

Second Ordinary Session of 52nd Synod

(previously scheduled for 26 & 28 February, 1 & 2 March 2022)

Book 1

(Pages 1 to 179)

Annual Report of the
Standing Committee and
Other Reports and Papers

Standing Committee of the Synod
Anglican Church Diocese of Sydney



MISSION 2020 DIOCESE OF SYDNEY

Our Vision **To see Christ honoured as Lord and Saviour in every community**

Our Mission **We commit ourselves afresh, in prayerful dependence on the Holy Spirit, to glorify God and love our neighbour by proclaiming the Lord Jesus Christ, calling people to repent and living lives worthy of him.**

Our Values

Our values flow from our identity in Christ. We are created in God's image and redeemed by Christ's blood for the glory of our Heavenly Father.

We therefore value and cherish:

- God's Word, the Bible, as our ultimate authority and guide
- The reading and explanation of the Bible as the basic method of our ministry
- The centrality of the cross of Christ and his resurrection in our proclamation and in our lives
- Lives of holiness and humility that adorn the gospel
- Prayerful dependence on the Holy Spirit for power to speak and hearts to change
- An urgent love for people who, apart from faith in Christ Jesus, face certain condemnation under the righteous judgment of God
- Selfless flexibility and creativity to reach the many different peoples in our communities with the gospel
- Partnerships between and among individuals, churches, Anglican schools, diocesan organisations and faithful members of the Anglican Communion
- Repentant hearts and renewal by God's grace

Our Priorities

Priority 1 Reach all the lost in our Diocese with the life-giving gospel of Christ

Key factors include

- 1.1 Engaging with our local community and creating opportunities for evangelism at the local and diocesan level
- 1.2 Mobilising more people to share Christ's love in word and deed
- 1.3 Strengthening our invitation, welcoming and integration

Our first goal is to increase our members reporting their willingness to talk intentionally about their faith from 18% (NCLS 2011 statistic) to 22% across the Diocese by 2020.

Our second goal is to increase our members reporting that they have invited someone to church in the last 12 months from 40% (NCLS 2011 statistic) to 45% across the Diocese by 2020.

Our third goal is to increase newcomers in church from 9% (NCLS 2011 statistic) to 12% across the Diocese by 2020.*

** Newcomers are members aged 15 or more who were not regularly attending any church five years ago, as defined by the National Church Life Survey (NCLS).*

Priority 2 Deepen spiritual maturity among our members

Key factors include

- 2.1 Ensuring congregational gatherings are significant places for spiritual growth
- 2.2 Enriching Christian fellowship through small groups
- 2.3 Strengthening personal and family devotions through prayer and Bible reading

Our first goal is to increase our members reporting 'much growth' in faith from 47% (NCLS 2011 statistic) to 60% across the Diocese by 2020.

Our second goal is to increase our members reporting time spent in prayer, Bible reading, meditation, every day/most days from 43% (NCLS 2011) to 50%.

Priority 3 Equip our members to exercise their gifts

Key factors include

- 3.1 Strengthening leadership skills of clergy, especially rectors
- 3.2 Identifying and unleashing the gifts of church members
- 3.3 Encouraging risk-taking and new initiatives in outreach and discipleship

Our goal is to increase our members reporting their use of gifts 'to a great extent' from 21% (NCLS 2011 statistic) to 27% across the Diocese by 2020.

Priority 4 Respond to the changing face of our society

Key factors include

- 4.1 Loving our neighbours in local and cultural communities
- 4.2 Reaching children and youth
- 4.3 Connecting with people over 60 years of age
- 4.4 Planting new churches in rapid growth areas

Our first goal is to increase our members born in non-English speaking countries from 15% (NCLS 2011 statistic) to 20% across the Diocese by 2020.

Our second goal is to increase the retention of our members' children in church from 65% (NCLS 2011 statistic) to 70% across the Diocese by 2020.

Our third goal is to plant 15 new churches in greenfield areas by 2020.

Our fourth goal is to plant at least two new churches per Mission Area by 2020.



2021 Report of the Standing Committee and other Reports and Papers

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Standing Committee Report to the Second Ordinary Session of the 52nd Synod

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1. Introduction

1.1 Standing Committee reports to Synod

The 2020 Report of the Standing Committee (included in Book 1 of the Synod materials received at the first ordinary session, held 6 May 2021) provided a report of the work of the Standing Committee following the 3rd ordinary session of the 51st Synod (held in October 2019) and prior to the scheduled 1st ordinary session of the 52nd Synod (October 2020). In practice, that report covered the Standing Committee meetings from November 2019 to September 2020 inclusive.

Given the postponement of the first ordinary session of the 52nd Synod, a 2021 Interim Report (providing an outline of membership issues and the Synod-related matters that the Standing Committee had undertaken since October 2020) was prepared for the session held in May 2021. At the time, it was anticipated that a ‘standard format’ report on the Standing Committee’s work for the period October 2020 to August 2021 would be provided to the second ordinary session (scheduled for September 2021).

Given the postponement of the second ordinary session, this report provides a ‘standard format’ report on the Standing Committee’s work for the period October 2020 to October 2021, and includes material provided in the 2021 Interim Report. It is anticipated that an interim report (providing an outline of membership issues and Synod-related matters since October 2021) will be provided to the second ordinary session, when it is convened (currently expected to be 26 February 2022).

1.2 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.

1.3 Access

Meetings are usually held in the Heath Centre, Level 5, St Andrew’s Cathedral School, St Andrew’s House. Since June 2021 meetings have been held via videoconference due to COVID-19 restrictions. 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.

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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.

1.4 Meetings and members

From October 2020 to October 2021, we have met 10 times. The names of the members as at 11 October 2021 are listed below.

The President

Archbishop Kanishka Raffel (*consecrated 28/5/2021*)

The Regional Bishops

Bishop Chris Edwards

Bishop Peter Hayward

Bishop Gary Koo

Bishop Peter Lin

Bishop Michael Stead

The Archdeacons

Archdeacon Neil Atwood

Archdeacon Anthony Douglas

Archdeacon Kara Hartley

Acting Dean of St Andrew's Cathedral

Canon Chris Allan (*appointed 6/2021*)

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 Northern Regional Electors

The Rev Gavin Parsons

The Rev Craig Schafer

Ministers Elected by South Sydney Regional Electors

The Rev Dr Andrew Katay

The Rev Dominic Steele

Ministers Elected by South Western Regional Electors

Canon Phillip Colgan

The Rev Zac Veron

Ministers Elected by Western Sydney Regional Electors

The Rev Roger Cunningham

The Rev Dr Raj Gupta

Ministers Elected by Wollongong Regional Electors

Canon Sandy Grant

The Rev Joe Wiltshire

The Chancellor

Mr Michael Meek SC

The Registrar

(*vacant ex Mr Doug Marr resigned 08/4/2021*)

The Diocesan Secretary

Mr Daniel Glynn

The CEO of Sydney Diocesan Services

Mr Robert Wicks

Laypersons Elected by Whole Synod

Mr Michael Easton

Mr Stephen Hodgkinson

Mr John Pascoe

Mrs Emma Penzo

Dr Laurie Scandrett

Dr Claire Smith

Dr Robert Tong AM

Mrs Melinda West

Laypersons Elected by Northern Regional Electors

Miss Jenny Flower

Mr Greg Hammond OAM

Mr Mark Streeter

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 South Western Regional Electors

Mr Clive Ellis

Mr James Flavin

Mrs Jeanette Habib

Dr Ian McFarlane

Laypersons Elected by Western Sydney Regional Electors

Mr Jeremy Freeman

Mrs Patricia Jackson

Mr Malcolm Purvis

Dr Andrew Tong

Laypersons Elected by Wollongong Regional Electors

Mrs Stacey Chapman

Mr Norm Lee

Dr David Nockles

Mr Tony Willis

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

- A vacancy arose in the position of a minister elected by the Western Sydney Region upon the resignation of the Rev Gavin Poole as Rector of the Parish of Cherrybrook with effect from 7 February 2021. The Regional Electors of the Western Sydney Region elected the Rev Roger Cunningham to fill the vacancy.
- The following members did not stand for re-election at Synod elections held in October 2020, and consequently retired from Standing Committee on 3 May 2021, with their last meeting being 22 March 2021: Mr John Driver, the Rev Justin Moffatt, Mr Philip Sherriff, Mr Lyall Wood AM RFD and the Hon Peter W Young AO QC.
- The following people were elected at the Synod elections held in October 2020 and formally commenced membership of the Standing Committee on 3 May 2021: Mr Greg Hammond OAM and Mr Mark Streeter (Northern Region), the Rev Dominic Steele (South Sydney Region), Dr Andrew Tong (Western Region) and Mr Norman Lee (Wollongong Region).
- The Archbishop, Dr Glenn Davies, retired on 26 March 2021 and as a consequence ceased to be the President of the Standing Committee from that date. The Rt Rev Bishop Hayward served as Administrator of the Diocese and President of the Standing Committee until the installation of Archbishop Kanishka Raffel.
- Mr Doug Marr resigned as Registrar of the Diocese with effect from 8 April 2021 and consequently ceased to be a member ex-officio of the Standing Committee from that date. Mr Tony Willis was appointed Acting Registrar with effect from 9 April 2021 until 2 July 2021. Bishop Michael Stead was appointed as Acting Registrar from 3 July 2021 until 31 December 2021.

1.5 Management and structure

Our permanent subcommittees are –

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

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.

1.6 Impact of COVID-19 on meetings of the Standing Committee Emergency Executive Subcommittee of the Standing Committee

Item 1.27 in the 2020 Report of the Standing Committee notes that in March 2020 we constituted a subcommittee, the Emergency Executive Subcommittee of the Standing Committee (EES) to come into operation in the event that we were not able to meet and function during the COVID-19 crisis. The EES would have authority on any Standing Committee matter other than the making of ordinances, the making of appointments and the filling of casual vacancies.

In March 2021, having returned to in person meetings, we dissolved the EES with immediate effect noting that the EES was never convened and hence did not make any decisions or take any actions under its delegated authority (or otherwise).

1.7 Death of the Rt Rev Bruce Wilson

We noted with sadness the death of the Rt Rev Bruce Wilson on 20 March 2021, gave thanks to God for the life and service of Bishop Wilson, and assured Mrs Zandra Wilson of our prayers for her in her time of loss.

Bishop Wilson was a Moore College graduate, ordained in Sydney in 1965, served in the parishes of Beverly Hills, Darling Point and Paddington, as well as Chaplain to UNSW, before moving to Canberra & Goulburn where he was consecrated an Assistant Bishop, later serving as Bishop of Bathurst, 1989-2000.

1.8 Retirement of Archbishop Glenn Davies

We noted the retirement of Archbishop Glenn Davies, having reached the age of 70 years and six months on 26 March 2021 (in accordance with subclause 5(3) of the *Retirements Ordinance 1993*). 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 would occur on 26 March 2021 and made arrangements for the election of the next Archbishop of Sydney.

1.9 Archbishop Kanishka Raffel

We noted that at the special session of the 52nd Synod, held 4-6 May 2021, the Very Rev Kanishka De Silva Raffel was elected and then unanimously invited to be the next Archbishop of Sydney, and congratulated Kanishka on his election. Kanishka was consecrated a Bishop and installed as Archbishop on Friday 28 May 2021 at St Andrew's Cathedral. We assured Kanishka and Cailey of our prayers.

1.10 Administrator – Bishop Peter Hayward

We thanked with acclamation Bishop Peter Hayward for his service as Administrator of the Diocese during the recent vacancy in the See of Sydney and, in particular, gave thanks for his service as President during the recent ordinary session of the Synod.

1.11 Acting Dean

We noted that Canon Christopher Allan had been appointed Acting Dean of the Cathedral, and invited Canon Allan to attend and speak, but not vote or move motions, at meetings of Standing Committee until the next Dean takes up office.

1.12 Appointment of Canon Andrew (Sandy) Grant as the 13th Dean of Sydney

We warmly welcomed the appointment of Canon Sandy Grant as the 13th Dean of Sydney, and prayed for him and his family.

1.13 Retirement of Mr Doug Marr as Registrar

We noted that Mr Doug Marr had tendered his resignation as Registrar to the Archbishop, effective 8 April 2021 and expressed our thanks to Mr Marr for his contribution to the Diocese as Registrar, especially his contribution to the smooth operation of both Synod and Standing Committee; and gave thanks to God for Mr Marr's service on the Sydney Diocesan Synod, the Provincial Synod and the General Synod, and upon numerous boards, councils, and committees.

1.14 Acting Registrar Mr Tony Willis

We thanked with acclamation Mr Tony Willis, for his service as Acting Registrar, which concluded on 2 July 2021, noting especially his willingness to step into this role at a critical time, supporting Bishop Peter Hayward in his responsibilities as Administrator, Bishop Peter Lin in his responsibilities as President of the Election Synod, and Archbishop Raffel following his election and in his first month as Archbishop.

1.15 Acting Registrar Bishop Michael Stead

We noted that Archbishop Kanishka Raffel had invited Bishop Michael Stead to serve for a period of six months as Acting Registrar, in addition to his responsibilities as Bishop of South Sydney, commencing 3 July 2021, and assured Bishop Stead of our thanks and prayers as he takes on this additional responsibility.

1.16 Use of the title of "Archbishop" by Bishop Glenn Davies

Noting the expectation that there will be occasions when it will be helpful for Bishop Glenn Davies to be able to take the title, "Archbishop" Davies (particularly in overseas work in relation to GAFCON), we confirmed our comfort that Bishop Glenn Davies continue to use the title 'Archbishop' when he judges it to be suitable to do so, noting that this matter was not raised by Bishop Davies.

1.17 Membership of Standing Committee

We welcomed by acclamation the following members who had attended meetings prior to the commencement of their term, and thanked them for their patience and their contribution to meetings during that time –

The Rev Roger Cunningham
Mr Greg Hammond OAM
Mr Norman Lee

The Rev Dominic Steele
Mr Mark Streeter
Dr Andrew Tong

1.18 Chair of Social Issues Committee

Mrs Emma Penzo resigned as Chair of the Social Issues Committee (SIC), with effect from 31 December 2020. We thanked her for her dedicated and extensive service as Chair of the Social Issues Committee over three years.

Dr Chase Kuhn was elected Chair of the Social Issues Committee on 24 February 2021. We congratulated him on his appointment.

1.19 Chair of Sydney Anglican (National Redress Scheme) Corporation

Mr Doug Marr resigned as Chair of the Sydney Anglican (National Redress Scheme) Corporation with effect from 9 March 2021. We thanked Mr Marr for his dedicated service as inaugural Chair of the Corporation since its establishment in 2018, including leading the Diocese's participation in the National Redress Scheme.

1.20 Chair of Work Outside the Diocese Committee

Mr Doug Marr had resigned as Chair of the Work Outside the Diocese Committee with effect from 9 March 2021. We thanked Mr Marr for his service to the Committee.

1.21 Attendance at Standing Committee

We invited Bishop Malcolm Richards to attend and speak (but not vote) at meetings of the Standing Committee, in his capacity as Bishop for International Relations.

1.22 Dr John Collier

We thanked Dr Collier for his outstanding service as Head of the Cathedral School since 2010 and in other leadership positions in the Diocese in the area of Christian Education including as a member of the Board and current Chair of Anglican EdComm and warmly welcomed Dr McGonigle as the new Head of St Andrew's Cathedral School and Head of Gawura.

1.23 Ministry in Marginalised Areas

At the request of the Ministry in Socially Disadvantaged Areas Committee (the Committee), we agreed to change the name of the Committee to the 'Ministry in Marginalised Areas Committee'.

2. Actions with the Archbishop

2.1 Strategy and Research Group

In 2020-21, the Strategy and Research Group (SRG) comprised the following members –

Archbishop Glenn Davies (Chair) – until 26
March 2021
The Rev Dr Raj Gupta – until 17 May 2021
The Rev Andrew Katay
Bishop Peter Lin (Deputy Chair)
Dr Ruth Lukabyo

Archbishop Kanishka Raffel (Chair) – from 28
May 2021
Mr Peter Mayrick
Mr Graham Murray – until 17 May 2021
The Rev Andrew Robson
Ms Nicola Warwick-Mayo – until 17 May 2021

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

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

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

The SRG typically meets quarterly for full day meetings. Since the last report to the Synod, the SRG has met 5 times, including a joint meeting with the Bishops at the start of this year to consider a broad range of matters of strategic importance to the Diocese.

