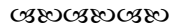


2020 Report of the Standing Committee

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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,
- (b) acting as a council of advice to the Archbishop (the **Archbishop-in-Council**),
- (c) considering and reporting upon matters referred to it by the Synod and carrying out the Synod's resolutions,
- (d) deliberating and conferring upon all matters affecting the interests of the Church,
- (e) making ordinances under delegated powers,
- (f) preparing and administering parochial cost recoveries and Synod appropriations and allocations,
- (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. All meetings subsequent to the March 2020 meeting have been held via videoconference. 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

From October 2019 to 14 September 2020, we have met 10 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 Gary Koo (*started as Regional Bishop on 1/02/2020, ex Bishop Ivan Lee*)

The Registrar
Mr Doug Marr

Bishop Peter Lin
Bishop Michael Stead

The Diocesan Secretary
Mr Daniel Glynn

The Chief Executive Officer of Sydney Diocesan Services
Mr Robert Wicks

The Archdeacons
 Archdeacon Neil Atwood (*appointed*
 1/11/2019)*
 Archdeacon Anthony Douglas (*appointed*
 22/06/2020)*
 Archdeacon Kara Hartley

Dean of St Andrew's Cathedral
 Dean Kanishka Raffel

*The Principal of Moore Theological
 College*
 The Rev Dr Mark Thompson

Ministers Elected by Whole Synod
 The Rev Nigel Fortescue
 The Rev Stephen Gibson
 Canon 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

Laypersons Elected by Whole Synod
 Mr Michael Easton
 Mr Stephen Hodgkinson
 Mr John Pascoe
 Dr Laurie Scandrett
 Dr Claire Smith
 Dr Robert Tong AM
 Mrs Melinda West
 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

*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*
 Mrs Stacey Chapman (*elected*
 24/10/2019 *ex Mr Peter Evans*)
 Dr David Nockles
 Mrs Emma Penzo
 Mr Tony Willis

* *Regional Archdeacons may speak and move motions, but, except in the absence of their Regional bishop, does not have the right to vote.*

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 Wollongong Region upon the resignation of Mr Peter Evans. The Regional Electors of the Wollongong Region elected Mrs Stacey Chapman to fill the vacancy.
- Bishop Ivan Lee ceased being a member *ex-officio* upon his retirement as Regional Bishop for the Western Sydney region. Bishop Gary Koo commenced being a member *ex-officio* upon his appointment as the Regional Bishop for the Western Sydney region.
- Archdeacons Neil Atwood and Anthony Douglas commenced being members *ex-officio* upon their appointments as Regional Archdeacons for the regions of Western Sydney and Wollongong respectively.

1.4 Management and structure

Our permanent subcommittees are –

Affiliated Churches Committee	Registrar's Committee for portraits, plaques & photographs
Diocesan Resources Committee	
Finance Committee	Religious Freedom Reference Group
General Synod Relations Committee	Royal Commission Steering Committee
Ministry in Socially Disadvantaged Areas Committee	Service Review Committee
Minute Reading Committee	Social Issues Committee
Ordinance Reviewers and Panels	Stipends and Allowances Committee
Professional Standards Oversight Committee	Strategy and Research Group
	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 Bishop Ivan Lee

In December 2019, noting that Bishop Ivan Lee would conclude his role as Bishop of Western Sydney on 31 January 2020, we thanked Bishop Lee for his service to Standing Committee for 17 years and also for the many subcommittees of which he has been part.

On 23 March 2020, following the death of Bishop Lee, we gave thanks to God for his life and ministry. His testimony of trusting Jesus in the face of cancer and his devotion to seeing churches grow have left an indelible mark on the life of the Diocese. He will be sorely missed. We prayed that Virginia and her family will be comforted in the knowledge that we do not grieve like the rest who have no hope, because Jesus has died and risen from the dead, and that Ivan has gone to be with Jesus, his Lord, which is better by far.

1.6 Appointment of Assistant Bishop to be Bishop of Western Sydney

In November 2019, under clause 5 of the *Assistant Bishops Ordinance 1947*, we approved of the appointment of the Rev Gary Koo as an Assistant Bishop for the Diocese of Sydney with the title of Bishop of Western Sydney.

1.7 Bishop Gary Koo

In February 2020, we welcomed to the meeting Bishop Gary Koo as the new Bishop of the Western Sydney Region.

1.8 Mrs Stacey Chapman

In November 2019 we welcomed Mrs Stacey Chapman to the meeting as a member elected by the Regional Electors of the Wollongong Region.

1.9 Archdeacon Neil Atwood

In November 2019 we welcomed Archdeacon Neil Atwood, having been appointed by the Archbishop as the Archdeacon of Western Sydney, with effect from 1 November 2019.

1.10 Archdeacon Anthony Douglas

In June 2020 we welcomed Archdeacon Anthony Douglas, having been appointed by the Archbishop as Archdeacon for the Wollongong Region, with effect from 22 June 2020.

1.11 Mrs Marylin Kyngdon

We noted with sadness the death of Mrs Marylin Kyngdon. We gave thanks to God for her years of committed, caring ministry at Oak Flats Anglican Church and her partnership with her loving husband Mr Geoff Kyngdon over his many years of ministry service across various diocesan responsibilities.

We prayed that Geoff and his family will be comforted with the sure and certain hope of the gospel of the Lord Jesus Christ, and with the knowledge that Marylin has gone to be with Jesus, which is better by far.

1.12 Mrs Shirley Cole

We noted with sadness the death of Mrs Shirley Cole, widow of Dr Alan Cole, on 21 May 2020. Shirley and Alan served as CMS missionaries in Singapore from 1962 – 1968, they then returned to Australia when Alan took up the role as the first Master of Robert Menzies College. Alan served as the CMS Federal Secretary from 1979 until 1988, after which they had a special arrangement with CMS and Trinity College Singapore where they served from 1988 – 1994.

1.13 The Rev Dr Evonne Paddison

We gave thanks to God for the life of the Rev Dr Evonne Paddison who died on 14 July 2020. Evonne served the Diocese in many ways including as a member of Standing Committee, as one of our representatives at four sessions of General Synod, and as a member of staff at Robert Menzies College. After leaving Sydney, Evonne was the Warden at Ridley College and then the CEO of the organisation in Victoria which co-ordinates the provision of SRE in schools. Evonne returned to Sydney in 2015 and has been involved in ministry at the parish of Lavender Bay.

1.14 Canon J.I. Packer

We gave thanks to God for the life of the Rev Dr James Innell (J. I.) Packer who died on 17 July 2020, a week short of his 94th birthday. He was born in England and obtained the degrees of MA and D Phil from Oxford. He was ordained Deacon in 1952 and priest in 1953, subsequently teaching in several evangelical theological colleges in England. In 1979 he moved to Vancouver in Canada and became a key member of the faculty of Regent College. Dr Packer is known across the world for his writings and especially for his book *Knowing God* which was first published in 1973 and has had an immense impact on many.

Dr Packer was a long-standing member of St John's Shaughnessy in Vancouver, but, together with most of the congregation, he left the Anglican Church of Canada when the Diocese of New Westminster formally adopted a policy of supporting same-sex marriage. At the time of his death he was an Honorary Assistant Minister at St John's Vancouver, the church established by the congregation when they lost the use of their property in Shaughnessy.

In December 2008 Dr Packer and the Rev David Short, Rector of St John's Vancouver, were made Honorary Canons of St Andrew's Cathedral.

1.15 Mr John Denton AM OBE

We noted with sadness the death of Mr John Grant Denton AM OBE on 13 August 2020, gave thanks to God for the life and service of Mr Denton, and assured Mrs Shirley Denton of its prayers for her in her time of loss.

From 1965 to 1969 Mr Denton was Director of Information for the Diocese of Sydney and on 1 March 1969 Archbishop Loane appointed him to be "Registrar and Actuary and Keeper of the Acts and Records" of the Diocese of Sydney. In due course he served at the same time as part time Registrar of the Diocese of Sydney and part time General Secretary of the General Synod.

Mr Denton was a representative of the Diocese of Sydney on the General Synod from General Synod 3 (1969) to General Synod 9 (1992). At an international level, he was an Australian representative at the meeting of the Anglican Consultative Council from ACC 3 (1976 to ACC 6 (1984). He held the important role of Chairman of ACC 5 and ACC 6.

In 1977 Mr Denton was appointed to be an Officer in the Order of the British Empire (OBE), and in 1978 he became the first full time General Secretary of the General Synod, a position he held until retirement in 1994. John and his wife served with CMS in Africa from 1954 to 1964 and used this experience during his long service on the Board of World Vision, Australia. He was appointed a Member of the Order of Australia in 2005 for service to the Anglican Church of Australia and to the international community through the programs of World Vision.

Other responsibilities he held over the years included: Member, Provincial Synod of East Africa, 1960-1964; Secretary, Diocese of Central Tanganyika, 1954-1964; Chairman, Sydney Bethel Union Trust (for seafarers), 1988-2002; Chairman, National Planning Committee, 7th Assembly, World Council of Churches, 1988-1991; Executive Member, Australian Council of Churches, 1969-1988.

Mr Denton is survived by his widow Shirley, their children Louise, Heather, Andrew and James and their families.

1.16 Retirement of Mr Tony Willis

We gave thanks for Mr Tony Willis' 13½ years of faithful, wise, caring, administratively brilliant, and gospel focussed ministry as the Executive Assistant to the Bishop of Wollongong.

As Tony concluded his role on 29 May 2020, we prayed that Tony and Judy would enjoy, in the next stage of their lives together, many more years of faithful ministry to their Lord and Saviour Jesus Christ.

