a number of motions to be moved at this session of (Sydney) Synod including motions regarding same-sex marriages, the planned special session of General Synod to be held in 2020, fellowship with Anglicans outside of the Diocese and the deferral of General Synod Assessments.

7. Sydney Synod Matters

7.1 Prioritisation of Synod requests

We requested the Diocesan Secretary to provide a report to the Standing Committee meeting following the ordinary session of Synod each year, providing a recommended relative priority of the requests of resolutions of Synod, taking into account the urgency, importance and anticipated labour and costs involved addressing each request. We also agreed that if we determine not to address a Synod resolution (in full or part), a brief report should be provided to the following session of the Synod and the mover and seconder of the resolution be informed.

A report is printed separately about this matter.

7.2 16/16 Diversity and Inclusion policies

By resolution 16/16, the Synod, among other things, requested the Diocesan Doctrine Commission or the Social Issues Committee to provide a report on the biblical understanding of 'diversity and inclusion' so as to assist our organisations in the formulation of such policies, and to report back to the next session of Synod.

We agreed that since the resolution seeks a theological perspective of biblical understanding, the SIC would not be involved in the matter. The Diocesan Doctrine Commission has not yet provided a report on this matter.

7.3 30/16 Consumerism

By resolution 30/16, the Synod requested the Social Issues Committee (SIC) to report on the culture of consumerism and its impact on our society and churches with recommendations on how we can respond better to the challenges it presents.

In March 2019, we received a report from the SIC indicating that it does not have capacity to address all of the matters that have been referred to it. The same report identified the request of Synod resolution 30/16 as a non-urgent matter that the SIC could not address in light of its other priority work, and sought our endorsement not to address the request of 30/16.

Noting that the workload of the SIC also includes substantial work addressing the Synod's request on several matters of particular time sensitivity (including Gender Identity and Constitutional recognition for Aboriginal and Torres Strait Islander Peoples), we endorsed the decision of the SIC not to address the request of this resolution, and wrote to the mover of the resolution indicating this outcome.

7.4 14/17 Forum of Synod

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

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

The committee we constituted to address the request of this resolution has completed its work. A report about this matter is printed separately.

7.5 27/17 Gender Representation on Diocesan Boards and Committees

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

We provided a report with numerous recommendations to the session of Synod in 2018. However, due to insufficient time, the matter was not considered. Following that session, we constituted a committee to prioritise the recommendations contained in the report provided to Synod on this matter in 2018, and provide a revised report with recommendations for this session of the Synod.

A report about this matter is printed separately.

7.6 Ministry Spouse Support Fund

32/17 Assistance for spouses and families of clergy and lay stipendiary workers where separation has occurred due to domestic violence

At its session in October 2018, the Synod established a Ministry Spouse Support Fund (MSSF), providing funding of \$150,000 pa from which to allocate financial support for spouses of clergy and lay stipendiary workers who have been, or will be, left in financial hardship as a result of their need to separate from their spouse due to domestic abuse. We authorised an approval mechanism for the MSSF, and asked that a high-level report outlining the use of the MSSF be provided each year for Synod.

A report from the Professional Standards Unit about this matter is printed separately.

7.7 33/17 Clergy professional development

By resolution 33/17, the Synod, among other things, requested Standing Committee to make a recommendation of an appropriate amount per clergy to be included in annual parish budgets for professional development. We agreed that it would not be appropriate to recommend that all parishes budget a particular amount per clergy for professional development expenses, and asked the Finance Committee to include a note in future editions of the Explanatory Notes accompanying the Prescribed Financial Statements –

- (a) indicating the current cost of the Developing Rectors program delivered by the Centre for Ministry Development at Moore College, and
- (b) recommending the wardens and parish council consider the professional development needs of their ordained and lay ministry staff and include an appropriate amount to cover those expenses in their annual parish budget.

7.8 43/17 Composition, purpose and role of Synod

By resolution 43/17, the Synod asked us to bring a report to the October 2018 session of Synod on the composition, purpose and role of Synod. The committee we constituted to address the request of the resolution has produced a draft report, but has not yet completed its work. It is anticipated that a final report will be provided to the 2020 session of Synod.

7.9 4/18 People affected by disability

By resolution 4/18, the Synod noted its resolution 34/09 which, among other things –

- (a) recognised “that for people with disabilities, their families and carers, daily life can be practically, financially, socially and emotionally more difficult than it is for most people”, and
- (b) called on parishes to “develop and implement a plan to remove those obstacles that currently prevent people affected by disability from hearing the gospel and sharing in Christian fellowship”,

and among other things, requested the Standing Committee in consultation with Dr Louise Gosbell to survey parishes regarding the implementation of the request of resolution 34/09, and provide a report to the next ordinary session of Synod.