Key strategic priorities

In 2020-21, the SRG summarised the 4 key strategic priorities facing the Diocese, for provision to the new Archbishop. The SRG looks forward to working with Archbishop Raffel to consider any new iteration of the Diocesan mission of making and maturing disciples of Christ.

The SRG met jointly with the Bishops on 4 February 2021 to discuss the future of the city of Sydney, as outlined in a report commissioned by the Anglican Church Growth Corporation to establish a systematic and strategic approach to planning and delivering church-related assets. The SRG has also discussed the strategic importance of the 'Third City' of Sydney and the need for a coordinated approach.

Rector departure research

A key goal of Mission 2020, adopted at the end of 2013, is to strengthen the leadership skills of clergy. 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 facing the Diocese.

To further understand the key reasons and factors which contribute to some Rectors leaving the role prior to reaching retirement age, the SRG commissioned a research study, carried out by Dr Bellamy. The research also considered aspects of the Rector role that contribute to incumbent Rectors considering moving into another role, and reasons why more long-term Assistant Ministers are not moving into Rector roles.

The full report has been circulated to the Standing Committee and senior leaders in the Diocese. The Standing Committee has requested the SRG to make further recommendations to address the findings, including considering ways to provide both better support and appropriate levels of accountability for Rectors.

Regional meetings with Mission Area Leaders

In light of the commencement of the new Archbishop in May 2021, the regional boundary changes that came into effect on 1 July 2021, and the COVID-19 restrictions in place at the time of writing, the annual meeting of the SRG and Mission Area Leaders (MAL) in 2021 was postponed until the second half of the year.

2.2 Harbour Church

Noting the recommendation of the Wollongong Regional Council that Harbour Church should not continue as a recognised church of the Diocese of Sydney, we recommended that the Archbishop-in-Council determine that the recognition of Harbour Church should cease with effect from 1 July 2021 (in accordance with clause 20(1) of the *Recognised Churches Ordinance 2000*).

2.3 Regional name change – Georges River Region South Western Region

We noted that, pursuant to subclause 3(2) of the [Regions Ordinance 1995](#), the Archbishop has renamed the Georges River Region to be called the South Western Region, with effect from 14 July 2021.

3. Financial and Property Administration

3.1 Accounts, Audits and Annual Reports Ordinance 1995

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

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

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

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

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

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

3.3 Ordination Training Fund

In 2021 this Fund received a Synod allocation of \$43,000 (2019: \$42,000) 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.

In 2021 the Fund also received \$11,000 to cover the cost of external professionals interviewing ordination candidates in relation to domestic violence. This year the Fund will also use some of its reserves to undertake psychological assessments of clergy prior to their being ordained presbyter.

3.4 Ordinances

The following table shows the number of ordinances passed and assented to in 2016 to 2020, and in 2021 up to October –

	2016	2017	2018	2019	2020	2021
Standing Committee	53	40	42	62	69	39
Synod	4	11	8	7	0	4
	57	51	50	69	69	43

A separate report lists the ordinances passed by us since October 2020. There are 22 ordinances of particular interest.

(1) The *Synod Appropriations and Allocations Ordinance 2020* gave effect to the Synod’s general intention when it passed the *Synod Appropriations and Allocations Ordinance 2018* (‘the 2018 Ordinance’) with respect to the appropriation and allocation of Synod funds for 2021. (See item 7.1.)

The total amount available as distributions from the Diocesan Endowment and parish trusts was \$696,000 more than the estimates provided to Synod in 2018. However, \$435,000 of that was due to additional distributions made by the GAB from the Diocesan Endowment and the Diocesan Cash Investment Fund to meet the cost of an allocation for Diocesan overhead identified as result of the Review of SDS cost recovery methodology (described at item 3.2). A further \$243,000 of the funds available for 2021 represents unspent allocations from 2020, the majority of which are a result of the COVID-19 related restrictions which meant

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we were not able to hold the sessions of Synod and some of the other physical meetings that had been scheduled in 2020.

(2) The *Synod Funding Arrangements Amendment Ordinance 2021* amended the *Synod Estimates Ordinance 1998* and the *Cost Recoveries Framework Ordinance 2008* to delay the preparation of the next Statement of Funding Principles and Priorities until the 3rd ordinary session of the 52nd Synod (in September 2022) to give the new Archbishop adequate time to consider his priorities and for the Archbishop and Standing Committee to consider a new iteration of the Diocesan Mission. The amendments also provide for the next Statement of Funding Principles and Priorities to apply for the last year of the current funding triennium and the three years of the following triennium (rather than have a Statement of Funding Principles and Priorities that only applies for one year). (See item 7.1 and separate report about this matter.)

(3) The *Synod Appropriations and Allocations Ordinance 2021* appropriated and allocated funds for 2022 in a manner that is consistent with the Synod's intention as reflected in the Statement of Funding Principles and Priorities 2019-2021, and is broadly similar to the actual appropriations and allocations made for 2021. The total funds available for distribution in 2022 were \$272,000 less than in 2021 (a decrease of 3.7%). In view of this reduction most organisations did not receive an increase in their allocation from 2021 to 2022, with the exception of allocations for SDS in its support for the Synod, Standing Committee and parishes, noting an expected increase in the cost of providing this support. Significant movements in funding included –

- The allocation of \$230,000 towards the cost of 2 insurance policies (the ISR excess over \$250 million and the Liability 4th excess layer) required specifically to cover St Andrew's Cathedral is significantly reduced from the \$405,000 allocation provided in 2021. However, it is worth noting that the cost of these 2 policies rose significantly in 2022 to ~\$544,000, with the balance being included in the cost of the Parish Property and Liability Insurance Program (as had been the case prior to 2021). See also ordinance (4) *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021*.
- The allocation to Moore Theological College for 2022 continued at the level \$1,463,000, however for the second year now the College has agreed to a temporary reduction (this time of \$110,000), as a gesture of partnership with the Diocese.
- The Allocation to the Anglican Education Commission (AEC) reduced to \$10,000 to fund a suitably qualified educational consultant(s) who could be engaged as required to allow the advocacy work currently undertaken by the AEC to continue beyond 2021, on the understanding that the AEC in its current form was not financially viable and would wind up by the end of 2021 (see item 4.5).

(4) The *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021* provided for charges to be recovered from and levied on parishes in 2022 in a manner that is broadly similar to the actual charges and levies payable in 2021. However, the total Parochial Network Costs for 2022 are expected to be 12% higher than in 2021, largely driven by premium rate increases associated with the Parish Property and Liability Insurance Program (increasing 16% in 2022); the inclusion of part of the cost of insurance specific to the Cathedral (see note in ordinance (3) above); and an expected 40%-50% increase in the premium rate for Stipend Continuance Insurance. Notwithstanding the 12% increase in costs, the *variable* PCR charge percentage increases only slightly from 6.8% in 2021 to 6.9% in 2022. The slight increase (rather than significant) is a result of the net increase in total net operating receipts of all parishes in 2020 (due to COVID-19 financial support received by many parishes).

(5) The *Diocesan Endowment (Diocesan Overhead) Appropriation Ordinance 2021* provided for an additional distribution of \$96,000 from the Diocesan Endowment for the purpose of meeting a shortfall in Synod's 2021 budget in relation to the funding of Diocesan overhead costs. The shortfall arose following the decision of the Glebe Administration Board to decline to approve a distribution of \$96,000 to the Synod from the Diocesan Cash Investment Fund in view of the historic low cash rate and consequent impact on the forecast returns.

(6) The *Diocesan Endowment Ordinance 2016 Amendment Ordinance 2021* amended the *Diocesan Endowment Ordinance 2016* to –

- (i) simplify and clarify the Trustee's powers to invest the property of the Diocesan Endowment, requiring that the property is invested in accordance with the Trustee Act 1925 (NSW), subject to doing so in accordance with the ethical investment policy approved by the Synod or Standing Committee,
- (ii) require the Trustee to specify a timeframe over which the preservation of real value is to be measured, and a methodology that is to be used (for these purposes, the Trustee will measure the preservation of real value over a 20 year rolling time frame, and assess whether the real value has been preserved by comparing the actual real value with the inflation adjusted value at the

- commencement of the relevant 20 year period at a 70% probability), and
- (iii) authorised the Trustee to delegate its investment powers to one or more asset consultants or investment managers.

(7) The *Diocesan Cash Investment Fund Ordinance 2016 Amendment Ordinance 2021* amended the *Diocesan Cash Investment Fund Ordinance 2016* to simplify and clarify the Trustee's powers to invest the property of the Diocesan Endowment, requiring that the property is invested in accordance with the Trustee Act 1925 (NSW), subject to doing so in accordance with the ethical investment policy approved by the Synod or Standing Committee.

(8) The *Property Receipts Levy Ordinance 2018 Amendment Ordinance 2021* amended the *Property Receipts Levy Ordinance 2018* to allow the Standing Committee to declare that property income declared exempt from the Property Receipts Levy will not be taken into account in determining the applicable calculation band for other property income of the parish.

(9) The *Stipend Continuance Fund Ordinance 2021* provided a trust instrument for the Sydney Diocesan Secretariat Salary Continuance Fund, which can be used for payroll administration and other purposes to allow compliance with recent changes to Single Touch Payroll requirements.

(10) The *Nomination Ordinance 2006 Amendment Ordinance 2020* amended the *Nomination Ordinance 2006* and the *Interpretation Ordinance 1985* in response to the request of the Synod in its resolution 47/19. By that resolution, the Synod requested the Standing Committee 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. This ordinance gave effect to that request in the *Nomination Ordinance 2006*. The same resolution also requested 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. The *Nomination Ordinance 2006 Amendment Ordinance 2020* included an amendment to the *Interpretation Ordinance 1985* to insert such a definition of 'layperson'.

(11) The *Nomination Ordinance 2006 Amendment Ordinance 2021* further amended the *Nomination Ordinance 2006* to –

- (a) provide the Archbishop with discretion to appoint a person as an Acting Rector pending the fulfilment of an educational requirement to become a Rector,
- (b) provide that the consent of a majority of the parish council is required as a prerequisite to terminating a suspension of nomination proceedings where an amalgamation involving the parish is being considered, and
- (c) provide for members of the Nomination Board to recuse themselves for conflict of interest purposes, and
- (d) a number of editorial matters.

(12) The *Parishes (COVID-19 and General Meetings No. 2) Ordinance 2020* provided special arrangements for holding general meetings of parishioners in the context of the public health emergency caused by the COVID-19 pandemic.

(13) The *Safe Ministry to Children Ordinance 2018 Amendment Ordinance 2020* amended the *Safe Ministry to Children Ordinance 2020* to require a psychological assessment for a person to be ordained as a presbyter (if more than 2 years have elapsed between the psychological assessment undertaken for ordination as a deacon and the commencement of the person's candidacy for ordination as a presbyter) or licensed to the office of rector (if the person was ordained as a presbyter in another Province or in another diocese of the Anglican Church of Australia).

(14) The *Interpretation Ordinance 1985 Amendment Ordinance 2021* amended the definition of 'Registrar' in the *Interpretation Ordinance 1985* to include a person appointed as an 'Acting Registrar', and also addressed some problematic drafting in the *Interpretation Ordinance 1985* that is inconsistent with the Synod's *Doctrine Statement on Gender Identity*.

(15) The *Anglican Church Growth Corporation (Pilot Program Enabling No 2) Ordinance 2020* varied the trusts of certain church trust property held for the purposes of parishes involved in an Anglican Church Growth Corporation pilot program, to enable the revenue generated from such property to be applied, if necessary, for the purposes of another or other parishes in the program.

(16) The *St Andrew's House Corporation Ordinance 2018 Amendment Ordinance 2020* amended the *St Andrew's House Corporation Ordinance 2018* to address areas of non-conformity with the Governance Policy for Diocesan Organisations, including the form of the Statement of Personal Faith that members must sign, the requirement for at least two members to hold (at least) a three year theological degree from Moore Theological College, and various changes relating to conflicts of interest and a restriction upon a person serving as Chair for any longer than nine consecutive years.

(17) The *Living Faith Council Ordinance 2020* constituted a new diocesan organisation, Living Faith. The Archbishop is President of the Council, and membership requirements include up to 3 persons appointed by the Archbishop, 6 persons elected by the Standing Committee and up to 2 persons elected by the other members of the Council. (At least one person appointed by the Archbishop and two persons elected by the Standing Committee are to be clergy licensed in the Diocese of Sydney with at least a three-year theological degree from Moore Theological College.)

(18) The *Living Faith Council Ordinance 2020 Amendment Ordinance 2021* amended the *Living Faith Council Ordinance 2020* to modify the purposes and functions of the Living Faith Council to make its purpose clearer and to amplify its intent to create welcoming and loving congregations in the Church for Christians experiencing same sex attraction or gender incongruence.

The purpose of the Council is to advance the purposes of the Anglican Church of Australia in the Diocese of Sydney through gospel ministry to persons who wish to stay true to the historic Christian faith and who experience same-sex attraction or gender incongruence, and to groups, churches and organisations who care for such persons.

The functions of the council (set out in clause 4 of the ordinance) include –

- (a) offering biblical teaching, encouragement and support to Christian men and women who experience same sex attraction or gender incongruence as they seek to express their sexuality and gender in accordance with the historic Christian faith,
- (b) helping Christians welcome and love those who experience same-sex attraction or gender incongruence and to repudiate attitudes and actions that victimise or diminish them by –
 - (i) equipping them to support those seeking to express their sexuality and gender in accordance with the historic Christian faith, and
 - (ii) providing and developing resources informed by biblical perspectives on sexuality and gender, and
- (c) offering biblical teaching, encouragement and support to the families, spouses and friends of people who experience same-sex attraction or gender incongruence.

(19) The *Sydney Diocesan Services Ordinance 2017 Amendment Ordinance 2021* amended the *Sydney Diocesan Services Ordinance 2017* to extend the scope of bodies to which Sydney Diocesan Services may provide services and to bring the SDS Ordinance into conformity with Synod's Governance Policy for Diocesan Organisations. See item 3.14.

(20) The *Endowment of the See Capital Fund Ordinance 2012 Amendment Ordinance 2021* renamed the 'Endowment of the See Capital Fund Ordinance 2012' as *Endowment of the See Property Ordinance 2021*, and varied the trusts of the EOS Trust and provided for the assets of the EOS Trust to be added to the EOS Capital Fund to form a single amalgamated fund to be known as the Endowment of the See Property Fund (EOSPF). The amendments preserve the existing arrangements for application of the assets of the EOS Trust.

(21) The *Archbishop of Sydney's Anglican Aid Ordinance 2011 Amendment Ordinance 2021* amended the *Archbishop of Sydney's Anglican Aid Ordinance 2011* to bring its governance arrangements into conformity with the Governance Policy for Diocesan Organisations, and also to improve the logical flow of Anglican Aid's constituting ordinance by grouping clauses addressing like subject-matter.

(22) The *St Catherine's Waverley Ordinance 1922 Amendment Ordinance 2021* amended the *St Catherine's Waverley Ordinance 1922* to bring its governance arrangements into conformity with Standing Committee's Governance Policy for Diocesan Organisations, by addressing issues related to: terms limits for members of the Council and Chair; the role of the President; the mechanism for passing circular resolutions; introducing a mechanism for winding up the Council; and requiring all members to sign the Statement of faith set out in the Synod Governance Policy upon their election or appointment to the Council.