1.17 Appointment of Canon Daniel Willis as the new Operations Manager for Gafcon

We noted the appointment of Canon Daniel Willis as the new Operations Manager for Gafcon and congratulated Canon Willis on his appointment.

1.18 Appointment of the Rev Grant Dibden as the new Defence Force Bishop

We noted the appointment of the Rev Grant Dibden (previously the Senior Chaplain for the Second Division, as well as the National Director of the Navigators, and a member of MBM, Rooty Hill) to the position of Anglican Bishop of the Defence Force and Anglican representative on the Religious Advisory Committee for the Services. We assured him of our prayers and ongoing support.

1.19 Resignation of Primate, the Most Rev Dr Philip Freier

We noted a letter from the Primate, the Most Rev Dr Philip Freier, indicating his intention to resign as Primate on 31 March 2020.

1.20 Election of Primate, the Most Rev Geoffrey Smith

We noted the election of the Most Rev Geoffrey Smith, Archbishop of Adelaide, as the Primate of the Anglican Church of Australia.

1.21 Consecration of Bishop Mark Calder

We noted that the Rev Mark Calder was consecrated on 21 November 2019, with a number of bishops from around Australia taking part in the consecration. Bishop Calder was subsequently installed as Bishop of Bathurst at All Saints Cathedral Bathurst on 23 November 2019.

1.22 Eleventh Bishop of Wangaratta

We noted the election of the Ven Clarence Edgar Bester as the Eleventh Bishop of Wangaratta, and assured Archdeacon Bester of our prayers that he will faithfully proclaim and uphold the authority of God's word so as to lead the people of Wangaratta in faith and obedience.

1.23 Bishop of Armidale

We noted that Bishop Rick Lewers had indicated his resignation as Bishop of Armidale, with effect from 30 January 2021, and assured him of our prayers and good wishes for the future.

1.24 Election of the Very Rev Peter John Grice as the thirteenth Bishop of Rockhampton

We noted that the Synod of the Diocese of Rockhampton elected the Very Rev Peter John Grice as the thirteenth Bishop of Rockhampton, and congratulated Dean Grice and assured him of our prayers and good wishes for his new role.

1.25 150th Anniversary of the Diocese of Bathurst

We noted a letter from Bishop Mark Calder, gave thanks to God for the 150th anniversary of the Diocese of Bathurst and assured Bishop Calder of the Diocese's continuing support and warm encouragement in the gospel.

1.26 Honorary Canons

We noted that the Archbishop had appointed the following persons as Honorary Canons of the St Andrew's Cathedral, in accordance with the *Honorary Canons Ordinance 1911* –

- The Rev John Lovell, Executive Director, CMS NSW & ACT
- The Rev Craig Roberts, CEO of Youthworks and Leader of the Gafcon Network of Youth and Children
- The Rev Tim Swan, CEO of Anglican Aid.

1.27 Impact of COVID-19 on meetings of the Standing Committee

In March we constituted a subcommittee, the Emergency Executive Subcommittee (EES) to come into operation in the event that we were not able to meet and function during the COVID-19 crisis.

The EES is constituted with the Archbishop as President; a quorum of nine members; authority on any Standing Committee matter other than the making of ordinances, the making of appointments and the filling of casual vacancies; and is to operate as far as reasonably possible in accordance with the policies and regulations of the Standing Committee. Its membership is comprised as follows –

- (a) Chancellor (ex-officio),
- (b) Registrar (ex-officio),
- (c) CEO of SDS (ex-officio),
- (d) 2 clergy members appointed of the Archbishop,
- (e) 5 clergy members, elected by clergy members of Standing Committee, and
- (f) 7 lay members, elected by lay members of Standing Committee.

The resulting membership, after taking into account the ex-officio positions, Archbishop's appointments and elections from the Standing Committee, is –

- (a) Chancellor: Mr Michael Meek SC
- (b) Registrar: Mr Doug Marr
- (c) CEO of SDS: Mr Robert Wicks
- (d) 2 clergy members appointed by the Archbishop: Bishop Peter Hayward, Bishop Michael Stead
- (e) 5 clergy members: Canon Phillip Colgan, Canon Sandy Grant, the Rev Dr Raj Gupta, Dean Kanishka Raffel and the Rev Dr Mark Thompson
- (f) 7 lay members: Ms Michelle England, Dr Laurie Scandrett, Dr Claire Smith, Dr Karin Sowada, Dr Robert Tong AM, Ms Nicola Warwick-Mayo and Mrs Melinda West.

The EEC was never required to be convened, as each scheduled meeting of the Standing Committee has been able to proceed, meeting remotely and relying on videoconference technology.

We have agreed to continue Standing Committee meetings via videoconference until the NSW Government relaxes its restrictions regarding the 4m² rule.

1.28 COVID-19 Taskforce

In March, we noted and endorsed arrangements surrounding the formation of the COVID-19 Taskforce, including the following –

- The Archbishop formed the COVID-19 Taskforce on 16 March to advise him and to provide resources for the Diocese.
- The members of the COVID-19 Taskforce are Bishop Gary Koo (chair), Mr Daniel Glynn, Archdeacon Kara Hartley, Bishop Peter Hayward, Bishop Peter Lin, Ms Vikki Napier, Mr Russell Powell, Dean Kanishka Raffel and Mr Robert Wicks. The Rev Ed Springer later joined the Taskforce.
- A Diocesan Financial Taskforce had also been established to investigate, analyse and make recommendations for action on the current, medium and long term financial impact on all parishes and organisations across the Diocese as the result of COVID-19. The Financial Taskforce is chaired by Bishop Hayward, with other members including Mr Michael Blaxland, Canon Phillip Colgan, Mr Doug Marr, Mrs Emma Penzo, Canon Craig Roberts, Mr Ross Smith and Ms Nicola Warwick-Mayo.

We authorised the Diocesan Financial Taskforce to spend up to \$50,000 from Synod Fund Contingencies for the purposes of its work.

1.29 COVID-19 Taskforce and Anglican Media Sydney

We noted that the resources of Anglican Media had been employed at the request of the COVID-19 Taskforce to help our Diocese respond to the challenges of COVID-19, including developing video resources for our churches, and supporting the production of services at St Andrew's Cathedral (including the broadcast of the Easter Day service on commercial television, viewed by up to 55,000 people). The cost of Anglican Media's resources was at least \$36,000. We agreed in principle that Anglican Media should be reimbursed for the expenses incurred and are investigating funding options.

2. Actions with the Archbishop

2.1 Resignation and subsequent extension of the Archbishop Special session of the 51st Synod

In February 2020, we received a report from the Archbishop giving formal notice of his resignation with effect from 20 July 2020, and in accordance with clause 2(2) of the *Archbishop of Sydney's Election Ordinance 1982*, we resolved that a vacancy in the See of Sydney shall occur on 20 July 2020.

In March 2020, as the implications of the COVID-19 pandemic became clear and health restrictions began to come into force, we unanimously rescinded the declaration of vacancy and invited the Archbishop to withdraw his notice of resignation that would have had effect from 20 July 2020. Archbishop Davies, having consulted with his wife Dianne about the matter, acquiesced to the Standing Committee's invitation. We extended the retirement age of Archbishop Davies to six months beyond his 70th birthday, to 26 March 2021, in accordance with subclause 5(3) of the *Retirements Ordinance 1993*.

As a consequence, the scheduled special session of the 51st Synod to elect a new Archbishop was no longer required and was cancelled.

2.2 Deeming the date of Synod for conduct of elections

See item 7.3 – Deeming the date of Synod for conduct of elections

2.3 Residence for the Archbishop

We received several reports regarding progress on the new residence for the Archbishop, including that the Council of the City of Sydney finally approved the Development Application for the construction of the residence for the Archbishop on 27 February 2020.

See also item 3.4(4) – Endowment of the See Long Term Investment Ordinance 2019.

2.4 Strategy and Research Group

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

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

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, and the SRG thanks the Rev Craig Schafer for his service and contribution to the Group over the past 6 years following his resignation in early 2020.

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 full day meeting at the start of this year to consider its work involving a broad range of matters of strategic importance to the Diocese. The SRG has also considered the impact of COVID-19 on the Diocese, including implications for church gatherings and ministry.

Key strategic priorities

With the Mission 2020 goals being retained for this year, the SRG under the chairmanship of the next Archbishop, will consider any recommendations for a new iteration of our mission of making and maturing disciples of Christ.

In light of this, the SRG will provide the next Archbishop with an overview of what they consider the current 3 or 4 key strategic priorities of the Diocese, including a review of the current diocesan system of ministry appointments (including lay, clergy, theological students, assistant ministers and rectors). The SRG considers the matter of rector departures (due neither to retirement nor transfer to other parish roles within the Diocese) to be a current and urgent matter, and has undertaken work in the area including consultation with the Bishops and commissioning research.

Strategic matters

The SRG has consulted with the CEO of the Anglican Church Growth Corporation and the Executive Director of Freedom For Faith regarding growth in the Diocese and religious freedom, and is reviewing progress and opportunities to advance Chaplaincy ministry in the Diocese having received reports from the Director of Evangelism and New Churches and the Cross Cultural Ministry Consultant to the Diocese. The SRG has also, in the context of the present need of parishes within the Diocese and reviewing missiology generally, encouraged parishes in the Diocese that are able to partner with willing parishes in the Bathurst Diocese.