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

7.10 5/18 Evangelism and New Churches’ support for evangelism in parishes

By resolution 5/18, the Synod, among other things, strongly supported ENC’s policy 4: regrow mission and the evangelistic edge of existing churches, and requested the Standing Committee –

- (a) to identify ways that ENC might be better equipped and funded to increase that area of its work that focuses on policy 4 and encouraging, supporting and equipping parishes in their evangelism, and
- (b) to prioritise funding of that work when additional funds become available over this triennium and in determining future funding principles and priorities.

We have allocated \$100,000 to Evangelism and New Churches in 2020 as a contribution towards the cost of funding a new position of Assistant Director (Parish Evangelism) in response to the request of paragraph (a).

7.11 10/18 The contribution of churches and other Christian organisations to the Australian economy

At its ordinary session in 2018, the Synod passed resolution 10/18 in the following terms –

'Synod, noting –

- (a) the increasing opposition from certain sections of Australian society to the Christian faith and, in particular, its public expression through the activities of churches and Christian organisations, and
- (b) that a recent study in the USA found that the total economic contribution of religious activity (predominantly Christian) amounts to nearly \$1.2 trillion per annum – a significant proportion of that nation's GDP of about \$20 trillion,

considers that such a study for Australia could be a salutary reminder to our secular society of the substantial economic value of Christianity and therefore requests that Standing Committee investigate how the contributions of churches and other Christian organisations to the Australian economy could best be determined, and report back to the next ordinary session of Synod.'

We asked the Social Issues Committee to address the request in resolution 10/18.

At a subsequent meeting, we received a report from the SIC comprehensively interacting with the request. The SIC report included among other things, that to determine the contribution of churches and other Christian organisations to the Australian economy in the quantitative manner proposed would –

- (a) ignore that this contribution is not financially driven, but made that Christ may be glorified,
- (b) be reductive, limiting the contribution of the church to one set of numbers, and
- (c) be open to challenge, since the quantitative assumptions are necessarily subjective.

The SIC report also concluded that the process itself would be inherently complex and hence the results would be inevitably biased to understate the contribution of Christianity; while being open to challenge on scope and credibility, and to misinterpretation. Such an exercise would also carry significant cost.

We agreed with the recommendation of the SIC report, that we should not pursue the matter further and conveyed this decision to the mover of the resolution, along with a copy of the SIC report.

7.12 11/18 Steps taken to encourage ordination

By resolution 11/18, the Synod, among other things, requested the Standing Committee to investigate what steps are being taken and what steps could be taken –

- (a) to encourage godly and gifted men and women who are in the process of studying at Moore College to consider ordination as the way that God might desire that they best use the gifts He has given them in his service;
- (b) to prioritise the recruitment of godly and gifted men to study at Moore College with the aim of ordination to the presbyterate.

We constituted a committee to address the request of this resolution. A report about this matter is printed separately.

7.13 12/18 Approval and consultation process of parish property developments

By resolution 12/18, the Synod, among other things, asked that the Standing Committee define the role of the Mission Property Committee, the Anglican Church Growth Corporation (the Growth Corporation), the ACPT and Standing Committee, and give particular clarity to the timing of consultation of the parish with bodies such as these.

Given both the infancy of the Growth Corporation, and its intended central role in relation to property development, we noted that the responsibilities of the organisations listed in the Synod resolution will need to be further developed as the Growth Corporation becomes established. In this context, we asked the Growth Corporation to address the request of the resolution in consultation with the other organisations listed in the resolution.

7.14 14/18 The role of the Archbishop of Sydney Archbishop of Sydney Election Ordinance 1982

By Synod resolution 14/18, the Synod, among other things, requested the Standing Committee to prepare, for this session of Synod, a Bill to amend the *Archbishop of Sydney Election Ordinance 1982* which incorporates the characteristics of the Archbishop of Sydney as expressed in paragraphs 44-50 of the Doctrine Commission report, 'An Evangelical Episcopate'. We established a committee to consider the

request of the resolution and any other matters relevant to the election of an Archbishop and to provide a report with recommendations.

The Committee we appointed to address the request of the resolution has completed its work. A Bill addressing the request of this resolution for the consideration of Synod, along with an accompanying report, is printed separately.

7.15 23/18 Responding to Domestic Abuse: Policy and Good Practice Guidelines

By resolution 23/18, the Synod, among other things, requested the Standing Committee to ensure that the "Responding to Domestic Abuse: Policy and Good Practice Guidelines" (the Guidelines) be professionally laid out and prepared for publication and distribution to all ministers and parish councils; and also requested the Standing Committee to review the Guidelines after four years' operation.

We have appointed a monitoring committee which has produced a report about this matter for the Synod, which is printed separately.

7.16 27/18 Voluntary Relinquishment of Incumbency Review of the Parish Relationships Ordinance 2001

By resolution 27/18, the Synod, among other things, requested the Standing Committee to review the operation of and need for the *Parish Relationships Ordinance 2001* in light of the Policy and, as appropriate, amend or repeal (or bring recommendations to the Synod to amend or repeal) the Ordinance.