3.5 Ordinance procedure – regulations for consideration of proposed trust ordinances

Parishes and organisations are required to put in place a suitable master trust ordinance before we will consider an ordinance to authorise dealing with or variation of trusts in respect of any of that parish's property. Noting that the majority of proposed trust ordinances are exact implementations of the template master trust ordinance, we agreed to amend our regulation (Regulation 1.3) relating to Master trusts, by appending the following additional paragraph –

'Where a parish seeks a master trust ordinance in the standard form, an "adequate statement of evidence" pursuant to subclause 11(e) of the *Ordinance Procedures Ordinance 1973* in relation to an application for a parish master trust ordinance need only include –

- (a) a statement as to why the parish is promoting the master trust,
- (b) a statement setting out the variable elements in the standard form ordinance, in relation to the capitalisation percentage (clause 7), review date (clause 8) and commencement date of the ordinance,
- (c) a statement confirming that the trust is in a standard form, or to the extent that there are minor departures from the standard form, a suitable explanation of any variations along with reasonable background information (such as parish finances and attendance for relevant years, if applicable) to allow the Standing Committee to make an informed decision,
- (d) a statement from the parish that they are not aware of any special or unusual circumstances in relation to parish property that have bearing on the operation of the master trust ordinance, and
- (e) if the ordinance will vary the current arrangements for the application of any personal property, an explanation of the variation.'

3.6 Parochial cost recoveries – arrears

As at 30 June 2021, only the parochial units of Greenacre (\$15,312) and Richmond (\$3,132) were in arrears with their payment of cost recovery charges. The previous year had a much longer list of 17 parishes in arrears at 30 June because in 2020 Standing Committee had given parishes the option of delaying payments if they were suffering financial difficulties as a result of the COVID-19 pandemic. All the arrears of 2020 PCR charges had been paid by 31 December 2020.

3.7 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.

By mid-July 2021, 16 parochial units had not lodged their financial statements for 2020 (compared with 20 parishes at 30 June 2020), and 26 other parochial units had only lodged incomplete or unsigned financial statements.

By 19 August 2021 SDS had received and processed the 2020 audited financial statements from all parishes.

3.8 Local revenues test for parish status

In 2020 a total of 6 parishes had local revenue below the requisite amount defined in the *Parishes Ordinance 1979*. For 5 of those parishes it was the first year they have recorded insufficient local revenue, and for 1 parish it is the second year in the current cycle. Each of those 6 parishes have been advised of the importance of ensuring their 2021 and future revenues meet the relevant threshold figures in order to retain their parish status.

3.9 Stipends, allowances and benefits for 2022

A report on stipends, allowances and benefits for 2022 is printed separately.

We agreed the recommended minimum stipend for January – June 2022 should remain at \$69,514 (the figure applying since 1 July 2021), and agreed to set the recommended minimum stipend from 1 July 2022 at \$71,182, representing a 2.4% increase over the previous level. We also approved Guidelines for the Remuneration of Parish Ministry Staff for 2021-2022 reflecting this increase in recommended minimum stipend.

3.10 Minister's Expense Account reform: Minister's Discretionary Benefit Account

We agreed to rename the Minister's Expense Account throughout the Remuneration Guidelines as the *Minister's Discretionary Benefit Account (MDBA)* and removed the recommended limitations on the type of benefit that may be provided from an MDBA. By doing this, we made explicit that the MDBA is not restricted to providing ministry related benefits, but can be used to provide both ministry and private benefits to the minister and their family. Additionally, the particular type of benefit does not need to be approved by the wardens or parish council; the choice is at the sole discretion of the minister.

3.11 Work Outside the Diocese

In the 6 months to 30 June 2021, the Work Outside the Diocese Committee had applied \$232,638 to support gospel ministry outside the Diocese from a total Synod allocation in 2019 of \$357,000 (5% of the total funds available to Synod). It is expected that further amounts will be applied during the 6 months to 31 December 2021 from the 2021 allocation, and the opening reserves of \$121,346.

In addition, in the 6 months to 30 June 2021, \$120,000 has been applied towards funding for the Diocese of Bathurst from a special Synod allocation of \$250,000 for that purpose.

3.12 Recommended distribution from the Diocesan Endowment for 2022

We noted the advice of the Glebe Administration Board that, for the purposes of clause 5(1) of the *Diocesan Endowment Ordinance 1984*, a total of \$3.345 million could prudently be distributed from the Diocesan Endowment for spending by the Synod in 2022 (2021: \$3.335 million).

3.13 Review of SDS Cost recovery methodology

We endorsed a revised model for Sydney Diocesan Services (SDS) to recover its costs as the central administrative service provider of the Diocese.

SDS has previously sought (and under the revised model will continue to seek) to recover its costs from the organisations it serves in proportion to the cost of the services provided. However, certain costs incurred by SDS for the benefit of the Diocesan network as a whole (for example costs associated with meeting rooms, the board room and reception area on level 2 St Andrew's House) have previously been allocated proportionally among the organisations it serves. The revised model treats these central expenses as "Diocesan Overhead", and allocates them as an expense to the Synod. This additional expense is then offset by increased distributions to the Synod from the Glebe Administration Board (GAB), available as a result of reduced cost recovery charges paid by the GAB to SDS.

3.14 Approving the provision of services to the Fellowship of Independent Evangelical Churches Incorporated

Under its constituting ordinance, Sydney Diocesan Services is able to provide its services to non-diocesan bodies which are approved by the Standing Committee, provided the services are incidental to or facilitate the provision of services to diocesan bodies. We approved the Fellowship of Independent Evangelical Churches Incorporated, as a non-diocesan body to which SDS may provide services on a fee for service basis.

3.15 Anglican Church Growth Corporation funding

We noted that the Anglican Church Growth Corporation (ACGC) has experienced significant interest from parishes in property development for ministry, although a slower start to engaging partners in these developments than it had anticipated; and we supported the continuation of the seed funding of the ACGC, up to the amount of \$1 million agreed in July 2020, and encouraged the ACGC to continue its oversight of major parish development projects and the other 'value add' initiatives that have benefited the whole Diocese, and continue to seek donations in support of its vision and to help meet initial operating expenses.

3.16 Safe Ministry Training

The vast majority of people now complete Safe Ministry Training online, which involves no physical contact with anyone. However, there are some people who are not comfortable with, or cannot do, online training for other reasons. In the context of continuing COVID-19 restrictions in Greater Sydney preventing face to face training, we recommended to the Archbishop that he declare there is just cause for those whose safe ministry training expires during 2021 to have the expiry date extended until 31 March 2022, in accordance with clause 14(2) of the *Safe Ministry to Children Ordinance 2020*.

3.17 COVID-19 JobSaver (and similar) circulars

We noted a circular relating to the recent changes to JobSaver and thanked Mr Martin Thearle for his prompt and helpful support of parishes in the development of this and similar circulars throughout the pandemic, which have been of immense value in navigating the government's stimulus framework.

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 2020 to October 2021, 158 such positions were filled (97 for a similar period in 2019 – 2020).

4.2 Reports from Regional Councils

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

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

We confirmed that SDS had satisfactorily provided services to the Synod and the Standing Committee under the Service Level Standards document for the period between November 2019 and October 2020.

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

We agreed to contribute \$6,000 from Synod Fund Contingencies to fund the participation in the 3 day AICD governance training course being run by SDS in July 2021 of 2 persons nominated by the Archbishop who might not otherwise have access to the resources to participate.

4.5 Future of Anglican Education Commission

The Anglican Education Commission (AEC) relied upon membership subscriptions from schools, as well as grants and Synod funding in order to operate. We noted that in recent times, particularly since a 2014 amendment to the *Education Act 1990*, the number of schools with membership subscriptions with the AEC had reduced, and the AEC had lost access to grants. Together, these resulted in a financial crisis for the organisation and an inability to continue to operate after 31 December 2021 without significant financial support. We considered mechanisms to preserve and further the work of the AEC, including by allowing another organisation to continue its work. Ultimately, however, a suitable organisation could not be identified. We established a reserve fund in the Synod budget of \$10,000 p.a. to fund suitably qualified consultants, who could be engaged from time to time on a needs basis (as determined by the Archbishop), to allow the advocacy work currently undertaken by the AEC (through the AEC Executive Director) to continue beyond 2021.

4.6 Future of Level 2 Diocesan Offices

The current 15 year leases for the diocesan offices on level 2 St Andrew's House (SAH) held by Sydney Diocesan Services (SDS) and the Endowment of the See Corporation (EOSC) expire in August 2022.

We endorsed a proposal to redesign the Diocesan offices to achieve a significant compression of the current space occupied on level 2. The redesign will look at the diocesan offices on level 2 as a whole, and include a "diocesan-hub" which would be a flexible space to be used by staff and persons from the broader diocesan network. The compression and redesign is expected to lead to material cost savings over the course of a new lease as well as a material financial benefit for the Synod and the EOSC through the reletting of space released from the compression.

4.7 Portrait of Archbishop Glenn Davies

We authorised the amount of \$13,100 (ex GST) from Synod Fund Contingencies for the costs associated with development of the official portrait of (former) Archbishop Glenn Davies.

4.8 The Archbishop of Sydney's Anglican Aid: Transfer of responsibility for the Community Care Program to Anglican Community Services

We noted a proposal that Anglican Community Service (Anglicare) take on responsibility for the activities of Anglican Aid's Community Care Program in supporting charitable work in the Dioceses of Armidale and Sydney and approved the proposal in principle; noting that relevant ordinances to give effect to this change are intended to be promoted to Standing Committee's November or December meeting to enable the proposal to be implemented from 1 January 2022.

5. Relations with Government

5.1 Social Issues Committee

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

Dr Chase Kuhn (Chair)	Dr Darren Mitchell
Dr Megan Best	Mrs Emma Penzo
The Rev Dr Andrew Errington	The Hon John Ryan AM
The Rev Dr Andrew Ford	Ms Simone Sietsma
Canon Sandy Grant	

During the past year, the Rev Dr Andrew Errington and Canon Sandy Grant has joined the SIC, and Archbishop Kanishka Raffel resigned his membership of the SIC following his election as Archbishop. 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 its last report, the SIC has met 7 times (as at 11 October 2021) and has worked on a range of key areas of social concern for the Diocese. The SIC has progressed work on Synod resolution 4/18 (People affected by Disability), with comprehensive Accessibility Guidelines anticipated to be available for Synod in 2021, and has continued engaging in the matters of Ministry with Indigenous Australians; 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 has produced significant work in relation to the University of Tasmania's Independent Review of the End-of-Life Choices (Voluntary Assisted Dying) Bill 2020, and is pursuing matters in relation to Euthanasia and assisted suicide with a particular focus.

The Committee is continuing to monitor parliamentary and general community matters.

6. The International, National and Provincial Church

6.1 Eighteenth session of General Synod

We noted that the eighteenth session of the General Synod had been postponed for the second time, subsequently rescheduled for Sunday 8 – Friday 13 May 2022, to be held at the RACV Royal Pines Gold Coast, Queensland.

6.2 References to the Appellate Tribunal (Same Sex Blessing) – Wangaratta and Newcastle

In November 2020, having noted the opinions of the Appellate Tribunal dated 11 November 2020, regarding Blessing of Persons Married According to the Marriage Act 1961 Regulations 2019 (Diocese of Wangaratta), and Clergy Discipline Ordinance 2019 Amending Ordinance 2019 (Diocese of Newcastle), along with several other documents and letters, we resolved as follows –

‘Standing Committee of the Diocese of Sydney entirely rejects the recently released majority opinion of the General Synod Appellate Tribunal. We stand with brothers and sisters all over the world who have resisted the attempt to bless what God does not bless and to ignore the teaching of Scripture on the extreme danger of the behaviour endorsed by the proposed services of blessing. We are deeply saddened that the delivery of this opinion further disturbs the hard won unity of the church.’

In March 2021, we considered this matter again against a report which included the observation –

‘...of the 42 provinces of the Anglican Communion, five have authorised same-sex blessing liturgies. In each case the constitutional unity of the Anglican Church in that province has been fractured and alternative arrangements have come into being. The provinces concerned are: the United States of America, Canada, Brazil, Scotland and New Zealand.’

At that meeting we requested the Archbishop to convey to the diocesan bishops and diocesan councils of the Anglican Church of Australia –

- (a) our view that the Majority Opinion of the Appellate Tribunal of the Anglican Church of Australia validating a liturgy for the blessing of same sex unions is in error both in law and theology, and
- (b) our concern that the use of the ‘Wangaratta Liturgy’ or any derivative services will fracture the hard won constitutional unity of the Anglican Church of Australia and therefore calls on all Anglican ministers not to act unilaterally on the Opinion but to wait for it be considered at the next General Synod.

6.3 Anglican Network in Europe Anglican Mission in England Anglican Convocation in Europe

We noted that Bishop Andy Lines was appointed as the Bishop of the Anglican Network in Europe, encompassing two convocations, the Anglican Mission in England and the Anglican Convocation in Europe (ANiE is a ‘province in formation’ and the two convocations are ‘dioceses in formation’). We also noted that each body has produced constitutions and canons that are doctrinally Anglican, being committed to Scripture, the 39 Articles, the Book of Common Prayer and the Jerusalem declaration; and that Anglican polity is also evident in that each body is synodically governed and episcopally led by a bishop elected by the synod.

We sent greetings to Bishop Andy Lines, the Anglican Network in Europe, including the Anglican Mission in England and the Anglican Convocation in Europe; congratulated them on the formal establishment of governance arrangements; and prayed that this new constitutional framework will facilitate the growth of the member congregations and the individuals who make up those congregations in their task of taking the gospel to the United Kingdom and Europe.

6.4 Anglican Church of Wales – Blessing of same-sex couples

We noted that the Governing Body of the Church in Wales passed legislation to introduce blessings of same-sex couples on 6 September 2021. We passed the following resolution and conveyed its terms to the Secretary, Church in Wales and the Secretary of the *Evangelical Fellowship in the Church in Wales* –

‘Standing Committee records its dismay and disappointment with the majority decision of the Governing Body of the Church in Wales to authorise a liturgy for the blessing of same sex couples.

This decision separates the Church in Wales from the mainstream of belief and practice in the Anglican Communion and the historic teaching of Church based on God’s revelation of his purpose for humanity in Holy Scripture. Sadly, and regrettably, the Bench of Bishops played a leading role in this decision. Instead of “guarding what was committed to your trust” (1

Tim.6:20), they have betrayed it.

It is our earnest prayer that the Church in Wales repent of this decision and with confidence and steadfastness continue in the teaching of the Apostles.’

6.5 National Anglican Family Violence Project Research Report Top Line Results

We noted the publication of the *National Anglican Family Violence Project Research Report Top Line Results* from the General Synod’s National Anglican Family Violence Working Group, and referred the report, including the *Ten Commitments for Prevention and Response to Domestic and Family Violence in the Anglican Church of Australia*, to our Domestic Violence Response Monitoring Committee (the Committee); and requested the Committee to provide a report to the Standing Committee to be promoted to the second ordinary session of the 52nd Synod (February 2022) with initial observations on how the national study interacts with the work of the Diocese in this area, and requested a further report for promotion to the third ordinary session of the 52nd Synod (September 2022).

The Committee is currently engaging with a broad range of key stakeholders regarding our Sydney Anglican Policy on Responding to Domestic Abuse & Good Practice Guidelines, with a view to reviewing these in conjunction with observations on the results from the National Anglican Family Violence Project and 10 Commitments document.

It is anticipated that a report of the Committee will be provided separately to the forthcoming session of the Synod.

7. Sydney Synod Matters

7.1 Statement of Funding Principles and Priorities

Last year, noting that 2020 was expected to be the last year of the current iteration of the Diocesan Mission, and Synod was due to elect a new Archbishop in August 2020, we had agreed to –

- (a) defer the next Statement of Funding Principles and Priorities from 2020 until 2021 and reduce its application to just 2023-2024, and
- (b) limit the scope of the Synod Appropriations and Allocations Ordinance and the Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance required in 2021 to apply just to 2022, and
- (c) limit the Synod Appropriations and Allocations Ordinance and the Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance required in 2022 (giving effect to the Statement of Funding Principles and Priorities) to only apply to 2023-2024. (See item 3.4(17) in the 2020 Report of the Standing Committee).