Regional meetings with Mission Area Leaders

The Group worked with Bishop Gary Koo, the current Bishop of Western Sydney who has been appointed by the Archbishop with oversight of Missions Areas, in succession to Bishop Ivan Lee, to arrange the annual meeting of the SRG and Mission Area Leaders (MAL) this year. In light of the COVID-19 restrictions, each Regional Bishop hosted separate videoconference meetings for the MALs in their region with SRG representatives in attendance rather than convene a combined physical meeting as in past years. These regional meetings provided feedback for the SRG for their future work on the major strategic issues for the Diocese post-COVID19.

2.5 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 \$4,498 was paid from this fund to cover the attendance and travel equalisation costs for the March 2020 Australian Bishops' Conference held in Sydney. 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 \$4,133 from the Archbishop of Sydney's Discretionary Trust.

2.6 International Chinese School

We noted resolution 30/11 passed by the Synod in 2011–

‘Synod –

- (a) notes the proposed commencement of the International Chinese Christian School (ICCS) in January 2012;
- (b) gives thanks to God for this gospel initiative;
- (c) prays that God will use ICCS for the evangelisation of Sydney and equipping of Christians for ministry to the Chinese in Sydney and around the world; and
- (d) encourages parishes and Diocesan organisations to pray for and otherwise support ICCS.’

and recommended to the Archbishop that the International Chinese School be informed of pending matters relating to gender identity, and be authorised to use the term ‘Anglican’ with respect to the School, pursuant to sections 5 and 7 of the *Use of Church Names Canon 1989*.

2.7 Diocesan Retirements Board

We noted that the Archbishop has appointed Bishop Chris Edwards Chair of the Diocesan Retirements Board; and agreed to the Archbishop's recommendation (in accordance with subclause 10(a) of the *Retirements Ordinance 1993*) of Bishop Gary Koo as a member and deputy chairman.

2.8 Appointment of Returning Officers for the 52nd Synod

Upon our recommendation, the Archbishop appointed Mrs Briony Bounds as returning officer and Mr Martin Thearle as deputy returning officer for the purposes of elections conducted during the 52nd Synod.

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, and available by appointment for inspection at St Andrew's House by Synod members during the weeks commencing 12 and 19 October. (Please email synodbusiness@sydney.anglican.asn.au to arrange an inspection.) 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 2020 this Fund received a Synod allocation of \$42,000 (2019: \$41,000) 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 2014 to 2019, and in 2020 up to 14 September 2020 –

	2014	2015	2016	2017	2018	2019	2020
Standing Committee	42	46	53	40	42	62	51
Synod	7	6	4	11	8	7	0
	49	52	57	51	50	69	51

A separate report lists the ordinances passed by us since the 2019 ordinary session of the Synod. There are 23 ordinances of particular interest.

14 Report of Standing Committee & Other Reports & Papers

(1) The *Safe Ministry to Children Ordinance 2018 Further Amendment Ordinance 2019* amended the *Safe Ministry to Children Ordinance 2018* to delay the start date for Safe Ministry Assessments from 1 January 2020 to 1 May 2020. (See also item 3.4(10).)

(2) The *Anglican Church Diocese of Sydney Grants Administration Fund Ordinance 2019* reconstituted the Anglican Church Diocese of Sydney Community Building Partnership Grant Fund with a new ordinance that will enable the fund to be used to receive a broader range of government and other grants on behalf of parishes.

(3) & (4) The *Endowment of the See Capital Ordinance 2012 Amendment Ordinance 2019* and the *Endowment of the See Long Term Investment Ordinance 2019* –

- (a) made amendments to the *Endowment of the See Capital Ordinance 2012* to facilitate the Endowment of the See Corporation being elected as trustee of this fund in place of the Anglican Church Property Trust, and
- (b) provided for that part of the Endowment of the See Capital Fund comprising units in the ACPT Long Term Pooling Fund to be added to ACPT Client Fund 0367 (being funds held on trust for the purposes of the Endowment of the See Trust arising from the But-Har-Gra management fund) in order to form a single amalgamated fund to be known as the EOS Long Term Investment Fund.

(See also 3.4(19).)

(5) The *Parish Cost Recovery Charges and Levies (Intervals) Amendment Ordinance 2019* gave effect to the decision to move to a system of 12 monthly parish cost recovery charges from January 2020.

(6) The *Anglican Church Growth Corporation Ordinance 2018 Amendment Ordinance 2020* amended the *Anglican Church Growth Corporation Ordinance 2018* to authorise the Anglican Church Growth Corporation to enter into agreements with the Sustainable Development Group Limited and other like entities to undertake certain parish property initiatives. The amendment also clarified the responsible entities and their obligations and liabilities.

(7) The *Anglican Church Growth Corporation (Pilot Program Enabling) Ordinance 2020* varied the trusts of church trust property held for the purposes of parishes involved in a pilot program for the development of such property to enable the revenue generated to be applied, if necessary, for the purposes of other parishes in the program.

(8) The *Accounts, Audits and Annual Reports Ordinance 1995 Amendment Ordinance 2020* amended the *Accounts, Audits and Annual Reports Ordinance 1995* to streamline the classification system, by –

- (a) removing the First, Second and Third Schedules of the Ordinance,
- (b) replacing these classifications with the classifications of Categories 1, 2 and 3 Organisations,
- (c) implementing a register of organisations by Category, and
- (d) providing a power for Standing Committee to declare by resolution that an Organisation is a Category 1, 2 or 3 Organisation for the purposes of the Ordinance.

(9) The *Parish Administration Ordinance 2008 (Mental Incapacity Definition) Amendment Ordinance 2020* amended the *Parish Administration Ordinance 2008* to clarify that those with treatable and manageable mental illnesses such as depression and anxiety are able to serve as parish councillors and wardens. This amendment was made in accordance with the request of Synod resolution 19/19.

(10) The *Safe Ministry to Children Ordinance 2020* replaced the *Safe Ministry to Children Ordinance 2018* with a form of ordinance that maintains substantially the same standards in a more accessible format, tailored to the structures and ministries of our Diocese. The 2020 ordinance also provided –

- (a) for the requirement for a Safe Ministry Assessment to revert to applying to all church workers involved in ministry to children (subject to certain exemptions),
- (b) that if the church worker has been a parishioner for 2 years or more no references are required and, if the person has been a parishioner for less than this, a reference from the minister of the person's previous church is to be provided, and
- (c) for the Check to commence on 1 January 2021, giving parishes until the end of the year to undertake the assessments in relation to existing church workers.

(11) The *Safe Ministry to Children Transitional Ordinance 2020* made transitional and consequential changes with respect to the *Safe Ministry to Children Ordinance 2020*, including amendments to the *Parish Administration Ordinance 2008* and providing for the delayed commencement of certain requirements.

(12) The *Cost Recoveries Framework Ordinance 2008 Amendment Ordinance 2020* amended the *Cost Recoveries Framework Ordinance 2008* to make specific provision for the way the Federal Government's COVID-19 financial support provided to parishes is to be treated in the calculation of net operating receipts.

(13) The *Parishes (COVID-19 and General Meetings) Ordinance 2020* provided for special arrangements for holding general meetings of parishioners in the context of the public health emergency caused by the COVID-19 pandemic.

(14) The *Anglican Church Growth Corporation Ordinance 2018 Further Amendment Ordinance 2020* amended the *Anglican Church Growth Corporation Ordinance 2018* to provide the Growth Corporation with the same powers as the Mission Property Committee over "specified properties" for projects included in the Urban Renewal Pilot Program.

(15) The *Anglican Youth and Education Diocese of Sydney Ordinance 1919 Amendment Ordinance 2020* amended the *Anglican Youth and Education Diocese of Sydney Ordinance 1919* in response to Synod Resolution 34/19, to instate the requirement that a person who is elected to the board of the council must sign an acknowledgment of duties and responsibilities upon being appointed or elected.

(16) The *Honorary Canons Ordinance 1911 Amendment Ordinance 2020* amended the *Honorary Canons Ordinance 1911* primarily to enable the Archbishop to revoke the appointment of an Honorary Canon. The entitlement for an Honorary Canon to have a stall in the Cathedral was also removed.

(17) The *Synod Funding Arrangements Amendment Ordinance 2020* made amendments to the *Synod Estimates Ordinance 1998* and the *Cost Recoveries Framework Ordinance 2008* to reorder Synod's triennial cycle of the consideration of the Statement of Funding Principles and Priorities (usually considered at the first ordinary session), and the budget (usually considered at the second ordinary session), having the following effect –

- there would be no Statement of Funding Principles and Priorities for Synod (Statement) in 2020, but a Statement would instead be considered in 2021, with its scope being limited to the years 2023 & 2024
- Bills for an Appropriations and Allocations Ordinance and a Parochial Cost Recoveries and Levy Ordinance will be brought to Synod in 2021 as normal, however these Bills would be limited to providing funding for 2022, and the budget would be based on continued application of the principles and priorities outlined in the current Statement
- Bills for an Appropriations and Allocations Ordinance and a Parochial Cost Recoveries and Levy Ordinance will be brought to Synod in 2022, providing for funding for 2023 & 2024 and based on application of the Statement considered in 2021
- a return to the normal triennium funding arrangements from 2025.

We agreed to these arrangements in February, and enacted the ordinance in July, noting that –

- 2020 is the last year of the current iteration of the Diocesan Mission,
- [at the time] Synod was due to elect a new Archbishop in August 2020, and the new Archbishop and Standing Committee were expected to present a new iteration of the Diocesan Mission for adoption by Synod in 2021; and
- it would be desirable to have alignment between the funding principles and priorities that guide the allocation of Synod funds through to the end of 2024, and support the next iteration of the Mission.