A review of the *Parish Relationships Ordinance 2001* in light of the new policy has not yet been completed.

7.17 37/18 General Synod – Safe Ministry to Children Children serving in ministry leadership to other children

By resolution 37/18, the Synod, among other things, requested the Standing Committee, after consulting with Youthworks ministry support team and others, to report to the next ordinary session of Synod regarding the appropriateness of children between the ages of 12 & 15 serving in ministry leadership to other children.

A report about this matter is printed separately.

7.18 40/18 Synod business rules

By resolution 40/18, the Synod, in light of feedback from Synod members regarding trial arrangements concerning moving amendments to motions and any other matters concerning the conduct of Synod business, requested the Standing Committee to –

- (a) consider bringing a Bill to amend the *Conduct of the Business of Synod Ordinance 2000* to the next ordinary session of Synod, and
- (b) identify training needs and provide resources to further equip members in their understanding of, and engagement with, the business of Synod.

We constituted a committee to address the requests of this resolution. Ultimately, flowing from the work of this committee and feedback received from Synod members, we agreed to recommend a number of changes to the operation and rules of Synod. These are set out in the separate reports, '40/18 Synod Standing Orders' (and accompanying Bill for the Conduct of the Business of Synod 2000 Amendment Ordinance 2019), and '40/18 Enhancing engagement of Synod Members'. Included in the various changes, it is worth noting that we recommended to the Archbishop that Synod be held towards the end of school Term 3 for the year 2021 and beyond. The Wesley Theatre has been booked to host the 2nd ordinary session of Synod, on the dates 6, 7, 8, 13 and 14 September 2021.

7.19 43/18 Implementation of recommendations of the Royal Commission

By resolution 43/18, the Synod, noting that an independent review of the position of the Diocese of Sydney with respect to the final recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse was being considered by the Safe Ministry Board and the Standing Committee's Royal Commission Steering Committee, requested that a full report be provided to the next ordinary session of Synod in relation to the implementation of the recommendations of the Royal Commission addressed to the Anglican Church, including –

- (a) any sources of funding which may enable their implementation, and
- (b) any draft ordinances or policies still required to facilitate their implementation.

We referred the request of the resolution to the Safe Ministry Board (SMB) and the Royal Commission Steering Committee (RCSC).

A report with recommendations about this matter is printed separately.

7.20 45/18 Appointment of assistant ministers and employment of stipendiary lay workers 46/18 Committee to review the Ministry Standards Ordinance 2017 and the Assistant Ministers Ordinance 2017 Provision of Parish Human Resources Expertise

By resolution 45/18, the Synod, among other things, requested the Standing Committee –

- (a) to amend the *Assistant Ministers Ordinance 2017*, in several specified ways,
- (b) to give further consideration regarding options for mechanisms for appropriate consequences when there is a failure in the termination of an Assistant Minister to follow due process specified under the *Assistant Ministers Ordinance 2017*, to enact such changes by amending the ordinance if thought appropriate, and to report back to the next session of Synod, and
- (c) to consider providing appropriate human resources expertise to support bishops, rectors, wardens and church staff.

By resolution 46/18, the Synod requested the Standing Committee to appoint a committee to consider if further mechanisms within the *Ministry Standards Ordinance 2017* are required to deal with issues of failure to follow proper practices with regard to staff management, and make any appropriate recommendations.

We amended the *Assistant Ministers Ordinance 2017* as requested in paragraph (a) above (see item 3.4(3)).

We constituted a committee to address the request in paragraph (b) above, and the request of resolution 46/18. A report about this matter, with accompanying Bill for the Synod's consideration, is printed separately.

We approved a 12 month pilot program for the provision of an HR partner to address the request in paragraph (c) above, responsible for –

- (a) preparing, and consolidating existing, online HR resources (e.g., templates and guides) for parish use,
- (b) advising rectors, wardens, church staff, bishops and other senior diocesan clergy, on HR matters, and
- (c) collaborating with MT&D and CMD on the provision of HR training to rectors, wardens, bishops and other senior Diocesan clergy.

7.21 47/18 Property Use Policy

By resolution 47/18, the Synod, among other things, requested the Standing Committee to review the Property Use Policy, including with reference to Resolution 8/17, and bring recommendations to the next ordinary session of the Synod.

A report with recommendations about this matter is printed separately.

7.22 Resolutions made by the Synod in 2018 and not mentioned in this report

Circulars were sent to parishes and organisations about the matters arising from the 2018 Synod session. Copies of Synod resolutions were sent to appropriate persons and organisations.

7.23 Ordinances for this session

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

For and on behalf of the Standing Committee.

DANIEL GLYNN
Diocesan Secretary

26 September 2019