In February 2021, noting that the next Archbishop would not be elected until May 2021 and the second ordinary session was expected to be held in September 2021, we decided to further delay the preparation of the next Statement of Funding Principles and Priorities until the third session of the 52nd Synod (in September 2022) to give the new Archbishop adequate time to consider his priorities, and for the Archbishop and Standing Committee to consider a new iteration of the Diocesan Mission. The delay would then also give the Synod adequate time to consider any changes or new initiatives that it may want to see incorporated into the next Statement of Funding Principles and Priorities.

As a consequence, rather than having a Statement of Funding Principles and Priorities in 2022 that applies only for one year (2023), as a one-off measure the next Statement (in September 2022) will apply for the last year of the current funding triennium (2023) and the three years of the following funding triennium (2024-2026). (See also item 3.4, ordinances (1), (2) and (3).)

7.2 Governance Policy for Diocesan Organisations – statement of support for the Christian ethos and charter of a school

The Synod’s Governance Policy for Diocesan Organisations includes Policy Guidelines (the Guidelines), which require any person who wishes to be elected, appointed or to remain as a board member to sign a statement of personal faith (paragraph 11). Noting that the Guidelines had included an exception 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’, we amended the Guidelines to remove that exception and the associated appendices.

7.3 14/14 Theology of Baptism

Doctrine Commission Report – A Theology of Baptism: Addressing the Significance of Baptism in Water

By resolution 14/14, the Synod requested the Diocesan Doctrine Commission to consider a theology of baptism with particular reference to the Scriptures and the Anglican formularies and to bring a report on this matter to the Synod at a convenient time.

We received a report from the Doctrine Commission addressing the request of resolution 14/14, and approved its printing.

The Synod received the Doctrine Commission's report at its first ordinary session (in May 2021).

7.4 46/15 Implementation of the Diocesan policy for dealing with allegations of unacceptable behaviour

By resolution 46/15, the Synod, among other things determined that the Diocesan Policy for dealing with allegations of unacceptable behaviour (the Policy) commenced on 1 January 2016, and requested the Standing Committee to undertake a review of the Policy after a period of 5 years.

We undertook a review of the Policy and agreed to make amendments.

The Synod received a report about this matter at its first ordinary session (in May 2021).

7.5 43/17 Composition, purpose and role of Synod

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

The Synod received a report addressing the request of the resolution at its first ordinary session (in May 2021).

7.6 4/18 People affected by disability

By resolution 4/18, the Synod first noted that in 2009, by resolution 34/09, it had 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”. Resolution 4/18 (in 2018) then continued with a request to 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.

We noted a draft report including accessibility guidelines for parishes and, noting that the guidelines are intended to be typeset and made available as a printable document separate from other Synod materials, approved the printing of a suitable form of the final report for the Synod.

It is anticipated that the final (typeset) form will be available for the second ordinary session of the 52nd Synod.

7.7 22/18 Indigenous Ministry in the Diocese

By resolution 22/18, Synod, among other things,

- (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 next session of Synod on a theological framework for reconciliation, with special reference to the Indigenous peoples of Australia (providing progress reports to the task force established by the Synod in paragraph (b)),
- (b) established a task force consisting of three Indigenous Christians appointed by the SAIPMC, and (then) Dean Kanishka Raffel, the Rev Stuart Crawshaw and the mover (Mr Tony Willis), with power to co-opt, and
- (c) requested the task force to work with the Social Issues Committee to report to the first 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 relationship 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.

We received reports as requested in paragraph (a) of the resolution, and received a report from the task force constituted in paragraph (b) of the resolution. It is anticipated that a further (separate) report with recommendations about this matter will be provided to the second ordinary session of the Synod (February 2022).

7.8 27/18 Voluntary Relinquishment of Incumbency

By resolution 27/18, the Synod adopted the Voluntary Relinquishment of Incumbency Policy, and asked the Standing Committee to conduct a review after three years or after the 10th relinquishment, whichever came sooner. We noted (in October 2021) that the policy had been applied on only one occasion, and agreed to defer a review of the Voluntary Relinquishment of Incumbency Policy until 2024 or after the 5th relinquishment, whichever comes sooner.

7.9 47/19 Amendment to the Nomination Ordinance 2006

By resolution 47/19, the 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. Synod 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 addressed the request of the resolution. See item 3.4(10).

7.10 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.

The Synod received a report about this matter at its first ordinary session (in May 2021), along with a Bill for an amending ordinance. The Synod passed the Bill without amendment at that time.

7.11 73/19 Gender Identity – Advice to Schools and Organisations

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

- (a) adopted the Doctrine Statement on Gender Identity as the principal statement of the doctrines, tenets, beliefs and teachings propagated by the Anglican Church, Diocese of Sydney with respect to 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).

In Council to the Archbishop, we approved a form of advice regarding Gender Identity to Anglican Schools and Anglican Organisations as requested in paragraph (c) above.

7.12 76/19 Gender Identity – Practical Guidelines for Ministers and Parishes

We noted that (then) Archbishop Glenn Davies, acting through the relevant Regional Bishop, would send the Practical Guidelines for Ministers and Parishes and the Suggested Responses to Practical Questions to all parish clergy and licensed lay pastoral staff, with a copy to each Parish Council for their information, and requested that a motion be moved at the (then) forthcoming session of Synod.

The Synod received a report about this matter at its first ordinary session (in May 2021) and passed the following resolution –

‘Synod, noting the report *76/19 Gender Identity – Practical Guidelines for Ministers and Parishes*, notes that in response to resolution 76/19 Archbishop Glenn Davies, acting through the Regional Bishops, has distributed the Practical Guidelines for Ministers and Parishes and the Suggested Responses to Practical Questions attached to that report to all parishes.’

7.13 Use of mobile voting or personal devices in place of secret ballots at the first ordinary session of the 52nd Synod and the Special session of the 52nd Synod

We made arrangements for the first ordinary session of the 52nd Synod and the special session of the 52nd Synod to elect the next Archbishop (both held May 2021).

Among the considerations for these sessions, we received a report which gave consideration to using mobile voting devices or personal devices in place of secret ballots and voting by houses at Synod, noting that with COVID-19 there is a particular impetus to allow for voting in a way that minimises physical interactions. The report noted the following key requirements for any system for voting by houses or voting by secret ballot –

- (a) the need to ensure that the process doesn't prevent any present member from voting, and
- (b) the need to protect the integrity of the voting process, by for example –
 - (i) preventing any member from voting more than once or in the wrong house, and
 - (ii) preventing any member who is not present in the theatre from voting 'remotely' or by proxy, and
- (c) the need to provide a reasonable level of anonymity for Synod members as they vote.

(The report made clear that it is not expected that Synod members would intentionally misuse the system; however the system must preserve the integrity of the process and remove the possibility of decisions being called into question as a result of procedural weaknesses in the voting process.)

The report concluded that with these requirements in mind, each of the known technology-based alternatives to the paper voting system have a compelling flaw for our purposes, as follows –

- (a) Members using their own device to vote: the lack of reliable internet and the many Synod members who do not have an appropriate device are immediate problems for any system that relies on members using their own device to vote – when it comes to a key vote we cannot pause while members resolve connectivity or technical issues; nor could we rightly ignore their votes; nor could we ignore members who do not have a suitable device.
- (b) Members voting by SMS: To vote by SMS risks the capacity to vote twice (from two numbers) or to have members of the public vote. To counter these possibilities, all Synod members would be required to register a unique mobile phone number from which to cast their vote. However, not all Synod members have a mobile phone, and even if they did, the process to register a mobile number for all 820 Synod members could never expect to be perfect, having the result of preventing some members from voting. In terms of protecting the integrity of the system, voting by SMS would also allow the possibility that members could feasibly vote 'remotely'; and would introduce anonymity issues as votes are tied to a traceable mobile phone number. Accordingly, voting by SMS does not seem a reasonable alternative.
- (c) Providing specialised voting devices: The sheer volume of Synod members and the irregularity of formal votes during ordinary Synod sessions has provided compelling rationale against the use of specialised voting devices at ordinary sessions. Leasing these devices in the volume required is prohibitively expensive, and at ordinary sessions the time required to hand out and collect the devices upon every entry and every exit to the theatre would overshadow any time savings found in using them in place of a paper ballot. An election Synod may conceivably provide a more compelling case

as there is at least one, often more ballots taken per day. However the complexity of the vote in an election Synod – which often includes selecting multiple nominees in one ‘vote’ – is prohibitively complex for those devices, which typically have a limited keypad, and limited or no opportunity for confirmation of the vote cast.

As a result of there being no suitable alternative, the paper-based method remained the approach undertaken. However, in order to address COVID-19 health requirements for social distancing, every second or third row of seats remained empty throughout Synod (as part of social distancing measures) to allow Synod staff to personally hand out ballot papers, alleviating the need for papers to be passed down the line.

7.14 Convening the second ordinary session of the 52nd Synod

The second ordinary session of the 52nd Synod was originally scheduled to be held 6, 7, 8, 13 and 14 September 2021. In May 2021, we agreed that the planned session is likely to only require a maximum of three sitting days and recommended to the Archbishop that he confirm a three day second ordinary session of the Synod, being 6-8 September 2021. At the same time we recommended to the Archbishop that he –

- (a) declare pursuant to Rule 8.2(1)(a)(2) of the *Synod Election Ordinance 2000* (the Ordinance) that –
 - (i) it is impracticable to conduct an election during the ordinary session in September 2021 as there is reasonable likelihood that the session will conclude prior to the three days required for in person ballots, and
 - (ii) the alternative rules set out in the Schedule to the Ordinance should be utilised to determine any contested elections by online ballot, and
- (b) specify the date of 6 September 2021 to be regarded as the first appointed day of the ordinary session for the purposes of the election, pursuant to rule 8.2(3) of the Ordinance.

The Archbishop’s Summons to members of the 52nd Synod was circulated on Friday 9 July 2021. The Summons was ‘dependent upon the ability to convene a Synod in compliance with any Restrictions on Gathering under a Public Health Order applicable at the time.

At our meeting on 12 July 2021, we noted the significant increase in community transmission of COVID-19 in the local community, and in anticipation of the likelihood that restrictions will remain in place sufficient to prevent Synod from meeting as scheduled on 6, 7 and 8 September 2021, we recommended to the Archbishop that he postpone the planned second ordinary session of Synod until further notice.

At our meeting on 9 August 2021, we recommended to the Archbishop that he plan to convene the second ordinary session of the 52nd Synod on the dates of 28 February to 2 March 2022. However, noting the constantly changing and unpredictable nature of COVID-19 restrictions, confirmation of these dates would not occur until our meeting in November

At our meeting on 11 October 2021, we revisited the matter of dates for the second session, noting in particular feedback provided by two members of Synod, expressing disappointment that the second and third days of the planned session coincided with Shrove Tuesday and Ash Wednesday. We agreed that it was unhelpful to arrange the Synod at this time without considering the impact for some members of the Synod of the dates chosen, and apologised for the impact of this on these members of Synod.

7.15 Elections associated with the second ordinary session of the 52nd Synod

Elections to positions on diocesan Boards, Councils and Committees were undertaken, with the date of 6 September 2021 regarded as the first appointed day of the second ordinary session of the 52nd Synod for the purposes of conducting the election. There were 100 positions to be filled. Nominations closed on Monday 26 July 2021, with 89 nominations made, and no contested positions. During the provisional notice period, one nominee withdrew. The (final) notice of uncontested elections was published on 17 August 2021, with the persons named in the notice declared elected to their respective positions with effect from 6 September 2021.

7.16 Synod minutes

Since 2014, the draft minutes for each day of Synod have been published on the SDS website; in order to allow Synod members who had missed attending to prepare for the next day. This has resulted in a collection of ‘draft’ minutes for individual days of Synod being available online, dating back 7 years. We confirmed that once Synod minutes have been confirmed and signed by the President, the final form should be published online, replacing the draft form.

Noting that the minutes of Election Synods do not carry any information regarding the content of speeches, or the names of Synod members who speak for or against any motions (with the exception of those who formally propose and second a name), we similarly confirmed that once Synod minutes for Election Synods and other special sessions have been confirmed and signed by the President, the final form should be published online, consistent with the practice for ordinary sessions.

7.17 3/21 Domestic Abuse Leave for Clergy

By resolution 3/21, the Synod –

- (a) agreed 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) requested 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 July 2021.

We updated the Remuneration Guidelines in accordance with the request of the resolution and notified parishes of the updated guidelines.

7.18 7/21 Ministry to all Australians, regardless of educational qualifications

By resolution 7/21, the Synod, among other things, noted that only 35% of the Australian adult population have a bachelor's degree or higher qualification and requested that the Strategy and Research Group consider conducting research into the effectiveness of our parishes and diocesan organisations in engaging the 65% of Australians without a bachelor's qualification, focusing in particular on the following questions –

- (i) In what ways are we reaching these Australians with the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (ii) In what ways are we welcoming and valuing these Australians as members of our churches? Where are there needs and opportunities to grow this ministry?
- (iii) In what ways are we discipling these Australians to live new lives in light of the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (iv) In what ways are we equipping these Australians to share the gospel of grace and build up others in that gospel? Where are there needs and opportunities to grow this ministry?

We referred the request of the resolution to the Strategy and Research Group. The SRG has not yet completed its work on this matter.

7.19 8/21 Episcopal Standards Ordinance

By resolution 8/21, the Synod requested the Standing Committee to prepare a Bill for an Episcopal Standards Ordinance for promotion to the second ordinary session of the 52nd Synod.

The committee appointed to undertake the request of the resolution has not yet completed its work.

7.20 9/21 Problem Gambling: harm minimisation methods

By resolution 9/21, the Synod among other things –

- (a) called on the NSW Government, together with all members of the NSW Parliament, to implement effective harm minimisation methods to reduce the misery caused by problem gambling, especially via poker machines;
- (b) called for strong consideration of other simple but effective harm minimisation methods, such as introducing a \$1 maximum bet limit for poker machines in New South Wales,
- (c) expressed its support for efforts to reduce the disproportionate concentration of poker machines in lower socioeconomic areas of NSW, where they create greater harm, and
- (d) urged the NSW Parliament to find alternative methods of revenue raising that would reduce its reliance on regressive gambling taxation.

We noted responses received from NSW MPs on the matter, and referred these to the Social Issues Committee.

7.21 Resolutions made by the First Ordinary Session of the Synod in 2021 and not mentioned in this report

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

7.22 Ordinances for this session

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

For and on behalf of the Standing Committee.

DANIEL GLYNN
Diocesan Secretary

29 October 2021

Synod Funds – Amalgamated

Annual Financial Report – 31 December 2020

Incorporating –

Fund 127	Work Outside the Diocese Fund
Fund 128	Mission Areas Fund
Fund 129	Synod Appropriation and Allocation Fund
Fund 130	Sydney Representative at General Synod Fund
Fund 131	Sydney Diocesan Synod Fund
Fund 132	Social Issues Committee Fund
Fund 133	Diocesan Research Fund
Fund 135	Ministry Spouse Support Fund
Fund 136	Parish Human Resources Partner Fund
Fund 153	The Archbishop's Professional Standards Unit
Fund 189	Ordination Training Fund

Discussion and Analysis report for the year ended 31 December 2020

The Synod Funds' (the **Fund**) Discussion and Analysis report provides an overview of the Fund's financial activities for the year ended 31 December 2020. The Discussion and Analysis should be read in conjunction with the unaudited annual report for the same period, and the notes thereto, beginning on page 29.