(18) The *Accounts, Audits and Annual Reports Ordinance 1995 Further Amendment Ordinance 2020* amended the *Accounts, Audits and Annual Reports Ordinance 1995* to provide that organisations that require members of the board to sign an 'Acknowledgment of duties', must include the form of acknowledgement of duties signed by its members in its annual report.

(19) The *Endowment of the See Corporation Ordinance 2019 Amendment Ordinance 2020* amended the *Endowment of the See Corporation Ordinance 2019* to address areas of non-conformity with the Governance Policy for Diocesan Organisations, including increasing membership of the Endowment of the See Corporation from 7 to 9 members.

(20) The *Endowment of the See Long Term Investment Fund Variation of Trusts and Application Ordinance 2020* varied the trusts of the Endowment of the See Long Term Investment Fund and authorised the ACPT to make payments from that fund at the direction of the Endowment of the See Corporation towards the costs of the acquisition, construction, improvement or fitting out of a residence or residences to house senior clergy of the Diocese of Sydney.

(21) The *Glebe Administration Board Ordinance 1930 Amendment Ordinance 2020* amended the *Glebe Administration Board Ordinance 1930* to address areas of non-conformity with the Governance Policy for Diocesan Organisations.

(22) The *Synod Fund (Growth Corporation) Application Ordinance 2020* provided up to \$1 million from Synod funds to meet the operational expenses of the Anglican Church Growth Corporation. (See also item 3.17.)

(23) The *Church Land Acquisition Levy (Leppington Project) Application Ordinance 2020* provided for the application of a portion of the proceeds from the Church Land Levy in the Mission Property Fund towards the construction of Hope Church, Leppington and to provide for those amounts to be reimbursed from the income and capital inflows of the Mission Property Fund. (See also item 3.23.)

3.5 Arrears of Parish Cost Recovery charges

In March 2020, noting the significant impact COVID-19 was having in parishes, we suggested that parishes expecting to have difficulty in funding PCR charges contact SDS to arrange to move away from the direct debit payment system. We also asked the Finance Committee to monitor these arrangements.

In July, the Finance Committee reported that only 6 (of the 270) parishes were then in arrears with their PCR charges, but that each of these 6 parishes had made no payments since March, and the total amount of these arrears was \$62,425. This compared with 3 parishes in arrears totalling \$17,618 in July 2019. We then authorised the Finance Committee to remind each of these 6 parishes of their obligation to pay the PCR charges determined by Synod, and continue to monitor the situation. (See also item 3.19.)

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. However, the restrictions on large gatherings that have been part of the government's response to the COVID-19 pandemic meant that many parishes were not able to hold their AGM. The Archbishop granted parishes in this situation an extension until 31 July 2020.

As at 31 August 2020, 72 parochial units (27%) had still not submitted their audited financial statements for 2019 (at the same time in 2019 every parish had submitted their financial statements).

Work to review and capture the data needed from the parish financial statements that have been received is being prioritised, but is now not expected to be completed until the end of September 2020. That data is used to calculate each parish's net operating receipts and property income subject to the levy. As a result it is not yet possible to make a reliable estimate of the total net operating receipts for the whole Diocese.

We instructed Sydney Diocesan Services to calculate the net operating receipts for any parish that had not lodged its 2019 audited financial statements by 30 September 2020, based on the figure for the previous year + 20% (in accordance with clause 15 of the *Cost Recoveries Framework Ordinance 2008*).

As a consequence of the late receipt of the financial information from many parishes it is not yet possible to identify those parishes which have recorded 'local revenue' below the requisite amount defined in the *Parishes Ordinance 1979*.

See also item 3.4(13).

3.7 Stipends, allowances and benefits for 2021

A report on stipends, allowances and benefits for 2021 is printed separately.

We noted that applying our current policy to set the recommended minimum stipend for 2021 at the 75% of the AWE would have resulted in a 2.4% increase over the recommended minimum stipend for 2020. We agreed that it would be premature to approve any increase in clergy stipends at this time due to the

uncertainty due to the COVID-19 pandemic. We resolved to reconsider this matter at our meeting in February 2021 with a view to any increases for 2021 applying from 1 July 2021.

We also approved the Remuneration Guidelines for 2021 reflecting this decision.

3.8 Work Outside the Diocese

In the 6 months to 30 June 2020, the Work Outside the Diocese Committee had applied \$145,115 to support gospel ministry outside the Diocese from a total Synod allocation in 2020 of \$335,000 (5% of the total funds available to Synod). It is expected that further amounts will be applied during the 6 months to 31 December 2020 from the 2020 allocation, and the opening reserves of \$58,029.

In addition, in the 6 months to 30 June 2020, \$120,000 has been applied towards funding for the Diocese of Bathurst from a special Synod allocation of \$250,000 for that purpose.

3.9 Recommended distribution from the Diocesan Endowment for 2020

We noted the advice of the Glebe Administration Board that, for the purposes of subclause 5(1) of the *Diocesan Endowment Ordinance 1984*, a distribution of \$2.900 million (\$2.880 million in 2019) can prudently be provided in 2020 from the Diocesan Endowment for spending by the Synod in 2021, being the third year of the funding triennium.

3.10 Distribution from St Andrew's House Fund 134

We noted the advice of the Finance Committee that the amount of the distribution from the Synod – St Andrew's House Fund 134 in 2020 available for appropriation by Synod in 2021 is \$2,711,000 (noting that it is very close to the estimate of \$2,718,000 contained in the ordinance passed by Synod in 2018).

3.11 Distributions from St Andrew's House Trust

We noted the advice of the Chair of St Andrew's House Corporation (SAHC), that given the very significant reduction in 2020 income for the St Andrew's House Trust due to COVID-19, the amount of the distributions to the Synod and the Endowment of the See Corporation (EOSC) from the St Andrew's House Trust in 2021 and 2022 is expected to be reduced. However, SAHC nevertheless expects to be able to maintain at least 90% of the previously forecast income amounts, resulting in revised forecast amounts of \$5.13 million in 2021 and 5.22 million in 2022 (divided equally between the EOSC and the Synod), subject to the length of time that the COVID-19 social distancing & rent abatement requirements continue and future economic conditions.

3.12 Parochial cost recoveries for 2021

A report on the cost recoveries charge in respect of ministry costs and parochial network costs for 2021 is anticipated to be provided later than usual this year, as a result of many factors. The charges and costs will be determined in accordance with the method or methods prescribed in the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2018*. (See also item 3.6.)

3.13 General Synod statutory assessment

The General Synod statutory assessment for 2020 totalled \$530,100, payable in 4 quarterly instalments of \$132,525. The total is \$46,900 less than the allocation of funds for this purpose made under the *Synod Appropriations and Allocations Ordinance 2019*.

3.14 Stipend Continuance Insurance renewal

In August 2019 we had 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 2018* passed by Synod. However, in November 2019 we authorised the renewal of the Stipend Continuance Insurance for 2020, retaining the existing benefit structure and setting the Parish Cost Recovery charge at \$3,000 per clergy person.

3.15 Clergy Assistance Program (CAP)

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, the program will become known as the Churchworker Assistance Program. However, we decided not to implement that

decision in 2019, 2020 or 2021, because to do so would require parishes being charged an amount of \$140 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 application in 2022.

3.16 Parish of Ashfield, Five Dock and Haberfield – Property Development Project

We approved in-principle a proposed project to develop the St Alban's, Five Dock site, and authorised the Parish to commence a process to identify a suitable development partner for the project.

3.17 Anglican Church Growth Corporation funding

Encouragement of ACGC

We encouraged the Anglican Church Growth Corporation to continue its work to bring the parish pilot projects through the development phase to a successful completion, and to continue to seek donations to support its vision and help meet initial operating expenses.

Appropriation of Synod Funds

We directed that the Synod - St Andrew's House Fund 134 be used as the funding source for up to \$1 million as a capital injection to cover the initial operating expenses incurred by the Anglican Church Growth Corporation (the Growth Corporation), drawn upon as required. We also advised the Growth Corporation that our decision to provide this capital injection to cover the Growth Corporation's initial operating expenses should in no way be taken by the Growth Corporation as an indication that further capital injections may be forthcoming from a Synod Fund. (See also item 3.4(22).)

3.18 Anglican National Superannuation update

We received various reports from the Chair of Anglican Super, Mr James Flavin regarding the transition from AMP to Mercer; which occurred across April and May 2021, with the majority of members transferring on 28 April 2021.

3.19 Deferral of PCR payments and suspension of land levy

Noting the significant impact that the COVID-19 virus is having in parishes, among other things, in March we –

- (a) suggested parishes which expect to have difficulty in funding PCR charges on time contact SDS to arrange to move away from the Direct Debit system of payment and instead make payment at a time when the parish has the necessary funds,
- (b) instructed SDS not to demand the Church Land Acquisition Levy payable in 2020 for the time being,
- (c) invited parishes who have the financial capacity to do so, to voluntarily pay an amount in lieu of the Church Land Acquisition Levy to be applied for the purposes of assisting other parishes with wages for their staff,
- (d) noted that parishes, as not-for-profit organisations, may be eligible for government assistance and that the Diocesan website will contain relevant information,
- (e) requested Sydney Anglican Loans to offer amnesty on repayments from parishes or to only require interest repayments, and
- (f) encouraged the Archbishop to convey to the Federal Government his prayers for them as they lead our nation.

3.20 Anglican Media Digital Strategy

We approved the allocation of \$280,000 from the Publishing Reserve Fund 317 in order to fund Anglican Media to continue development of its digital strategy.