The Fund is an amalgamation of the individual funds listed below. At 31 December 2020 the Synod Funds comprised of 11 funds (2019: 11 funds):

Fund 127	Work Outside the Diocese Fund
Fund 128	Mission Areas Fund
Fund 129	Synod Appropriation and Allocation Fund
Fund 130	Sydney Representatives at General Synod Fund
Fund 131	Sydney Diocesan Synod Fund
Fund 132	Social Issues Committee Fund
Fund 133	Diocesan Research Fund
Fund 135	Ministry Spouse Support Fund (New)
Fund 136	Parish Human Resources Partner Fund (New)
Fund 153	The Archbishop's Professional Standards Unit
Fund 189	Ordination Training Fund

The main sources of funds during 2020 were distributions from the Diocesan Endowment (DE), and the Synod – St Andrew's House Fund. The distribution from the DE was a higher amount of \$2,880,000 (2019: \$2,804,000). The distribution from the Synod – SAH Fund was also higher at \$2,600,000 (2019: \$2,460,000). Distributions under various parish ordinances totalled \$1,223,738 (2019: \$933,516). Of the components of the parish ordinance distributions the increase mainly related to the Church Hill Trust, higher by \$229,000 and the Ryde Ordinance, which contributed \$53,000 more than in 2019. The Professional Standards Unit received \$190,331 (2019: \$500,500) as proceeds of claims from the ACPT Church Insurance Fund 0799. The Fund also received contributions under the Parochial Cost Recoveries (PCR) Ordinance to support the Professional Standards Unit, the Safe Ministry program and the costs associated with membership of the Anglican Church in Australia, the Province of New South Wales and the NSW Council of Churches.

The Parish Human Resources Partner Fund 0136 received contributions to its 2020 operations from SDS (\$95,000), ACPT Church Insurance Fund (\$50,000) and Parochial Cost Recoveries Fund (\$50,000).

Interest is earned on surplus cash held on deposit with the Diocesan Cash Investment Fund. The significantly lower interest earnings is due to the low interest rate environment that prevailed during most of 2020.

The Fund's total revenues increased by \$489,364 or 6.00% to \$8,651,815 (2019: \$8,162,451).

The application of funds is divided between:

- grants appropriated by the Standing Committee in the Synod Appropriations and Allocations Ordinance 2018,
- grants as appropriated under the delegations of the various committees of the comprising funds, and
- administrative and Care and Assistance Scheme expenses of the Professional Standards Unit.

The Fund's total outgoings declined by \$480,531 or 6.01% to \$7,512,772 (2019: \$7,993,303). This decrease reflects fewer claims, with a lower total amount, on the Care and Assistance Scheme of the Professional Standards Unit, down by \$439,100 to \$191,164 (2019: \$630,264).

The Net Assets of the Fund increased by 70.82% to \$2,699,068 (2019: \$1,580,025) due to operating surpluses in almost all of the funds. The assets of the Fund are composed mainly of cash and receivables. Liabilities of the Fund represent accrued expenses and provisions for staff leave entitlements.

Fund 131 has exceeded the target equity of \$1,000,000 identified as appropriate at its establishment. During 2021 there is no pre-approved replenishment of Fund 0131 from the Appropriation Fund 0129.

Fund 134 Synod – St Andrew's House is not included in this amalgamated report. Fund 134 has been established to administer the Synod's interest in one undivided half of St Andrew's House Corporation.

Reasons for not including Fund 134 in the amalgamated report include:

- the substantially different purposes of the funds which are amalgamated to the purposes of Fund 134, and
- the disproportionate difference in Net Assets.

Redress Scheme Contingent Liabilities Disclosure

The Standing Committee of the Synod of the Anglican Diocese of Sydney has elected to participate in the *National Redress Scheme for People who have Experienced Child Sexual Abuse* (the Scheme). The Diocese is responsible for satisfying its financial liabilities to the Scheme, should such liabilities occur. There are no such known liabilities as at 31 December 2020.

There are no matters that have arisen since 31 December 2020 which are likely to have a significant effect on the Fund.

This report has been adopted at a duly constituted and convened meeting of the members of the Finance Committee of the Standing Committee of Synod on 29 April 2021.

Standing Committee of Synod - Synod Funds

Income Statement for the 12 months ended 31 December 2020

	Fund 127 Work Outside the Diocese Fund	Fund 128 Mission Areas Fund	Fund 129 Synod Approp. & Alloc. Fund	Fund 130 Sydney Reps. at General Synod Fund	Fund 131 Sydney Diocesan Synod Fund	Fund 132 Social Issues C'tee Fund	Fund 133 Diocesan Research Fund	Fund 135 Ministry Spouse Support Fund	Fund 136 Parish Human Resources Partner Fund	Fund 153 Archbp's PSU	Fund 189 Ordin. Training Fund	Elimin- ation	Total	Actual 12 Months ending 31 December 2019	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Income	Note														
Distributions - Diocesan Endowment		-	-	2,880,000	-	-	-	-	-	-	-	-	2,880,000	2,804,000	
Distributions - Synod - St Andrew's House - Fund 0134		-	-	2,600,000	-	-	-	-	-	-	-	-	2,600,000	2,460,000	
Distributions - Anglican Church Property Trust	2	-	-	1,223,738	-	-	-	-	-	-	-	-	1,223,738	933,517	
Interest		653	300	11,827	236	3,731	86	97	341	450	148	187	18,056	62,967	
PCR Contributions		-	-	-	-	51,209	-	-	150,175	-	1,125,203	-	1,326,587	1,294,752	
Synod Grants		585,000	-	-	40,000	300,000	-	45,996	-	-	-	42,000	(1,012,996)	-	
Other Income		-	-	-	-	100,000	-	-	-	195,000	401,896	-	(46,731)	650,165	607,215
Total income		585,653	300	6,715,565	40,236	454,940	86	46,093	150,516	195,450	1,527,247	42,187	(1,059,727)	8,698,546	8,162,451
Expenses															
Interest		-	-	-	-	-	-	-	-	-	969	-	-	969	825
Staff & Related		-	-	-	-	-	-	37,314	-	134,616	730,024	-	-	901,954	855,177
Professional Fees		-	-	14,814	-	2,389	-	-	-	168,802	2,220	-	-	188,225	163,745
SDS Fees		13,404	3,360	996,000	16,836	3,360	-	6,864	-	24,996	41,448	3,360	-	1,109,628	1,058,459
Computer & Software		-	-	-	-	-	-	-	-	-	23,141	-	-	23,141	28,911
Insurance		-	-	-	-	-	-	-	-	-	478	-	-	478	-
Rent & Occupancy		-	-	-	-	-	-	-	-	-	38,774	-	-	38,774	30,612
Printing & Stationery		-	-	-	-	-	-	-	-	-	11,231	-	-	11,231	8,839
Entertainment & Travel		-	-	-	-	-	-	-	-	-	8,297	3,475	-	11,772	23,145
Depreciation		-	-	-	-	-	-	-	-	436	3,161	-	-	3,597	1,842

continued...

continued...	Fund 127 Work Outside the Diocese Fund	Fund 128 Mission Areas Fund	Fund 129 Synod Approp. & Alloc. Fund	Fund 130 Sydney Reps. at General Synod Fund	Fund 131 Sydney Diocesan Synod Fund	Fund 132 Social Issues C'tee Fund	Fund 133 Diocesan Research Fund	Fund 135 Ministry Spouse Support Fund	Fund 136 Parish Human Resources Partner Fund	Fund 153 Archbp's PSU	Fund 189 Ordin. Training Fund	Elimination	Total	Actual 12 Months ending 31 December 2019
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	Note													
Advertising	-	-	-	-	-	-	-	-	-	7,835	-	-	7,835	10,130
Office	750	-	801	-	-	-	-	-	-	8,940	-	-	10,491	24,643
Miscellaneous	-	-	153	-	25,000	-	-	-	-	36,519	-	-	61,672	107,097
Grants	488,182	5,180	5,427,590	-	74,850	-	-	16,255	-	201,350	36,056	(1,059,727)	5,189,736	5,679,878
Bad Debts (Recovery)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total expenses	502,336	8,540	6,439,358	16,836	105,599	-	44,178	16,255	160,048	1,280,969	45,111	(1,059,727)	7,559,503	7,993,303
Net surplus/(deficit)	83,317	(8,240)	276,207	23,400	349,341	86	1,915	134,261	35,402	246,278	(2,924)	-	1,139,043	169,148
Transfer from current year surplus/(deficit)	-	-	-	-	-	-	-	-	-	-	-	-	-	(15,000)
Net available surplus/(deficit) after transfer to reserve	83,317	(8,240)	276,207	23,400	349,341	86	1,915	134,261	35,402	246,278	(2,924)	-	1,139,043	184,148

Standing Committee of Synod - Synod Funds

Balance Sheet as at 31 December 2020

	Fund 127 Work Outside the Diocese Fund	Fund 128 Mission Areas Fund	Fund 129 Synod Approp. & Alloc. Fund	Fund 130 Sydney Reps. at General Synod Fund	Fund 131 Sydney Diocesan Synod Fund	Fund 132 Social Issues C'tee Fund	Fund 133 Diocesan Research Fund	Fund 135 Ministry Spouse Support Fund	Fund 136 Parish Human Resources Partner Fund	Fund 153 Archbp's PSU	Fund 189 Ordin. Training Fund	Elimin- ation	Total	Actual 31 December 2019	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Assets	Note														
Cash		121,340	100,055	378,252	85,066	1,402,879	31,810	40,670	230,369	36,026	333,905	57,450	-	2,817,822	1,866,209
Receivables		-	-	-	-	-	-	-	-	319	2,500	-	-	2,819	6,662
Fixed Assets		-	-	-	-	-	-	-	-	873	9,933	-	-	10,806	1,188
Other		6	91	13	-	-	-	-	-	875	214	-	-	1,199	2,448
Total assets		121,346	100,146	378,265	85,066	1,402,879	31,810	40,670	230,369	37,218	347,213	57,664	-	2,832,646	1,876,507
Liabilities															
Payables		-	-	14,954	-	-	-	-	-	1,501	21,054	6,017	-	43,526	32,699
Provisions - Employee Benefits	4	-	-	-	-	-	-	-	-	-	90,052	-	-	90,052	68,783
Other		-	-	-	-	-	-	-	-	-	-	-	-	-	195,000
Total liabilities		-	-	14,954	-	-	-	-	-	1,501	111,106	6,017	-	133,578	296,482
Net assets		121,346	100,146	363,311	85,066	1,402,879	31,810	40,670	230,369	35,717	236,107	51,647	-	2,699,068	1,580,025
Equity															
Capital	5	-	-	-	-	985,000	34,186	-	-	-	-	-	-	1,019,186	1,019,186
Reserve		20,000	-	-	-	-	-	-	-	-	900	-	-	20,900	40,900
Accumulated Funds		18,029	108,386	87,104	61,666	68,538	(2,462)	38,755	96,108	315	(11,071)	54,571	-	519,939	335,791
Current year		83,317	(8,240)	276,207	23,400	349,341	86	1,915	134,261	35,402	246,278	(2,924)	-	1,139,043	184,148
Total Equity		121,346	100,146	363,311	85,066	1,402,879	31,810	40,670	230,369	35,717	236,107	51,647	-	2,699,068	1,580,025

Notes to the financial report for the year ended 31 December 2020

1. Summary of significant accounting policies

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

(a) Basis of preparation

This is a special purpose financial statement that has been prepared for the sole purpose of providing amalgamated financial information to Synod and for distribution to the members of Synod and must not be used for any other purpose. The Finance Committee of Standing Committee has determined that the accounting policies adopted are appropriate to meet the needs of Synod.

The income statement and balance sheet are submitted as amalgamated statements for administrative purposes. The process of amalgamation consists of adding all the balances of the individual funds on a line by line basis. There is no consideration of beneficial interests, which is involved or implied in the preparation of the amalgamated financial report. Material transactions have been eliminated between the funds.

The net assets at the date of exit of funds exiting the amalgamated accounts are debited to the relevant category of equity. The items of the statement of income for a fund that has exited the amalgamated accounts during the period are only included in the amalgamated accounts until the date of exit. When a fund is joining the amalgamated accounts a credit to equity is generally recognised to record the net assets that have been included in the amalgamated accounts.

Historical cost convention

These financial statements have been prepared under the historical cost convention.

(b) Revenue recognition

Revenue and other income is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of taxes paid. Revenue and other income is recognised for the major business activities as follows:

Grants and donations

Grants and donations are recognised to the extent they have been deposited in the bank, or credited to the Fund's current account with the Sydney Diocesan Services, which is the point at which the entity gains control of the grant or donation.

Disposal of plant and equipment

Income from the disposal of plant and equipment is measured at fair value of the consideration received or receivable less the carrying value of the fixed asset or group of assets sold. Gain or loss arising from the sale is recognised at net amount in the income statement.

Distributions

Distributions are recognised on an accruals basis when the right to receive payment is established.

Interest

Interest revenue is recognised on a time proportion basis using the effective interest method.

(c) Grants and donations expense

Grants and donations are generally recognised upon payment.

(d) Acquisitions of assets

The purchase method of accounting is used to account for all acquisitions of assets regardless of whether equity instruments or other assets are acquired. Cost is measured as the fair value of the assets given, shares issued or liabilities incurred or assumed at the date of exchange.

(e) Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

Cash includes amounts lodged with the Diocesan Cash Investment Fund (DCIF). These deposits are at call. DCIF pays interest quarterly.

(f) Receivables

Receivables are recognised initially at fair value and subsequently measured at amortised cost, less provision for doubtful debts. Receivables are due for settlement no more than 30 days from the date of recognition.

The collectability of receivables is reviewed on an ongoing basis. Debts, which are known to be uncollectible, are written off. A provision for doubtful receivables is established when there is objective evidence that the entity will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is recognised in the income statement.

(g) Fair value estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

(h) Plant and equipment

Plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated using the straight-line method to allocate their cost or re-valued amounts, net of their residual values, over their estimated useful lives as follows –

- Computer hardware and printers 3 years
- Furniture and fittings 10 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

(i) Payables

These amounts represent liabilities for goods and services provided prior to the end of financial year that are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(j) Provisions

Provisions are recognised when there is a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the balance sheet date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as interest expense.

(k) Reserves

Appropriate reserves are created to enable PSU to meet projected Domestic Violence Task Force expenditure. A reserve within Synod Appropriation and Allocation Fund has been established in 2017 to part compensate for loss of income under *St Matthew's Manly Ordinance 2018*. Work Outside the Diocese Fund has established reserves towards support for the Church of Confessing Anglicans Aotearoa New Zealand in 2020, and the cost of GAFCON in 2023.

(l) Employee benefits*Wages, salaries, annual leave and personal leave*

Liabilities for wages and salaries including non-monetary benefits and annual leave expected to be settled within 12 months of the reporting date are recognised either in payables or current provisions in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

No liability has been recognised for personal leave, as there is no provision made for personal leave and it is not considered that any personal leave taken will incur in additional costs.

Long service leave

The liability for long service leave expected to be settled more than 12 months from the reporting date is recognised as a provision and measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

Employee benefit on-costs are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

(m) Goods and Service Tax (GST)

The funds are members of the Sydney Diocesan Services GST group and the Anglican Church of Australia GST Religious group.

Revenues, expenses and assets are recognised net of the amount of GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances, it is recognised as part of the expense or as part of the cost of acquisition of the asset.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the balance sheet.

(n) Income tax

The funds are exempt from income tax under Section 50-5 of the *Income Tax Assessment Act 1997*.

2. Distributions – Anglican Church Property Trust – Synod Appropriation and Allocation Fund (Fund 400)

	2020	2019
	\$	\$
Ryde (Kirkby Gdns. & Archbold) Ordinance 2000	572,656	519,221
Church Hill Trust (No1 York Street)	326,462	96,571
St James Hall	231,000	225,000
Wollongong Parish Leasing and Licensing Property Fund	24,814	38,798
Narellan (Elderslie) Land Sale Ordinance 1980	19,204	18,249
Bondi Trust Ordinance	13,081	12,578
South Sydney Variation of Trusts Ordinance 50/97	9,666	5,479
St Georges Paddington Leasing Ordinance	8,738	8,053
Miranda Leasing Ordinance	6,926	-
Sydney St Phillip (Resumption) Ordinance 19/1983	3,832	3,875
Surry Hills Trust	1,483	1,383
Retained net income from ACPT Fund 0400	5,876	4,310
	1,223,738	933,517

3. Current liabilities - Provisions

		2020	2019
Current		\$	\$
Employee benefits - annual leave		53,545	39,439
Employee benefits - long service leave		2,188	879
		55,733	40,318

4. Non-current liabilities – Provisions

		2020	2019
(a) Non-current		\$	\$
Employee benefits - long service leave		34,319	28,465
		2020	2019
(b) Provisions	Note	\$	\$
Provisions - Current	3	55,733	40,318
Provisions - Non-current	4(a)	34,319	28,465
Balance 31 December		90,052	68,783

5. Equity - Capital

Use of the capital of the Sydney Diocesan Synod Fund (Fund 131) is restricted to meeting material external liabilities which affect the Diocese as a whole and which are not properly met by other Diocesan organisations or funds.

There are no restrictions on the use of the capital of Fund 132.

6. Contingencies

Under the *Sydney Anglican (National Redress Scheme) Corporation Ordinance 2018* the Synod Funds have an obligation to provide funding to the Sydney Anglican (National Redress Scheme) Corporation to meet a share of ongoing administrative expenses of the Corporation and also claims that derive from defunct bodies. As at 31 December 2020 the Synod Funds had no outstanding obligations to the Corporation.

7. Events occurring after the end of the reporting period

The members are not aware of any events occurring after the reporting period that impact on the financial report as at 31 December 2020.

The financial statements were authorised for issue on 29 April 2021 by the Finance Committee of Standing Committee.

MEMBERS' DECLARATION

The members of the Finance Committee of Standing Committee of Synod declare that the financial statements and notes set out on pages 29 to 35 –

- (a) comply with the accounting policies set out in note 1,
- (b) give a fairly presented view of the Fund's financial position as at 31 December 2020 and of its performance for the year ended on that date.

In the members' opinion there are reasonable grounds to believe the individual funds will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the members.

Assurance Procedures

The Finance Committee engaged PricewaterhouseCoopers to undertake a range of "Agreed upon procedures" to provide assurance to the Finance Committee on the matters attested to in this declaration. The Agreed upon procedures covered the range of funds in the Synod group and included procedures covering the validity of the balances by reference to the general ledger, tests of income received, and tests of key expenses including Synod grants. The Finance Committee reviewed the results of the work undertaken by PricewaterhouseCoopers in forming its opinion on the Annual financial report.

NICOLA WARWICK-MAYO
Member

JOHN PASCOE
Member

29 April 2021

Synod Funds Amalgamated

Report of factual findings to the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney

Agreed upon procedures for the following funds –

- Fund 127 Work Outside the Diocese Fund
- Fund 128 Mission Areas Fund
- Fund 129 Synod Appropriation and Allocation Fund
- Fund 130 Sydney Representative at General Synod Fund
- Fund 131 Sydney Diocesan Synod Fund
- Fund 132 Social Issues Committee Fund
- Fund 133 Diocesan Research Fund
- Fund 135 Ministry Spouse Support Fund
- Fund 136 Parish Human Resources Partner Fund
- Fund 153 The Archbishop's Professional Standards Unit
- Fund 189 Ordination Training Fund

We have performed the procedures agreed with you to report factual findings for the purpose of assisting you in assessing, in combination with other information obtained by you, the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2 below. *[Appendix 1 and Appendix 2 not reproduced here.]* The procedures performed are detailed in the engagement letter dated 28 August 2020 and described below Appendix 1 and Appendix 2 with respect to the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2.

The responsibilities of the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for the procedures agreed

The members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you wish to draw on the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2.

Assurance Practitioner’s Responsibility

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services *ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings*. We have complied with ethical requirements equivalent to those applicable to Other Assurance Engagements, including independence.

Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on validity, accuracy and authorisation of the selected transactions of the entities listed in Appendix 1 and Appendix 2. Had we performed additional procedures or had we performed an audit or a review of the entities listed in Appendix 1 and Appendix 2 in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

Factual findings

The procedures were performed solely to assist you in evaluating the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2. Please refer to Appendix 1 and Appendix 2 [*not reproduced here*] for the procedures performed and the factual findings obtained.

Restriction on Distribution and Use of Report

This report is intended solely for the use of the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for the purpose set out above. As the intended user of our report, it is for you and other intended users to assess both the procedures and our factual findings to determine whether they provide, in combination with any other information you have obtained, a reasonable basis for any conclusions which you wish to draw on the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2. As required by ASRS 4400, distribution of this report is restricted to those parties that have agreed the procedures to be performed with us and other intended users identified in the terms of the engagement (since others, unaware of the reasons for the procedures, may misinterpret the results). Accordingly, we expressly disclaim and do not accept any responsibility or liability to any party other than the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for any consequences of reliance on this report for any purpose.

PricewaterhouseCoopers

FRANCOIS BRUDER
Principal

Sydney
20 April 2021

Parish Funds – Amalgamated

Annual Financial Report – 31 December 2020

Incorporating –

Fund 951	Parish Costs Recovery Fund
Fund 952	Stipend Continuance Fund
Fund 953	Sydney Diocesan Long Service Leave Fund
Fund 954	Sydney Diocesan Sickness and Accident Fund
Fund 955	Clergy Removals Fund

Discussion and Analysis report for the year ended 31 December 2020

The Parish Funds' Discussion and Analysis provides an overview of the Parish Funds' financial activities for the calendar year ended 31 December 2020. The Discussion and Analysis should be read in conjunction with the unaudited financial report for the same period beginning on page 40.

The Parish Funds is a group of funds amalgamated in 2006 to administer clergy entitlements under the oversight of the Finance Committee of the Standing Committee of Synod.

This is a special purpose financial statement that has been prepared for the sole purpose of providing amalgamated financial information to Synod and for distribution to the members of Synod and must not be used for any other purpose.

At 31 December 2020 the Parish Funds amalgamation is comprised of 5 funds (2019: 5) –

Fund 951	Parish Costs Recovery Fund
Fund 952	Stipend Continuance Fund
Fund 953	Sydney Diocesan Long Service Leave (Clearing) Fund
Fund 954	Sydney Diocesan Sickness and Accident Fund
Fund 955	Clergy Removals Fund

The source of funds during 2020 were mainly from Parochial Cost Recoveries Charges on Parochial units as determined in the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2018*. Certain Diocesan organisations are also levied Long Service Leave and Stipend Continuance Insurance charges for ordained staff. A distribution is received from ACPT Fund Moorebank Estate for the purposes of the Clergy Removal Fund. Interest is earned on deposits held with the Diocesan Cash Investment Fund (DCIF). Significant monies are also received from the Long Service Leave Fund and the Stipend Continuance Insurer in respect to individual claims.

The Parish Funds total revenues decreased by \$2,855,071 or 14.04% to \$17,482,219 (2019 \$20,337,290). This fall is a result of the suspension of collecting the Church Land Acquisition Levy, which contributed \$2,248,545 to the fall. Also significantly lower were claims to use Long Service leave, down \$895,382 on 2019.

Claims on insurers via the Stipend Continuance Fund decreased by \$385,126 or 21.74% to \$1,386,595 (2019: \$1,771,721). At 31 December 2020 there were 11 clergy receiving stipend continuance claims (2019: 11). Long Service Leave receipts fell \$895,382 or 55.84% to \$708,154 (2019: \$1,603,536).

The application of funds is divided predominately between fixed "ministry costs" and variable "parochial network costs". Ministry costs are a fixed cost per minister, comprising contributions to clergy superannuation funds, the Long Service Leave Fund, the Sydney Diocesan Sickness and Accident Fund and cost of obtaining stipend continuance insurance.

Under the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2018* parochial network costs during 2020 were principally comprised of –

- the property and liability insurance program,
- the parish related work of the Professional Standards Unit
- the parish risk management program,
- the safe ministry training program,
- the Ministry Spouse Support and Clergy Assistance programs,
- the ACPT management fee payable by all parishes with property, and
- the contribution towards the costs of the Diocesan archives.

Funds were also applied to expenses such as Sydney Diocesan Services administration fees. The Parish Fund total outgoings decreased by \$3,275,065 or 16.07%, to \$17,098,743 (2019: \$20,373,808).

The Net Assets of the Parish Funds increased by \$383,486 or 19.3% (2020: \$2,375,268, 2019 \$1,991,782). The assets of the Parish Funds are composed of deposits with DCIF and receivables. Liabilities of the Parish Funds represent accrued expenses and other payables.

The Equity of each Parish Fund represents accumulated surpluses from operations which are retained to provide working capital for the operations of each Fund.

At 31 December 2020 \$16,662 of the Parish Cost Recoveries invoiced to parishes remained unpaid. Those amounts are expected to be received during 2021.

There are no other matters that have arisen since 31 December 2020 which are likely to have a significant effect on the Funds.

This report has been adopted at a duly constituted and convened meeting of the members of the Finance Committee of the Standing Committee of Synod on 29 April 2021.

Sydney Diocesan Parish Funds

Amalgamated income and expenditure statement for the period ending 31 December 2020

	FUND 951 PARISH COSTS RECOVERY FUND	FUND 952 STIPEND CONTIN- UANCE FUND	FUND 953 LONG SERVICE LEAVE FUND	FUND 954 SICKNESS & ACCIDENT FUND	FUND 955 CLERGY REMOVALS FUND	ELIMIN- ATIONS	TOTAL	Dec-19 TOTAL
	\$	\$	\$	\$	\$	\$	\$	\$
INCOME								
<i>Parochial Network Costs recoveries</i>								
PCR Variable Charge Recovery	5,062,825	-	-	-	-	-	5,062,825	4,545,716
PCR Professional Standards Unit Recovery	1,021,573	-	-	-	-	-	1,021,573	997,491
PCR Risk Management Recovery	240,659	-	-	-	-	-	240,659	235,414
PCR Safe Ministry Recovery	151,786	-	-	-	-	-	151,786	147,634
PCR Administration Fee	210,699	-	-	-	-	-	210,699	205,486
PCR Archives Recovery	70,900	-	-	-	-	-	70,900	69,827
PCR Relief or Remission Recovery	9,987	-	-	-	-	-	9,987	9,972
PCR Ministry Spouse Support Fund Program	150,194	-	-	-	-	-	150,194	162,410
PCR ACPT Management Fee	558,227	-	-	-	-	-	558,227	565,701
PCR Clergy Assistance Program	54,499	56,779	-	-	-	(54,499)	56,779	58,492
Parochial Network Costs recoveries Sub-total	7,531,349	56,779	-	-	-	(54,499)	7,533,629	6,998,143
<i>Clergy Support Cost recoveries</i>								
PCR Superannuation Recovery	5,331,813	-	-	-	-	-	5,331,813	5,400,822
PCR LSL Recovery	754,474	-	754,474	-	-	(754,474)	754,474	759,228
PCR LSL - Admin Fees	61,456	-	61,456	-	-	(61,456)	61,456	63,785
LSL - Organisations	-	-	117,370	-	-	-	117,370	115,508
LSL - Organisations - Admin Fees	-	-	7,157	-	-	-	7,157	7,043
PCR Stipend Continuance Recovery	1,307,983	1,307,983	-	-	-	(1,307,983)	1,307,983	1,021,437
PCR Stipend Continuance Admin Fees	54,499	54,499	-	-	-	(54,499)	54,499	57,036
Stipend Continuance Organisations	-	89,564	-	-	-	-	89,564	83,369
Stipend Continuance Orgs - Admin Fees	-	3,767	-	-	-	-	3,767	4,737
PCR S&A Recovery	59,092	-	-	59,092	-	(59,092)	59,092	60,833
Clergy Support Cost recoveries Sub-totals	7,569,317	1,455,813	940,457	59,092	-	(2,237,504)	7,787,175	7,573,798
PCR Church Land Acquisition Levy	1,340	-	-	-	-	-	1,340	2,249,885
AMP Stipend Continuance receipts	-	1,386,595	-	-	-	-	1,386,595	1,771,721
LSL - Buy-backs	-	-	30,734	-	-	-	30,734	36,039
LSL - Claims - Anglican LSL Fund	-	-	708,154	-	-	-	708,154	1,603,536
PCR Contribution cost of NCLS Profiles	-	-	-	-	-	-	-	27,000
Interest on cash	5,126	20	837	1,288	250	-	7,521	27,392
Moorebank Estate - Distribution	-	-	-	-	27,071	-	27,071	26,809
Receipt of prior year PCR charges	-	-	-	-	-	-	-	22,967
TOTAL INCOME	15,107,132	2,899,207	1,680,182	60,380	27,321	(2,292,003)	17,482,219	20,337,290

	FUND 951 PARISH COSTS RECOVERY FUND	FUND 952 STIPEND CONTIN- UANCE FUND	FUND 953 LONG SERVICE LEAVE FUND	FUND 954 SICKNESS & ACCIDENT FUND	FUND 955 CLERGY REMOVALS FUND	ELIMIN- ATIONS	TOTAL	Dec-19 TOTAL
	\$	\$	\$	\$	\$	\$	\$	\$
EXPENSES								
Parochial Network Costs								
PCR Insurance	5,076,133	-	-	-	-	-	5,076,133	4,549,268
Professional Standards Unit	973,022	-	-	-	-	-	973,022	947,619
Parish Risk Management Program	241,285	-	-	-	-	-	241,285	235,414
Safe Ministry Training Program	152,181	-	-	-	-	-	152,181	147,634
Accounting & Secretarial Fees	210,996	53,760	53,760	13,440	5,940	-	337,896	329,820
PCR Archives Charges	71,084	-	-	-	-	-	71,084	69,827
PCR Clergy Assistance Program	54,499	66,127	-	-	-	(54,499)	66,127	51,012
PCR Ministry Spouse Support Fund Program	150,583	-	-	-	-	-	150,583	162,410
PCR ACPT Management Fee	380,951	-	-	-	-	-	380,951	565,701
PCR Replenish Synod Fund 131	51,209	-	-	-	-	-	51,209	49,872
Parochial Network Costs Sub-total	7,361,943	119,887	53,760	13,440	5,940	(54,499)	7,500,471	7,108,577
Clergy Support Cost contributions								
PCR Superannuation	5,331,813	-	-	-	-	-	5,331,813	5,383,506
PCR LSL	815,930	-	-	-	-	(815,930)	-	-
LSL - Payments to the Anglican LSL Fund	-	-	868,358	-	-	-	868,358	906,045
PCR Stipend Continuance	1,362,482	-	-	-	-	(1,362,482)	-	-
Stipend Continuance Insurance Expense	-	1,186,125	-	-	-	-	1,186,125	1,220,160
PCR S&A	59,092	-	-	-	-	(59,092)	-	-
Clergy Support Cost contributions Sub-total	7,569,317	1,186,125	868,358	-	-	(2,237,504)	7,386,296	7,509,711
Church Land Acquisition Levy	-	-	-	-	-	-	-	2,251,037
Claims Paid	-	1,396,163	739,161	26,200	9,282	-	2,170,806	3,392,186
Audit Fees	13,432	-	-	-	-	-	13,432	13,418
Operating Costs	301	-	-	-	-	-	301	294
PCR Relief or Remission costs	-	-	-	-	-	-	-	-
Contribution to Human Resources Partner Fund	-	-	-	-	-	-	-	50,000
Contribution to Professional Standards Unit review of the Ministry Standards Ordinance	27,437	-	-	-	-	-	27,437	-
Sundry Expenses	-	-	-	-	-	-	-	48,585
TOTAL EXPENSES	14,972,430	2,702,175	1,661,279	39,640	15,222	(2,292,003)	17,098,743	20,373,808
NET SURPLUS/(DEFICIT)	134,702	197,032	18,903	20,740	12,099	-	383,476	(36,518)

Amalgamated Balance Sheet as at 31 December 2020

	FUND 951 PARISH COSTS RECOVERY FUND	FUND 952 STIPEND CONTIN- UANCE FUND	FUND 953 LONG SERVICE LEAVE FUND	FUND 954 SICKNESS & ACCIDENT FUND	FUND 955 CLERGY REMOVALS FUND	ELIMIN- ATIONS	TOTAL	Dec-19 TOTAL
	\$	\$	\$	\$	\$	\$	\$	\$
Assets								
Cash	1,322,001	251,750	525,090	468,677	102,487	-	2,670,005	2,282,378
PCR Receivables - Parishes	16,662	-	-	-	-	-	16,662	3,338
Organisations Receivable	-	13,052	17,969	-	-	-	31,021	-
Prepayments	-	-	-	-	-	-	-	20,965
Other receivables	15,153	-	-	-	6,726	-	21,879	13,362
TOTAL Assets	1,353,816	264,802	543,059	468,677	109,213	-	2,739,567	2,320,043
Liabilities								
LSL Fund Payable	-	-	218,162	-	-	-	218,162	214,380
Other Payables	82,189	8,177	55,771	-	-	-	146,137	113,881
TOTAL Liabilities	82,189	8,177	273,933	-	-	-	364,299	328,261
Net Assets	1,271,627	256,625	269,126	468,677	109,213	-	2,375,268	1,991,782
Equity								
Accumulated Surplus - Prior Year	1,136,925	59,593	250,223	447,937	97,114	-	1,991,792	2,028,300
Net Surplus/(Deficit) - Current Year	134,702	197,032	18,903	20,740	12,099	-	383,476	(36,518)
TOTAL Equity	1,271,627	256,625	269,126	468,677	109,213	-	2,375,268	1,991,782

Notes to the financial report for the year ended 31 December 2020

1. Summary of significant accounting policies

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

(a) Basis of preparation

This is a special purpose financial statement that has been prepared for the sole purpose of providing amalgamated financial information to Synod and for distribution to the members of Synod and must not be used for any other purpose. The Standing Committee has determined that the accounting policies adopted are appropriate to meet the needs of Synod.