3.21 ACPT approval of financial relief to parishes

In June, we received a report from the Anglican Church Property Trust (ACPT) indicating that the ACPT had approved financial relief to parishes for the remainder of 2020 by authorising a 50% reduction in the ACPT management fee component of the PCR charge from May 2020 through to December 2020. This represents an aggregate fee relief to parishes of \$172,000. We agreed to accept the ACPT's offer to halve its management fee from May to December this year and asked the DRC to use the resulting over-recovery

of the ACPT management fee this year to create a modest reserve or buffer against some of the expected increases in other parochial network costs in 2021.

3.22 Parish Human Resources Progress Report

We noted that the Anglican Church Property Trust (ACPT) and Sydney Diocesan Services (SDS) had agreed to contribute 63% of the total cost to fund the role of the Parish HR Partner for a further 3 years commencing 13 January 2021, and agreed to contribute from Synod funds up to \$75k pa to fund the balance of the cost of this role for a further 3 years. We requested the Diocesan Resources Committee (DRC) to include the Synod's contribution to this role as part of or in conjunction with Synod triennial funding for 2021.

3.23 Progressing the construction of Hope Anglican, Leppington

We noted the progress of the project to construct a new church building at Leppington, and the requirement for bridging finance to avoid the potential for a delay to the commencement of construction. We approved the allocation of up to \$3,000,000 from the Church Land Acquisition Levy towards the construction, subject to the repayment of these funds by the MPC by allocation of the Stanhope surplus land sale proceeds upon settlement of contracts and by no later than 31 October 2020. (See also item 3.4(23).)

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 2019 to September 2020, 94 such positions were filled (67 for the same period in 2018 – 2019).

4.2 Reports from Regional Councils

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

4.3 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 2018 and October 2019.

4.4 Allowing diocesan organisations to align with the broader purposes of the Diocese

We agreed in principle that diocesan organisations should, where possible, be permitted to consider the broader purposes of the Diocese when making decisions in respect of their organisations, and requested that a motion be moved "by request of the Standing Committee" at the next ordinary session of the Synod.

A report about this matter is printed separately.

4.5 Standing Committee Policy 2.2 and Policy 1.6.7: Sale of land not to fund depreciating assets and Determining Strategic Value

We amended our policy 2.2 (Sale or long-term lease of land) as shown in tracked form below, to express the intent of the policy in a more workable form –

~~"Standing Committee has agreed as a matter of policy that other~~ Other than in exceptional circumstances, land should not be sold in order to finance depreciating assets such as ~~buildings or long term leased unless the proceeds from sale are to be invested in assets which will preserve or improve the real capital value of the assets held on behalf of the parish (as measured by an independent market valuation of those assets) or are to be used to provide funds to the Mission Property Fund (MPF) and/or New Churches for New Communities (NCNC) for the purchase of new property to further the Diocesan Mission.~~

'Exceptional circumstances' should be based on advice from the Growth Corporation that the property is not able to be utilised for the purposes described in Preferences 1-3 below –

Preference 1: Re-purpose and consider alternative ministries/ministers to better activate and use the property, whether that be for parochial purposes and / or with partnership with other Diocesan organisations.

Preference 2: Retain ownership of the land and redevelop part of the land with either a long-term lease or sale of the minimum amount of reuse, to enable the development partner to achieve an acceptable and agreed commercial outcome.

Preference 3: Subdivide the land and sell the portion that is commercially redeveloped.

Preference 4: Sell the property and use the proceeds to fund developments to meet the reasonable needs of the parish, with any excess being shared in accordance with Policy 1.4.1 (d) with the MPF and/or NCNC for the purchase of new property to further the Diocesan Mission."

We also agreed to make a consequential amendment to policy clause 2.3.5 (a) to the same effect.

We also clarified subclause (l) of Policy 1.6.7 (Assessing the strategic mission value of retaining parish property), to give better guidance to the Anglican Church Growth Corporation in assessing the strategic value of retaining property.

4.6 Standing Committee Policy 4.1: Disputes and Conciliation Committees

We adopted editorial changes to Policy 4.1 (Disputes and Conciliation Committees) in order to reference the *Parish Administration Ordinance 2008*, rather than the Church Administration Ordinance 1990.

4.7 Extension of 3 year limit for online safe ministry training

In March, we noted that the *Parish Administration Ordinance 2008* requires many involved in ministry of various types to complete Safe Ministry Training every 3 years, and that the relevant clauses refer to failure to complete safe ministry training 'without just cause', and –

- (a) encouraged all relevant people to undertake online safe ministry training,
- (b) considered the current COVID-19 circumstances are a "just cause" to implement the requirements with flexibility,
- (c) considered that in the current circumstances there is just cause for an automatic extension of the 3 year limit be made to 4 years for all persons over the age of 70 years on the date their current safe ministry training expires, and
- (d) considered that in the current circumstances there is just cause to grant a one year extension of the 3 year limit to 4 years for all persons who seek an extension by lodging an application with the Director of Professional Standards which receives his support for the extension.

4.8 SDS Data breach

We received a report regarding a breach of SDS's data policy, involving documents uploaded to SDS's website which were not configured to be secure when they should have been; as well as the actions taken to prevent a further breach.

4.9 Proposal to recognise Grace City Church under the *Recognised Churches Ordinance 2000*

We noted the proposal of Grace City Church to become a recognised church in accordance with the *Recognised Churches Ordinance 2000*, with effect from a time to be determined by the South Sydney Regional Council.

4.10 Proposal to recognise Arise Anglican Church under the *Recognised Churches Ordinance 2000*

We noted a proposal of Arise Anglican Church to become a recognised church in accordance with the *Recognised Churches Ordinance 2000*, with effect from a time to be determined by the Western Sydney Regional Council.

4.11 Compliance with Diocesan Policies and guidelines

We noted, among other things, that the Policy Guidelines attached to the Governance Policy for Diocesan Organisations includes at paragraph 11 –

‘Any person who wishes to be elected, appointed or to remain as a board member must sign a statement of personal faith in a form determined by the Synod except that a person who is elected or appointed as an alumni representative on a school board before 1 July 2020 may sign a statement of support for the Christian ethos and charter of the school as an alternative to signing a statement of personal faith.’

and requested the Diocesan Secretary to write on behalf of the Standing Committee to the Chairs of all seven Diocesan schools that have members of their school councils elected by the school’s alumni association to –

- (a) remind them that from 1 July 2020 it is Diocesan policy that any person who wishes to be elected, appointed or reappointed as a member of their school council must have previously signed, or now sign, the statement of personal faith in the form determined by the Synod, and
- (b) ask them to provide rationale to the Standing Committee by 14 August 2020 if they intend to operate in contravention of the Diocese’s policy.

We subsequently received responses from each of the seven schools, and appointed a committee to consider what action, if any, should be taken in the event that any organisation or school governed by an ordinance of the Synod does not comply with the relevant Diocesan Policies and policy guidelines (and any other related document). The committee has not yet completed its work.

4.12 Cathedral School Ordinance 1969 – The St Andrew’s Cathedral School Council Regulations

We approved amendments to the St Andrew’s Cathedral School Council Regulations (in accordance with subclause 24(3) of the *Cathedral Ordinance 1969*) that ensure that the School Council, which is also the Council of the Gawura School, should include at least one Aboriginal or Torres Strait Islander person; and to bring the provision relating to casual vacancies in the Regulations into conformity with the Diocesan Governance Policy.

4.13 Proposal for revocation of declaration under the Affiliated Churches Ordinance 2005

Standing Committee –

- (a) received a report regarding the winding up of Stanthorpe Evangelical Community Church,
- (b) revoked with effect from 14 September 2020 its declaration of Stanthorpe Evangelical Community Church being affiliated with this Church in this Diocese in accordance with clause 4(2)(a) of the *Affiliated Churches Ordinance 2005* due to its closure and winding up,
- (c) agreed to terminate with effect from 14 September 2020 the Affiliation Agreement entered between Stanthorpe Community Evangelical Church and the Standing Committee, with written notice to be provided by the Diocesan Secretary or Affiliated Churches Committee in accordance with clause 2.2 of the Affiliation Agreement,
- (d) asked the Archbishop to notify the Archbishop of Brisbane of this termination, and
- (e) asked the Diocesan Secretary to notify the Registrar that its declaration of Stanthorpe Evangelical Community Church being affiliated with the Church in this Diocese ceases to be in effect from 14 September 2020 in accordance with clause 4(3)(b) of the *Affiliated Churches Ordinance 2005*.

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

In addition, the SIC is well served by Dr Laurel Moffatt, Diocesan Research Officer, who attends each meeting and provides a significant depth of research and analysis.

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 individuals, community groups and other organisations wishing to engage with the Diocese on social matters and public policy, including enquiries the Committee has received regarding drug reform in NSW and refugee resettlement.

Since the last Synod, the SIC has met 4 times (as at 8 July 2020) and has worked on a range of key areas of social concern for the Diocese. The SIC has continued to work with the Taskforce appointed in response to Synod resolution 22/18, following the substantial report regarding Ministry with Indigenous Australians produced by the SIC. The Committee has also progressed work on Synod resolution 4/18 (People affected by Disability) and the matters of Modern Slavery and review of ethical investment policy, Euthanasia “Dying Naturally” and End-of-Life resources, Bio-ethics in a pandemic, and Environment Theology and Climate change.

The SIC made a submission to the National Health and Medical Research Council Public Consultation/Mitochondrial Donation: Ethical and Social Issues for Community Consultation. The SIC also prepared a letter on behalf of the Archbishop to the NSW Premier regarding the *Modern Slavery Act 2018 (NSW)* in light of the COVID-19 pandemic.

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 Religious Freedom Reference Group Submissions

We noted submissions prepared by the Religious Freedom Reference Group –

- to the Attorney-General’s Department on the second exposure draft of the Religious Discrimination Bill,
- to the Joint Select Committee on the Anti-Discrimination Amendment (Religious Freedoms and Equality) Bill 2020, and
- to the Australian Charities and Not-for-profits Commission on the ACNC Commissioner’s Interpretation Statements on PBIs.

6. The International, National and Provincial Church

6.1 Appellate Tribunal – Wangaratta legislation

The Appellate Tribunal is presently considering references concerning the constitutionality of services that would permit the blessing of a same-sex marriage. We appointed a committee to formally oversee the Diocese of Sydney’s engagement with the current matters referred to the Appellate Tribunal regarding marriage and the Diocese of Wangaratta and the Diocese of Newcastle.

6.2 18th session of General Synod

We reported last year 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, and 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 noted in December 2019 that, as a variation on the above recommendation, the Primate issued a mandate on 1 December 2019 for an *ordinary* session to be held from 31 May – 5 June 2020, to include a 1.5 day ‘conference’ on same-sex marriage issues.

We approved the submission of a Bill for the Special Tribunal (Removal from Office) Canon 2020, a Rule to Amend Rule II (Standing Committee), and a Rule to Amend Rule XV (see also item 7.29), along with explanatory memoranda, for consideration at the General Synod session.

We noted a letter from the General Secretary dated 26 March 2020, confirming that the 18th session of the General Synod had been postponed and is now expected to be held from 30 May to 4 June 2021.

7. Sydney Synod Matters

7.1 Special session of the 51st Synod

We confirmed Mrs Briony Bounds as returning officer and Mr Martin Thearle as deputy returning officer for the purposes of the special session of the Synod to be held to fill the vacancy on the resignation of Archbishop Davies, in accordance with subclause 3(1)(a) of the *Archbishop of Sydney Election Ordinance 1982*.

We appointed the Diocesan Secretary as Nomination Officer for the purposes of the election to be undertaken at the special session of the Synod to be held to fill the vacancy on the resignation of Archbishop Davies, in accordance with subclause 3(1)(b) of the *Archbishop of Sydney Election Ordinance 1982*.

See also items 2.1, and 7.4.

7.2 Convening of the 1st ordinary session of the 52nd Synod

The first ordinary session of the 52nd Synod was scheduled to commence on 12 October 2020. In July, we considered the factors involved in convening a session of the Synod with a focus on how this may be accomplished safely and lawfully in the COVID-19 pandemic environment. Multiple venues and options were considered, including the use of the International Convention Centre and ANZ Stadium at Homebush, as well as an alternative format for Synod utilising multiple remote centres connected by video conference. Each option was determined to be either unlawful in the current circumstances or not feasible (or both).

We recommended to the Archbishop that he not convene a session of the Synod in 2020 while there is evidence of community transmission in NSW, owing to the significant health risks of convening a session associated with COVID-19. However, we noted the Archbishop may decide it is appropriate to convene a one day Synod, possibly in the daylight hours of a Saturday and held in the ICC, sometime in the period of October to December 2020; provided this can be done in accordance with Public Health Orders in place at the time.

We authorised the Diocesan Secretary to make the reports and documents that would normally be tabled at Synod (including the relevant Standing Committee minutes) available for inspection by Synod members during the weeks of 12 and 19 October 2020 (by appointment), and make any reports and documents that the Standing Committee has authorised for printing for the next ordinary session of the Synod available online for Synod members, following the September 2020 meeting.

We recommended to the Archbishop that, in order to remove ambiguity as to which Synod is to elect the next Archbishop, an ordinary session of the 52nd Synod should be convened prior to the special session to elect the next Archbishop.

At a subsequent meeting, we noted that the Archbishop is planning to summon an ordinary session on Tuesday 27 April 2021. A report about this matter is printed separately.

7.3 Deeming the date of Synod for conduct of elections

In accordance with Rule 8.2 in the Schedule to the *Synod Elections Ordinance 2000* (Elections Ordinance) the Archbishop-in-Council specified the date of 12 October 2020 to be the first appointed day of the first ordinary session of the 52nd Synod for the purposes of conducting elections, meaning that elections may proceed although the session has been postponed.

The Elections Ordinance provides at Rule 8.5 that the Archbishop-in-Council may make regulations to provide for any matter 'which may be necessary for an election to be conducted effectively'. Under this Rule, on 27 July 2020 the Archbishop-in-Council adopted a regulation to facilitate the use of online ballots for contested elections this year, rather than voting in person.

A report about this matter is printed separately.

7.4 Convening of the special session of the 52nd Synod to elect the next Archbishop

We noted that under the current government restrictions, and specifically the restriction upon gatherings greater than 150 people, our Synod of 800+ members cannot lawfully be convened. Should that restriction be lifted while the 4m² rule remained, the Synod would be able to gather lawfully at the International Convention Centre (ICC). If the 4m² rule was also lifted, the price for the ICC may become unattainable; but the Synod would then be able to meet lawfully at the Wesley Theatre. Accordingly, we endorsed the approach of booking both theatres for the same dates (with careful attention to the cancellation requirements), and noted the amended dates for the special session to elect the next Archbishop, to be held in the week of 3-7 May 2021.

7.5 Statement of Funding Principles and Priorities

We agreed to modify the timing of Synod's consideration of the Statement of Funding Principles and Priorities (Statement), and resulting budget. (See also item 3.4(17).)

7.6 Parental leave for clergy

We noted that the *Parental Leave Ordinance 2016* (which provides a framework to facilitate parishes adopting Parental Leave Policies) by subclause 9(1) requires the Standing Committee to undertake a review of the Policy after a period of 3 years after the date of assent (19 October 2016).

We received a report, which included that –

- As of July 2020, ten parishes had advised the Registry that they have adopted the Diocesan Parental Leave policy (the Policy) or an amended form
- At least five parishes have used the policy for male clergy, and two parishes for female clergy
- Four parishes adopted the Policy in the standard form, and six have adopted it with amendments, ranging from minor to more substantial amendments. Additionally, one parish reported that while they didn't adopt the Policy, they did use it as a standard from which to formulate their own policy.
- Rectors and Assistant Ministers reported that the policy has been helpful to engage in conversation and negotiating leave entitlements. According to one rector it is a policy that cares for both the minister and the ministry.

We requested the Diocesan Secretary write to all rectors and wardens on behalf of the Standing Committee, to encourage them to consider adopting the Policy in their parish (and if so, to register the adoption of the Policy with the Registrar).

7.7 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.

7.8 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 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.

7.9 12/18 Approval and consultation process of parish property developments Anglican Church Growth Corporation response

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

We adopted two diagrams as the description of the responsibilities of the various Diocesan Organisations in relation to parish property developments, and agreed that communication to parishes about the broad responsibilities of the various Diocesan Organisations in relation to property development and church planting be undertaken via a web page maintained by the Anglican Church Growth Corporation (Growth Corporation), and drawn to the attention of parishes at a suitable time via a circular from the Growth Corporation.

7.10 A Theological Framework for Reconciliation

22/18 Indigenous Ministry in the Diocese

24/19 Synod Resolution 22/18 and Doctrine Commission Report on Reconciliation

By resolution 22/18, Synod –

- (a) requested the Diocesan Doctrine Commission, in consultation with Indigenous Christian leaders nominated by the Sydney Anglican Indigenous Peoples' Ministry Committee (SAIPMC), to bring a report to the 2019 session of Synod on a theological framework for reconciliation, with special reference to the Indigenous peoples of Australia, and
- (b) established a task force and requested the task force to work with the Social Issues Committee to report to the 1st ordinary session of the 52nd Synod detailing an appropriate out-working of the Bible's teaching on reconciliation, and providing recommendations as to how the Diocese as a whole, including organisations, parishes and individuals, might –
 - (i) acknowledge past failures in relationships with this nation's First Peoples, and
 - (ii) find ways to become more intentionally involved with the ministry of the gospel to and with Indigenous peoples.

By resolution 24/19, Synod noted that the report requested in paragraph (a) of the resolution had not been tabled at the ordinary session in 2019, and requested the Doctrine Commission to provide a report to the Standing Committee addressing this request no later than the Standing Committee meeting in March 2020.

We received a report from the Doctrine Commission addressing the request of paragraph (a) of the resolution, which is printed separately.

The Taskforce established in paragraph (b) of the resolution has not yet completed its work.

7.11 Domestic Abuse Leave for Clergy

23/18 Responding to Domestic Abuse

In March, we requested that the following motion be moved at the next ordinary session of the Synod, 'by request of the Standing Committee' –

'Synod, noting the report "Domestic abuse leave for clergy" –

- (a) agrees in principle that provision be made by parishes to provide leave to members of clergy who are unable to perform their duties because they are experiencing domestic abuse or dealing with the impact of experiencing domestic abuse; and
- (b) requests the Standing Committee to amend its annual Guidelines for the Remuneration of Parish Ministry Staff to provide for domestic abuse leave for clergy on this basis, with the changes effective 1 January 2021.'

It is anticipated that the motion may be updated in light of the postponed ordinary session of Synod, before being considered at the first ordinary session of the next Synod planned for 27 April 2021.

A report about this matter is printed separately.