The amalgamated income and expenditure statement and balance sheet are submitted as amalgamated statements for administrative purposes. The process of amalgamation consists of adding all the balances of the individual funds on a line by line basis. There is no consideration of beneficial interests, which is involved or implied in the preparation of the amalgamated financial report. Material transactions have been eliminated between the funds.

The net assets at the date of exit of funds exiting the amalgamated accounts are debited to the relevant category of equity. The items of the statement of income for a fund that has exited the amalgamated accounts during the period are only included in the amalgamated accounts until the date of exit. When a fund is joining the amalgamated accounts a credit to equity is generally recognised to record the net assets that have been included in the amalgamated accounts.

Historical cost convention

These financial statements have been prepared under the historical cost convention.

(b) Revenue recognition

Revenue and other income is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of taxes paid. Revenue and other income is recognised for the major business activities as follows:

Grants and donations

Grants and donations are recognised to the extent they have been deposited in the bank, which is the point at which the entity gains control of the grant or donation.

Distributions

Distributions are recognised on an accruals basis when the right to receive payment is established.

Interest

Interest revenue is recognised on a time proportion basis using the effective interest method.

Recoveries

Personnel cost recoveries from parochial and non-parochial units have been accounted for as income received in respect of certain clergy entitlements to cover superannuation contributions, insurances and other premiums paid on behalf of parochial and non-parochial units.

Diocesan program costs recovered from parochial units have been accounted for as income received in respect of insurances and other centrally managed programs.

Recognition is on an accruals basis.

(c) Grants and donations expense

Grants and donations are generally recognised upon payment.

(d) Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

In addition to cash and cash equivalents balances the Parish Funds have adopted a policy which includes short-term investments as a cash and cash equivalent balance. These investments are lodged with the Diocesan Cash Investment Fund (DCIF). The deposits are at call.

(e) Receivables

Receivables are recognised initially at fair value and subsequently measured at amortised cost, less provision for doubtful debts. Receivables are due for settlement no more than 30 days from the date of recognition.

The collectability of receivables is reviewed on an ongoing basis. Debts, which are known to be uncollectible, are written off. A provision for doubtful receivables is established when there is objective evidence that the entity will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is recognised in the income statement.

(f) Fair value estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

(g) Payables

These amounts represent liabilities for goods and services provided prior to the end of financial year that are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(h) Provisions

Provisions are recognised when there is a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the balance sheet date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as interest expense.

(i) Goods and Service Tax (GST)

The funds are members of the Sydney Diocesan Services GST group and the Anglican Church of Australia GST Religious group.

Revenues, expenses and assets are recognised net of the amount of GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances, it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the balance sheet.

(j) Income tax

The funds are exempt from income tax under Section 50-5 of the *Income Tax Assessment Act 1997*.

2. Events occurring after the end of the reporting period

The members are not aware of any events occurring after the reporting period that impact on the financial report as at 31 December 2020.

The financial statements were authorised for issue on 29 April 2021 by the Finance Committee of Standing Committee of Synod.

MEMBERS' DECLARATION

The members of the Finance Committee of Standing Committee of Synod declare that the financial statements and notes set out on pages 40 to 44 –

- (a) comply with the accounting policies set out in note 1,
- (b) give a fairly presented view of the Fund's financial position as at 31 December 2020 and of its performance for the year ended on that date.

In the members' opinion there are reasonable grounds to believe the individual funds will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the members.

Assurance Procedures

The Finance Committee engaged PricewaterhouseCoopers to undertake a range of “Agreed upon procedures” to provide assurance to the Finance Committee on the matters attested to in this declaration. The Agreed upon procedures covered the range of funds in the Parish Funds group and included procedures covering the validity of the balances by reference to the general ledger, tests of key expenses, tests of the accuracy of Parish Cost Recoveries charges and a test of the accuracy of superannuation payments for ministers under the Parish Cost Recoveries system. The Finance Committee reviewed the results of the work undertaken by PricewaterhouseCoopers in forming its opinion on the Annual financial report.

NICOLA WARWICK-MAYO
Member

JOHN PASCOE
Member

29 April 2021

Parish Funds Amalgamated

Report of factual findings to the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney

Agreed upon procedures for the following funds –

Fund 951	Parish Costs Recovery Fund
Fund 952	Stipend Continuance Fund
Fund 953	Sydney Diocesan Long Service Leave Fund
Fund 954	Sydney Diocesan Sickness and Accident Fund
Fund 955	Clergy Removals Fund

We have performed the procedures agreed with you to report factual findings for the purpose of assisting you in assessing, in combination with other information obtained by you, the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2 below. *[Appendix 1 and Appendix 2 not reproduced here.]* The procedures performed are detailed in the engagement letter dated 28 August 2020 and described below Appendix 1 and Appendix 2 with respect to the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2.

The responsibilities of the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for the procedures agreed

The members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you wish to draw on the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2.

Assurance Practitioner’s Responsibility

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services *ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings*. We have complied with ethical requirements equivalent to those applicable to Other Assurance Engagements, including independence.

Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on validity, accuracy and authorisation of the selected transactions of the entities listed in Appendix 1 and Appendix 2. Had we performed additional procedures or had we performed an audit or a review of the entities listed in Appendix 1 and Appendix 2 in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

Factual findings

The procedures were performed solely to assist you in evaluating the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2. Please refer to Appendix 1 and Appendix 2 [*not reproduced here*] for the procedures performed and the factual findings obtained.

Restriction on Distribution and Use of Report

This report is intended solely for the use of the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for the purpose set out above. As the intended user of our report, it is for you and other intended users to assess both the procedures and our factual findings to determine whether they provide, in combination with any other information you have obtained, a reasonable basis for any conclusions which you wish to draw on the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2. As required by ASRS 4400, distribution of this report is restricted to those parties that have agreed the procedures to be performed with us and other intended users identified in the terms of the engagement (since others, unaware of the reasons for the procedures, may misinterpret the results). Accordingly, we expressly disclaim and do not accept any responsibility or liability to any party other than the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for any consequences of reliance on this report for any purpose.

PricewaterhouseCoopers

FRANCOIS BRUDER
Principal

Sydney
20 April 2021

Synod – St Andrew’s House Fund

Annual Financial Report – 31 December 2020

Statement of comprehensive income for the year ended 31 December 2020

	Notes	2020 \$	2019 \$
Revenue from continuing operations			
Interest		2,273	17,925
Distributions from St Andrew's House Trust		2,783,000	2,715,500
Total revenue from continuing operations		<u>2,785,273</u>	<u>2,733,425</u>
Expenses from continuing operations			
SDS Management fee		90,000	135,000
Payments under ordinance to the Anglican Church Growth Corporation		643,094	-
Total expenses from continuing operations		<u>733,094</u>	<u>135,000</u>
Share of net profit of investments	5	(401,852)	22,226,536
Surplus for the year		<u>1,650,327</u>	<u>24,824,961</u>
Other comprehensive income			
Funding of provision for distribution	6	(2,693,000)	(2,600,000)
Total comprehensive income for the year		<u>(1,042,673)</u>	<u>22,224,961</u>
Transfer from current year surplus			
Transfer (to) future rental costs reserve	8	-	(300,000)
Transfer from (to) future non-sinking fund capital works reserve	8	742,500	(362,500)
Net available surplus/(deficit) after transfer from (to) reserves		<u>(300,173)</u>	<u>21,562,461</u>

The above Statement of comprehensive income should be read in conjunction with the accompanying notes.

Statement of financial position as at 31 December 2020

	Notes	2020 \$	2019 \$
ASSETS			
Current assets			
Cash and cash equivalents	3	2,075,328	2,617,048
Receivables	4	-	6,101
Total current assets		2,075,328	2,623,149
Non-current assets			
Investment in St Andrew's House Trust	5	110,381,325	110,783,177
Total non-current assets		110,381,325	110,783,177
Total assets		112,456,653	113,406,326
LIABILITIES			
Current liabilities			
Provisions	6	2,693,000	2,600,000
Total current liabilities		2,693,000	2,600,000
Net assets		109,763,653	110,806,326
EQUITY			
Capital	7	78,945,046	78,945,046
Reserves	8	3,671,250	4,413,750
Accumulated surplus		27,147,357	27,447,530
Total equity		109,763,653	110,806,326

The above Statement of financial position should be read in conjunction with the accompanying notes.

Statement of changes in equity for the year ended 31 December 2020

	Notes	Capital	Reserves	Accumulated surplus	Total
		\$	\$	\$	\$
Balance at 1 January 2019		78,945,046	3,751,250	5,885,069	88,581,365
Surplus for the year		-	-	22,224,961	22,224,961
Total comprehensive income for the year		-	-	22,224,961	22,224,961
Transactions with beneficiaries:					
Share of SAHT's movement in future rental costs reserve	8	-	300,000	(300,000)	-
Share of SAHT's movement in future non-sinking fund capital works reserve	8	-	362,500	(362,500)	-
		-	662,500	(662,500)	-
Balance at 31 December 2019		78,945,046	4,413,750	27,447,530	110,806,326
Surplus for the year		-	-	(1,042,673)	(1,042,673)
Total comprehensive income for the year		-	-	1,042,673	1,042,673
Transactions with beneficiaries:					
Share of SAHT's movement in future non-sinking fund capital works reserve	8	-	(742,500)	742,500	-
		-	(742,500)	742,500	-
Balance at 31 December 2020		78,945,046	3,671,250	27,147,357	109,763,653

The above Statement of changes in equity should be read in conjunction with the accompanying notes.

Statement of cash flow for the year ended 31 December 2020

	Note	2020	2019
		\$	\$
Cash flows from operating activities			
Interest received		8,374	21,335
Distributions received		2,783,000	2,715,500
Payments to suppliers (SDS Management fee)		(90,000)	(135,000)
Net cash inflow from operating activities		2,701,374	2,601,835
Cash flows from financing activities			
Payments under ordinance to the Anglican Church Growth Corporation		(643,094)	-
Capital paid out		(2,600,000)	(2,460,000)
Net cash (outflow) from financing activities		(3,243,094)	(2,460,000)
Net (decrease) increase in cash held		(541,720)	141,835
Cash at the beginning of the period		2,617,048	2,475,213
Cash at the end of the period	3	2,075,328	2,617,048

The above Statement of cash flow should be read in conjunction with the accompanying notes.

Notes to the financial report for the year ended 31 December 2020

1. Purpose

The Synod – St Andrew’s House Fund (“the Fund”) is held by the Anglican Church of Australia Diocese of Sydney (Synod) upon the trusts set out in the *St Andrew’s House Trust (Variation) Ordinance 2017*.

The purposes of the Trust are:

- Hold the half share of the trust property for the general purposes of the Anglican Church of Australia in the Diocese of Sydney;
- Act so that the income of the property be paid to and applied or otherwise dealt with by the Standing Committee in accordance with the determination and direction of the Synod as the governing body of the Diocese.

2. Summary of significant accounting policies

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The Fund is not-for-profit for financial reporting.

(a) Basis of preparation

These special purpose financial statements have been prepared in accordance with the *Accounts, Audits and Annual Statements Ordinance 1995* and the *St Andrew’s House Trust (Variation of Trusts) Ordinance 2017* for the sole purpose of providing financial information to Synod and for distribution to the members of Synod and must not be used for any other purpose.

Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of financial assets and liabilities at fair value through profit or loss, and revaluation of land and buildings to market value.

Critical accounting estimates

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Fund’s accounting policies.

The material area of the financial statements where assumptions or estimates are used is the valuation of the beneficial interest in the St. Andrew’s House Trust (refer note 2).

(b) Investment in St Andrew’s House Corporation

Under the *St Andrew’s Trust (Variation of Trusts) Ordinance 2017* the Fund has a 50% beneficial interest in St Andrew’s House Trust (SAHT). The principal asset of SAHT is the land and building known as St Andrew’s House.

In the statement of financial position the beneficial interest in SAHT is stated at fair value, measured as 50% of the SAHT’s accumulated funds and provision for distribution. Revaluation increments/decrements are credited/debited directly to the operating surplus.

The key accounting policies and critical accounting estimates applied in St Andrew’s House Trust are:

(i) Lease income

Lease income from operating leases is recognised in income on a straight-line basis over the lease term, where it has a material effect on the accounts.

(ii) Investment property

Investment property, comprising an office complex, carpark and a retail arcade, is held for long-term rental yields. In St Andrew’s House Trust, investment property is carried at fair value, representing open-market value determined annually by external valuers. Changes in fair values are recorded in St Andrew’s House Trust’s surplus. The valuation of investment property requires the use of critical accounting estimates.

Valuation basis

Fair value of investment property is the price at which the property could be exchanged between market participants under current market conditions. The best evidence of fair value is given by current prices in an active market for similar property in the same location and condition.

An independent valuation of the Tower, the St Andrew’s House car park and Town Hall Square Arcade has been undertaken by Knight Frank Australia Pty Ltd as at 31 December 2020. For valuation purposes, St Andrew’s House is considered to be a single asset and its separate parts not independently realisable. The values provided for the Tower, Car Park and Town Hall Square Arcade are notional assessments of the value of the separate parts of the building.

The capitalisation rates adopted by the valuer are as follows:

	2020	2019
	%	%
Tower and Car Park	5.75	6.00
Town Hall Square Arcade	5.50	5.50

The valuation is as follows:

	2020	2019
	\$	\$
Tower and Car Park	172,000,000	168,000,000
Town Hall Square Arcade	41,500,000	47,500,000
	<u>213,500,000</u>	<u>215,500,000</u>

The fair value of the investment properties at 31 December 2020 includes the amortised cost of lease incentives and the impact of straight-lining rental income in accordance with Australian Accounting Standards.

(iii) Sinking fund

On 16 February 2001 the Glebe Administration Board, in its capacity as owner and manager of St Andrew’s House Corporation (lessor), entered into a lease agreement with St Andrew’s Cathedral School (the lessee). Under the agreement the school leased levels 6-8, the roof and the school’s Kent Street entrance for a period of 120 years. Part of the lease agreement required the establishment of a fund (sinking fund) to provide for structural works. The school currently contributes 34.36% and the lessor 65.64% of the required amounts.

The St Andrew’s House Corporation’s share of the sinking fund is set aside as a restricted cash balance. The St Andrew’s Cathedral School’s share of the sinking fund which is not spent at year end is classified as a deferred income in the balance sheet. The deferred income will be released to the income statement as and when the capital expenditure relating to the maintenance of the building is occurring.

(iv) Reserves

Reserves are set aside under the terms provided for in the *St Andrew’s House Trust Ordinance 2015*.

Clause 5(b) for the ordinance provides for amounts to be reserved for replacement or refurbishment of the St Andrew’s House tower, shopping arcade and car park.