7.12 3/19 Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse

By resolution 3/19, Synod, among other things, endorsed implementation of the Royal Commission's Child Safe Standards by all institutions of the Diocese of Sydney that have contact with children in conducting their operations, and requested the Standing Committee to provide a report to the next session of the Synod in relation to implementation of the actions set out in the report.

We referred the request for a report to the Royal Commission Steering Committee. The RCSC has not yet completed its work.

7.13 Review of the Ministry Standards Ordinance 2017

4/19 Staff management training

25/19 Review of Ministry Standards Ordinance 2017

32/19 Compliance with the Children's Guardian Bill 2019 (NSW)

51/19 Further review of the Ministry Standards Ordinance 2017

By resolution 4/19, Synod, among other things, requested the Ministry Standards Ordinance Review Committee to further review the *Ministry Standards Ordinance 2017*, particularly as it pertains to accusations of bullying, to ensure that rector development or other measures, are recommended prior to more serious action.

By resolution 25/19, the Synod additionally requested the Standing Committee to undertake a further review of the *Ministry Standards Ordinance 2017* and its operation, drawing on submissions to be invited from members of Synod, to determine –

- (a) the degree to which the ordinance has been successful in overcoming the perceived weaknesses in the *Discipline Ordinance 2006*, as outlined in the report *Ministry Standards Ordinance 2017* presented to Synod during its 2017 session,
- (b) whether any further weaknesses remain in the ordinance (in its amended form), and
- (c) whether the Professional Standards Unit is sufficiently resourced for its role in the operation of the ordinance, and to bring any appropriate recommendations to the next session of Synod.

By resolution 32/19, Synod requested the Standing Committee to make amendments to the *Ministry Standards Ordinance 2017* to facilitate compliance with the Children's Guardian Bill 2019, if it is passed by the NSW Parliament.

By resolution 51/19, Synod requested Standing Committee to consider –

- (a) a further review of the *Ministry Standards Ordinance 2017* to consider including an encouragement for parties to consider resolving a grievance, complaint or dispute under the Diocesan policy for dealing with allegations of unacceptable behaviour, and
- (b) a further review of the intersection of the *Ministry Standards Ordinance 2017* and the Diocesan policy for dealing with allegations of unacceptable behaviour to consider if a further mechanism would be preferable to support the resolution of grievances, complaints and disputes.'

We referred each of these requests to the Ministry Standards Ordinance Review Committee. The Committee has yet to complete its work.

We received a report from the Director of Professional Standards which included a recommendation to review the *Ministry Standards Ordinance 2017* concerning "bullying" complaints in order to make recommendations to facilitate the effective, efficient and cheap resolution of such matters. We agreed to provide a one-off grant of up to \$70,000 to the PSU to enable it to engage a suitable external consultant to undertake the proposed review.

7.14 8/19 Induction into administrative requirements for new rectors

By resolution 8/19, Synod requested the Standing Committee to investigate and implement routine measures that will enable new rectors to be better and formally inducted into the range of administration requirements for rectors and parishes.

We requested the CEO of SDS, together with the Registrar, in consultation with Ministry Training and Development, to consider and implement formal induction processes for new rectors.

7.15 11/19 Authorised Lay Ministers

By resolution 11/19, Synod –

- (a) gave thanks to God for the heritage of significant lay participation and lay ministry in our Diocese,
- (b) affirmed the appropriate employment of Authorised Lay Ministers as one expression of promoting lay ministry in our parishes,
- (c) noted the *Anglican Church of Australia Constitution Act 1961*, as a Fundamental Declaration, commits the Church to "preserve the three orders of bishops, priests, and deacons" in the ministry, and
- (d) requested the Standing Committee appoint a taskforce of six persons, three ordained and three lay, with power to co-opt, to –

- (i) examine the types of ministry carried out in parishes under the employment category of Lay Minister,
- (ii) determine if the ministries for which some Lay Ministers are employed are either actually, or perceived by the local church to be functionally, identical to ordained ministers, and
- (iii) report to the ordinary session of Synod in 2020 with recommendations on any legal, theological, or practical implications emerging from this examination.

Having noted that by resolution 21/19, the Synod had endorsed the Standing Committee's prioritisation mechanism for Synod resolutions (which includes: "If Standing Committee determines not to address a Synod resolution (in part or full), a brief report will be provided to the following ordinary session of the Synod and the mover and seconder of the resolution informed"), we noted the urgency, importance and anticipated labour involved in addressing this resolution relative to the other requests of the Synod and informed the mover of the resolution that based on the information at hand we had formed the preliminary view that the matter is not of sufficient priority relative to other Synod resolutions that it should be addressed. We invited the mover to provide a report to a future meeting as to the reasons why this matter should occupy the focus of the Standing Committee. A report was not received from the mover; as a result we consider the matter closed.

7.16 19/19 Definition of 'mentally ill'

By resolution 19/19, Synod requested the Standing Committee to expeditiously amend the definition of "mentally ill" in the *Parish Administration Ordinance 2008* to clarify that those with commonly recognised, treatable and manageable mental health issues, such as anxiety and depression, can serve as wardens and parish councillors.

We addressed the request of the resolution by the *Parish Administration Ordinance 2008 (Mental Incapacity Definition) Amendment Ordinance 2020*. (See also item 3.4(9).)

7.17 29/19 Human Sexuality Pastoral Guidelines

By resolution 29/19, Synod, among other things, requested the Standing Committee to seek feedback on guidelines provided to the 2019 ordinary session, and after considering such feedback, to bring a revised Report and Guide to a future session of Synod.

We requested the Chair of the Human Sexuality Pastoral Guidelines committee to assess the feedback received following the close of the submission period (6 March 2020), and provide a report with a recommended way forward.

The Chair of the committee has not yet completed this work.

7.18 43/19 Doctrine of Marriage

By resolution 43/19, Synod, among other things –

...

- (i) asked the Standing Committee to consider not providing financial support, whether directly or indirectly, to any Anglican diocese or body which has acted, or has allowed others to act, in a way that is contrary to the Church's doctrine of marriage, and
- (j) asked the Standing Committee to bring a report to the Synod in 2020 giving recommendations of further appropriate changes in our Diocese's relationship with the national church, and any Anglican diocese, body, bishop or minister who has allowed or participated in a blessing or purported solemnisation of a marriage, which is contrary to the doctrine of Christ and of this Church (noting the Apostle's teaching in 1 Corinthians 5).

We referred the requests in paragraphs (i) and (j) to the General Synod Relations Committee (GSRC).

At a subsequent meeting, on the recommendation of the GSRC, we requested the Work Outside the Diocese Committee and the Diocesan Resources Committee to remain aware of the request in paragraph (i) of resolution 43/19 as they allocate funding to other Anglican dioceses and bodies.

With regard to the request of paragraph (j) of the resolution, on the recommendation of the GSRC, we asked the Archbishop to ensure that any bishop, who has allowed or participated in a blessing or purported solemnisation of a marriage that is contrary to the doctrine of Christ and of this Church, is not invited to any consecration to be held under his authority. In making this recommendation, the GSRC determined that

there are pragmatic difficulties which prevent the application of wider measures (e.g., not recognising ordinations performed by such bishops as there are situations where an evangelical candidate may have legitimate reasons to accept ordination by such a bishop; and maintaining records of such bishops, and the point from which they may be determined to have abandoned the faith, would be prohibitively complex).

7.19 46/19 Fellowship with Anglicans outside the Diocese

By resolution 46/19, Synod requested the Standing Committee to –

- (a) review the operation of the *Affiliated Churches Ordinance 2005* (the Ordinance) and bring a report to the next session of synod with any recommendations for amendment,
- (b) draft, for consideration by the next ordinary session of Synod, amendments to the Ordinance or other measures, which will provide a basis for practical fellowship to be offered to congregations outside this diocese who are theologically Anglican in belief and polity, and
- (c) draft, for consideration by the next ordinary session of Synod, amendments to the Ordinance or other measures, which will provide a basis for more deliberate engagement with Gafcon as that movement seeks to support faithful, biblical Anglicans who are marginalised by the unorthodox actions of others.

We referred the matter to the General Synod Relations Committee (GSRC), and seconded the Chair of the Affiliated Churches Committee (Dean Kanishka Raffel) to the GSRC for this purpose. The Committee has not yet completed its work.

7.20 47/19 Amendment to the Nomination Ordinance 2006

By resolution 47/19, Synod requested the Standing Committee to consider amending the *Nomination Ordinance 2006* and any other ordinance as required, to ensure that any person remunerated for any work within a Parish (other than where incidental), or related to such a person, is not eligible to be elected as a parish nominator in that parish. The resolution also asked the Standing Committee to consider inserting a definition of 'layperson' to clarify the eligibility of persons, such as clergy in other denominations, to serve as parish nominators.

We have not yet completed this work.

7.21 49/19 New Safe Ministry Assessment process and timing

By resolution 49/19, among other things, Synod requested the Standing Committee pass an amending ordinance to defer the start date of operation of the *Safe Ministry to Children Ordinance 2018* (the 2018 Ordinance) by four months, until 1 May 2020.

In November 2019, we deferred the start date of operation of the 2018 Ordinance until 1 May 2020 in accordance with the request of the resolution. (See also item 3.4(1).)

At a subsequent meeting, we further deferred the start date of the operation of the 2018 Ordinance to 1 January 2021.

At a subsequent meeting, we passed the *Safe Ministry to Children Ordinance 2020* to replace the *Safe Ministry to Children Ordinance 2018*. (See also item 3.4(10).)

7.22 52/19 Congregational support for leadership

By resolution 52/19, among other things, Synod affirmed the honour of the ministry of all congregational shepherds and praised and thanked God for the godly, competent and sacrificial leadership of the vast majority of rectors, and called on all parishes and congregations to –

- (a) at least once a quarter, in public prayers and more regularly in private prayers, to call upon Almighty God to strengthen, surround and sustain the clergy who shepherd the churches of our Diocese, and
- (b) make whatever recommendations from whatever financial and other resources are available to enhance the wellbeing and resilience of rectors, with the goal that rectors may recognise the congregational support for their leadership (1 Tim 5:17-20), and in our ordinances acknowledge and give due concern for the competing pressures under which they find themselves.

In addition to noting that the Diocesan Secretary had included the terms of this resolution in the circular to parishes following Synod, we also respectfully requested that each Regional Bishop contact every warden of all the parishes in his region in writing by email or else by post, drawing the attention of all wardens to the specific terms of Synod resolution 52/19 for their prayerful consideration, and also requesting that these wardens ensure the terms of the resolution are tabled and considered at a meeting of the Parish Council

on which they serve, with a view to appropriately encouraging rectors, particularly by prayer, and as thought appropriate, further resourcing.

7.23 56/19 Deferral of General Synod Assessments

By resolution 56/19, Synod, among other things, requested the Standing Committee to seek appropriate legal and other advice regarding the deferral of payment of any General Synod statutory assessment levies for 2019, 2020 and future years, and bring to the Synod in 2020 a report on the matter with recommendations.

We referred the request for legal and other advice to the General Synod Relations Committee (GSRC) in consultation with the Chancellor and the Diocesan Legal Counsel.

The GSRC has not yet completed its work.

7.24 62/19 Gender representation on Diocesan boards and committees

By resolution 62/19, Synod, among other things, requested the Standing Committee to ask the members of the 2019 Gender Representation on Diocesan Boards and Committees committee to oversee the implementation of the following initiatives –

- (i) a survey of Synod members to determine logistical arrangements (such as times and locations) that should be considered by boards and committees,
- (ii) analysis of the responses to the survey, and conveying relevant information to the boards and committees of the Diocese including –
 - (A) an outline of the value of increasing women's participation, and presenting the case for reconsideration of the skills matrix, if appropriate, to include broader competencies and life experiences in addition to traditional professional competencies,
 - (B) a suggestion that they give fresh consideration to their meeting logistics (such as times and locations) to ensure that any possible obstacles to serving are removed,
 - (C) encouragement to foster a culture of mentoring by appointing existing members as mentors for new members (or those considering membership),
 - (D) encouragement to develop a one-page overview of the work of their board or committee, to be made available to potential new members,
 - (E) a request that when vacancies need to be filled, to include information on gender composition along with any recommendations regarding skills desired in a person to fill a vacancy,
- (iii) seek publication of articles in print and online media to stimulate interest in serving on boards and committees.

We asked the Gender Representation on Diocesan Boards and Committees committee to undertake the work requested in the resolution.

At a subsequent meeting, we agreed with an interim report from the committee, to delay the proposed survey until the impact of COVID-19 on future meetings of diocesan committees has become clearer, noting that –

- (a) conducting a survey of Synod members regarding diocesan committee meetings during COVID-19 restrictions is not wise, given there remains considerable uncertainty as to when committees and boards will be able to return to a consistent pattern of, and approach to, meetings,
- (b) if committees and boards continue the approach of meeting online, then this may increase the possibility of women being available to serve, and
- (c) waiting to conduct the survey enables the questions to be tailored in light of any new standards or conditions in place for meetings.

The Committee has not yet completed its work.

7.25 64/19 Fixed term appointment for the Archbishop

By resolution 64/19, Synod requested the Standing Committee to report to the next session of Synod on the merits and difficulties of a fixed term of appointment for the Archbishop of Sydney, with or without the possibility for extension of that term, including providing clarification on whether a change in ordinance would apply to the sitting Archbishop. By the same resolution, Synod further requested that the report

provide information of the tenure arrangements in the dioceses of Brisbane, Sydney, Melbourne, Adelaide and Perth for incumbents, assistant bishops and deans.

The Committee that we constituted to address this request has completed its work. A report about this matter is printed separately.

7.26 65/19 Guidelines for partnerships and amalgamations between parochial units

By resolution 65/19, Synod requested the Standing Committee to consider formulating guidelines and policies to assist parishes in the process of investigating and implementing partnerships or amalgamations with other parochial units.

Having noted that by resolution 21/19, the Synod had endorsed the Standing Committee's prioritisation mechanism for Synod resolutions (which includes: "If Standing Committee determines not to address a Synod resolution (in part or full), a brief report will be provided to the following ordinary session of the Synod and the mover and seconder of the resolution informed") we noted the urgency, importance and anticipated labour involved in addressing this resolution relative to the other requests of the Synod and informed the mover of the resolution that based on the information at hand we had formed the preliminary view that the matter is not of sufficient priority relative to other Synod resolutions that it should be addressed. We invited the mover to provide a report to a future meeting as to the reasons why this matter should occupy the focus of the Standing Committee. A report was not received from the mover; as a result we consider the matter closed.

7.27 66/19 Review of the Standing Committee Ordinance 1897

By resolution 66/19 the Synod requested that the Standing Committee review the *Standing Committee Ordinance 1897* (and other relevant ordinances) particularly in relation to the existing references in that ordinance to –

- (a) the use of the expression 'the previous form of the Synod Elections Ordinance 2000';
- (b) the day that Elected Members hold office to;
- (c) whether the term 'the first session of the next Synod' should be clarified (where it occurs) as being 'the first ordinary session of the next Synod'; and
- (d) related matters;

and to bring a report, and if necessary an amending ordinance, to the first ordinary session of the 52nd Synod.

We agreed in principle to promote to Synod –

- (a) amendments to the *Standing Committee Ordinance 1897* –
 - (i) to remove reference to postal ballots and 'the previous form of Synod Election Ordinance 2000', instead relying upon rules for an online ballot, and
 - (ii) clarifying references to 'the first session of Synod' relating to membership of the Standing Committee, to instead read 'the first ordinary session of Synod', and
- (b) amendments to the (current) *Synod Elections Ordinance 2000* –
 - (i) to make provision for the use of online ballots for any Synod or Standing Committee elected position in circumstances where a physical ballot cannot take place, or where an online ballot is required, and
 - (ii) to include a suitable form of rules and timeline for conducting an online ballot based on the proposed rules in Schedule 2 of the report, and
- (d) amendments to the *Standing Committee Ordinance 1897* and the *Synod Membership Ordinance 1995* to remove the right of the Diocesan Secretary to vote at Synod and meetings of the Standing Committee, while retaining the right to speak and move motions, noting that this proposal originated from the Diocesan Secretary.

It is anticipated that a Bill to give effect to these amendments will be brought to the first ordinary session of the 52nd Synod.

7.28 67/19 Faithfulness in Service

Noting of Synod resolution

Standing Committee noted that Synod passed resolution 67/19 in the following terms –

'Synod, noting the debate on 16 October 2019 during consideration of the motion regarding *Nine motions for General Synod 2020*, which revealed that *Faithfulness in Service* presently has no definition of marriage, requests the Standing Committee to consider amending *Faithfulness in Service* to include a definition of marriage.'

Amending Faithfulness in Service

We noted that when *Faithfulness in Service* was adopted in 2004, the definition of marriage in the *Marriage Act 1961* was clearly between a man and a woman, and agreed that therefore it is not necessary to amend *Faithfulness in Service* to include a definition of marriage. We conveyed this decision to the mover of the resolution.

7.29 72/19 General Synod assessments

By resolution 72/19, the Synod requested that Rule XV of the Rules made pursuant to the Constitution of the Anglican Church of Australia be amended so that General Synod expenses of the costs of holding the General Synod and the maintenance of the registry of the Primate are apportioned among the dioceses on the basis of the number of diocesan representatives and all other expenses apportioned equally between the dioceses.

We have referred this request to the General Synod Relations Committee (GSRC) to pursue in the lead up to the next session of the General Synod. (See also item 6.2.)

7.30 Gender Identity

73/19 Doctrine Statement on Gender Identity

76/19 Gender Identity – Practical Guidelines for Parish Councils

By resolution 73/19, Synod, among other things –

- (a) affirmed and adopted a Doctrine Statement on Gender Identity,
- (b) recommended that the relevant governing body of each diocesan school and of each diocesan organisation which exercises pastoral care for, or otherwise engages with, people who struggle with gender identity issues –
 - (i) affirm the Doctrine Statement as the principal statement of the doctrines, tenets, beliefs and teachings with respect to gender identity, and
 - (ii) develop and implement a publicly accessible policy on Gender Identity which is consistent with the Doctrine Statement; and
- (c) requested the Archbishop-in-Council to consult with and consider providing further advice to organisations concerning the implementation of the recommendations referred to in paragraph (b).

By resolution 76/19, Synod, among other things, requested the Standing Committee to bring the proposed policy (Gender Identity – Practical Guidelines for Parish Councils), with any recommended changes, to the first ordinary session of the 52nd Synod.

We referred the request of paragraph (c) of resolution 73/19 and the request for a proposed policy in resolution 76/19 to the Gender Identity Committee.

The committee has not yet completed its work.

7.31 Resolutions made by the Synod in 2019 and not mentioned in this report

Circulars were sent to parishes and organisations about the matters arising from the 2019 Synod session. Copies of Synod resolutions were sent to appropriate persons and organisations.

For and on behalf of the Standing Committee.

DANIEL GLYNN
Diocesan Secretary

18 September 2020