Clause 5(b) of the ordinance provides amounts to be reserved for other purposes that St Andrew’s House Corporation may determine including amounts set aside for distributions in future years.

(c) Revenue recognition

Income (with the exception of grants and donations) is recognised on an accruals basis. It is measured at the fair value of the consideration received or receivable. Grants and donations are recognised on a cash basis. Amounts disclosed as revenue are net of goods and services tax (GST) where applicable.

Dividends and distribution from unlisted trusts are brought to account as revenue when equities and units are quoted "ex distribution". Distributions are recorded as revenue in the period in which they are received. The Trust's proportion of the unpaid surplus is included in the value of the beneficial interest owned.

Other revenue is brought to account on an accruals basis, except as otherwise disclosed.

(d) Income tax

The Trust is exempt from income tax under Section 50-5 of the *Income Tax Assessment Act 1997*.

(e) Acquisitions of assets

The purchase method of accounting is used to account for all acquisitions of assets regardless of whether equity instruments or other assets are acquired. Cost is measured as the fair value of the assets given, shares issued or liabilities incurred or assumed at the date of exchange plus costs directly attributable to the acquisition.

(f) Impairment of assets

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the assets carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Where the future economic benefits of the asset are not primarily dependent on the asset's ability to generate net cash inflows and where the Trust would, if deprived of the asset, replace its remaining future economic benefits, value in use is the depreciated replacement cost of the asset. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows (cash generating units).

(g) Cash and cash equivalents

For statement of cash flow presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts.

Cash includes amounts lodged with the Diocesan Cash Investment Fund (DCIF). These deposits are at call. DCIF pays interest quarterly.

(h) Receivables

Receivables are recognised initially at fair value and subsequently measured at amortised cost, less provision for impaired receivables. Receivables are generally due for settlement no more than 30 days from the date of recognition.

Collectability of receivables is reviewed on an ongoing basis. Debts, which are known to be uncollectible, are written off. A provision for impaired receivables is established when there is objective evidence that the Trust will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is recognised in the Statement of comprehensive income.

(i) Payables

These amounts represent liabilities for goods and services provided prior to the end of financial year that is unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(j) Goods and Service Tax (GST)

The Fund is a member of the Sydney Diocesan Services GST group.

Revenues, expenses and assets are recognised net of the amount of GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances, it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the Statement of financial position.

Cash flows are presented on a net basis. The GST components of cash flows arising from operating, investing or financing activities, which are recoverable from, or payable to the ATO, are presented as operating cash flow.

(k) Capital

Amounts will be added to the capital of the Trust where they represent additions to the “Capital Fund” as defined in the Capital Ordinance.

3. Current assets – Cash and cash equivalents

	2020	2019
	\$	\$
Current account with Sydney Diocesan Services	2,573	9,293
Diocesan Cash Investment Fund (DCIF)	2,072,755	2,607,755
	2,075,328	2,617,048

Included as a cash equivalent is a deposit with the Diocesan Cash Investment Fund (DCIF). The DCIF is a wholesale charitable investment fundraiser. The Glebe Administration Board is trustee of the DCIF. The underlying investments of DCIF are cash accounts at call, term deposits and cash trusts. Deposits are payable at call.

4. Current assets – Receivables

	2020	2019
	\$	\$
Diocesan Cash Investment Fund interest receivable	-	6,101

5. Non-current assets – Investment in St Andrew’s House Trust

	Note	2020	2019
		\$	\$
Beneficial interest in the St Andrew’s House Trust		110,381,325	110,783,177
Movements in carrying amounts of investment in associate			
Carrying amount at 1 January		110,783,177	88,556,641
Share of net (deficit) surplus of investments		(401,852)	22,226,536
Carrying amount at 31 December		110,381,325	110,783,177
Comprised of:			
Capital invested		4,714,615	4,714,615
Future rental costs reserve	8	1,310,000	1,310,000
Non-sinking fund capital works reserve	8	986,250	1,728,750
Strategic projects reserve	8	1,375,000	1,375,000
Accumulated surplus		101,995,460	101,654,812
		110,381,325	110,783,177

(a) Summarised financial information of associates

The Fund's share of the results of its investment in the St Andrew's House Trust and its aggregated assets and liabilities are as follows:

	Ownership	Synod - St Andrew's House's share of:			
	Interest	Assets	Liabilities	Revenues	Surplus
	%	\$	\$	\$	\$
2020					
St Andrew's House Trust	50	113,834,633	3,453,308	6,154,351	2,381,149
2019					
St Andrew's House Trust	50	114,831,284	4,048,107	27,465,493	24,942,036

(b) Share of capital commitments

	2020	2019
	\$	\$
Share of capital commitments	-	407,124

6. Provisions

	2020	2019
	\$	\$
Current		
Provision for distribution to the Synod Appropriations Fund	2,693,000	2,600,000

7. Capital

	2020	2019
	\$	\$
Balance 31 December	78,945,046	78,945,046

Capital has been contributed by variations of the trusts declared in the *St Andrew's House Trust Ordinance 2015*.

8. Reserves

	2020 \$	2019 \$
Share of SAHT’s future rental costs reserve	1,310,000	1,310,000
Share of SAHT’s future non-sinking fund capital works reserve	986,250	1,728,750
Share of SAHT’s strategic projects reserve	1,375,000	1,375,000
	<u>3,671,250</u>	<u>4,413,750</u>
Movements:		
Future rental costs reserve (a)		
Balance at 1 January	1,310,000	1,010,000
Share of increase in SAHT’s future rental costs reserve	-	300,000
Balance at 31 December	<u>1,310,000</u>	<u>1,310,000</u>
Future non-sinking fund capital works reserve (b)		
Balance at 1 January	1,728,750	1,366,250
Share of increase in SAHT’s future non-sinking fund capital works reserve	- 742,500	362,500
Balance at 31 December	<u>986,250</u>	<u>1,728,750</u>
Strategic projects reserve (c)		
Balance at 1 January		
Balance at 1 January	1,375,000	1,375,000
Share of increase in St Andrew’s House Corporation’s strategic projects reserve	-	-
Balance at 31 December	<u>1,375,000</u>	<u>1,375,000</u>
Total Reserves	<u>3,671,250</u>	<u>4,413,750</u>

Nature and purpose of reserves

(a) Future rental costs reserve

This represents the Fund’s share of the reserve of St Andrew’s House Trust to provide for future rental void, incentive and leasing costs for St Andrew’s House.

(b) Future non-sinking fund capital works reserve

This represents the Fund’s share of the reserve of St Andrew’s House Trust to provide for future non-sinking fund capital works for St Andrew’s House.

(c) Strategic projects reserve

This represents the Fund’s share of the reserve of St Andrew’s House Trust to provide for strategic projects to better position St Andrew’s House.

9. Events occurring after the balance sheet date

The members are not aware of any other events occurring after reporting date that impact on the financial report as at 31 December 2020.

The financial statements were authorised for issue on 29 April 2021 by the Finance Committee of Standing Committee.

MEMBERS' DECLARATION

The members of the Finance Committee of Standing Committee of Synod declare that the financial statements and notes set out on pages 47 to 55 –

- (a) comply with the accounting policies set out in note 2,
- (b) give a fairly presented view of the Fund's financial position as at 31 December 2020 and of its performance for the year ended on that date.

In the members' opinion there are reasonable grounds to believe the individual funds will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the members.

Assurance Procedures

The Finance Committee engaged PricewaterhouseCoopers to undertake a range of "Agreed upon procedures" to provide assurance to the Finance Committee on the matters attested to in this declaration. The Agreed upon procedures covered the range of funds in the Synod group and included procedures covering the validity of the balances by reference to the general ledger, tests of income received, and tests of key expenses including Synod grants. The Finance Committee reviewed the results of the work undertaken by PricewaterhouseCoopers in forming its opinion on the Annual financial report.

NICOLA WARWICK-MAYO
Member

JOHN PASCOE
Member

29 April 2021

Synod – St Andrew's House Fund

Report of factual findings to the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney

Agreed upon procedures for the following fund –

Fund 134 Synod – St Andrew's House Fund (Procedure 6 & 7 only applicable)

We have performed the procedures agreed with you to report factual findings for the purpose of assisting you in assessing, in combination with other information obtained by you, the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2 below. [*Appendix 1 and Appendix 2 not reproduced here.*] The procedures performed are detailed in the engagement letter dated 28 August 2020 and described below Appendix 1 and Appendix 2 with respect to the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2.

The responsibilities of the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for the procedures agreed

The members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney are responsible for the adequacy or otherwise of the procedures agreed to be performed by us. You are responsible for determining whether the factual findings provided by us, in combination with any other information obtained, provide a reasonable basis for any conclusions which you wish to draw on the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2.

Assurance Practitioner’s Responsibility

Our responsibility is to report factual findings obtained from conducting the procedures agreed. We conducted the engagement in accordance with Standard on Related Services *ASRS 4400 Agreed-Upon Procedures Engagements to Report Factual Findings*. We have complied with ethical requirements equivalent to those applicable to Other Assurance Engagements, including independence.

Because the agreed-upon procedures do not constitute either a reasonable or limited assurance engagement in accordance with AUASB standards, we do not express any conclusion and provide no assurance on validity, accuracy and authorisation of the selected transactions of the entities listed in Appendix 1 and Appendix 2. Had we performed additional procedures or had we performed an audit or a review of the entities listed in Appendix 1 and Appendix 2 in accordance with AUASB standards, other matters might have come to our attention that would have been reported to you.

Factual findings

The procedures were performed solely to assist you in evaluating the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2. Please refer to Appendix 1 and Appendix 2 [*not reproduced here*] for the procedures performed and the factual findings obtained.

Restriction on Distribution and Use of Report

This report is intended solely for the use of the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for the purpose set out above. As the intended user of our report, it is for you and other intended users to assess both the procedures and our factual findings to determine whether they provide, in combination with any other information you have obtained, a reasonable basis for any conclusions which you wish to draw on the validity, accuracy and authorisation of the selected transactions for the entities listed in Appendix 1 and Appendix 2. As required by ASRS 4400, distribution of this report is restricted to those parties that have agreed the procedures to be performed with us and other intended users identified in the terms of the engagement (since others, unaware of the reasons for the procedures, may misinterpret the results). Accordingly, we expressly disclaim and do not accept any responsibility or liability to any party other than the members of the Finance Committee of the Standing Committee of the Synod of the Anglican Church Diocese of Sydney for any consequences of reliance on this report for any purpose.

PricewaterhouseCoopers

FRANCOIS BRUDER
Principal

Sydney
20 April 2021

Synod Funding Arrangements

(A report from the Standing Committee.)

Key Points

- Owing to the postponement of the first and second ordinary sessions of the Synod (in 2020 and 2021 respectively), the Standing Committee has temporarily reordered arrangements regarding Synod funding in order to provide funding for Diocesan organisations and ministries in 2022.
- Documents attached to this report set out the funding arrangements and the amounts allocated by the Standing Committee in place of the Synod, for 2022.

Purpose

1. The purpose of this report is to provide information to the Synod regarding the arrangements for Synod Funding.

Recommendation

2. Synod receive this report.

Background

3. It has been the Synod's practice to utilise a triennial funding model. At the first ordinary session of each Synod (e.g., 2020 *should have* included the first ordinary session of the 52nd Synod) a set of principles and priorities would be confirmed by the Synod, as the basis for the preparation of a three year budget to be formally adopted by the Synod at its second ordinary session (e.g., in 2021). The budget would then apply from the following year, for three years in duration (e.g., from 2022 to 2024).
4. Owing to the postponement of the first and second ordinary sessions of the Synod (in 2020 and 2021 respectively), the Standing Committee has temporarily reordered these arrangements in order to provide for funding in 2022.

Discussion

5. Standing Committee passed the *Synod Funding Arrangements Amendment Ordinance 2021* to give effect to the changes in timing of the Statement of Funding Principles and Priorities as recommended in the attached report from the Diocesan Resources Committee (Annexure A).
6. Standing Committee also amended the *Synod Estimates Ordinance 1998* and the *Cost Recoveries Framework Ordinance 2008* to enable the Standing Committee to pass the necessary ordinances in 2021, to distribute funding in 2022.
7. Standing Committee then passed –
 - (a) the *Synod Appropriations and Allocations Ordinance 2021*, which appropriated and allocated funds for 2022 in a manner that is consistent with the Synod's intention as reflected in the Statement of Funding Principles and Priorities 2019-2021, and is broadly similar to the actual appropriations and allocations made for 2021; and
 - (b) the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021*, which provided for charges to be recovered from and levied on parishes in 2022 in a manner that is broadly similar to the actual charges and levies payable in 2021.

8. Explanatory material and a copy of the ordinances as passed are attached as follows –
- Annexure A Timing of the Statement of Funding Principles and Priorities (A report from the Diocesan Resources Committee provided to the Standing Committee in February 2021)
 - Annexure B Explanatory Report and *Synod Appropriations and Allocations Ordinance 2021*
 - Annexure C Explanatory Report and *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021*

For and on behalf of the Standing Committee.

DANIEL GLYNN
Diocesan Secretary
2 November 2021

Standing Committee of Synod

Statement of Funding Principles

Purpose

1. The purpose of this report is recommend Standing Committee amend the timing of the next Statement of Funding Principles and Priorities in view of the re-scheduling of the Archbishop Election Synod caused by the restrictions resulting from the COVID-19 pandemic.

Recommendations

2. Standing Committee receive this report.
3. Standing Committee ask the Diocesan Legal Counsel to prepare for a future meeting an amending ordinance to give effect to the recommendations in this report.

Discussion

4. At its meeting on 17 February 2020 Standing Committee received a report from the Diocesan Resources Committee concerning the timing of the Statement of Funding Principles and Priorities and the funding ordinances required under the *Synod Estimates Ordinance 1998* and the *Cost Recoveries Framework Ordinance 2008* and agreed to **ask** the Diocesan Legal Counsel to prepare for a future meeting an amending ordinance to give effect to the recommendations in that report. At its meeting on 27 July 2020 the Standing Committee passed the *Synod Funding Arrangements Amendment Ordinance 2020* to give effect to the changes agreed.
5. In essence, last year the Standing Committee agreed to –
 - (a) defer the next Statement of Funding Principles and Priorities from 2020 until 2021 and reduce its application to just 2023-2024, and
 - (b) limit the scope of the Synod Appropriations and Allocations Ordinance and the Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance required in 2021 to apply just to 2022, and
 - (c) require the Synod Appropriations and Allocations Ordinance and the Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance required in 2022 (giving effect to the Statement of Funding Principles and Priorities) to apply just to 2023-2024.
6. The reasons given for these changes were that 2020 was expected to be the last year of the current iteration of the Diocesan Mission, and Synod was due to elect a new Archbishop in August 2020.
7. Of course, the restrictions and disruption caused by the COVID-19 pandemic have meant that the next Archbishop will now not be elected until May 2021 and the 2nd session of the 52nd Synod will be held in September 2021. It would make sense therefore to further delay the preparation of the next Statement of Funding Principles and Priorities until the 3rd session of the 52nd Synod in 2022 to give the new Archbishop adequate time to consider his priorities and for the Archbishop and Standing Committee to consider a new iteration of the Diocesan Mission. The delay would then also give the Synod adequate time consider any changes or new initiatives that it may want to see incorporated into the next Statement of Funding Principles and Priorities.
8. Given the timing of the triennium funding ordinances this change will have a flow-on effect. It is proposed therefore that, rather than have a Statement of Funding Principles and Priorities that applies only for 1 year, as a one-off measure the next Statement should apply for the last year of the current funding triennium and the 3 years of the following funding triennium.

9. The following table illustrates the effect of the proposed changes –

Year	Synod	Requirements prior to 2020	Arrangements agreed in 2020	Proposed arrangements
2020	1 st session 52 nd Synod	Statement of Funding Principles and Priorities (for 2022-2024)	-	-
2021	2 nd session 52 nd Synod	-	Statement of Funding Principles and Priorities (for 2023-2024)	-
		Synod Appropriation and Allocation Ordinance (for 2022-2024)	Synod Appropriation and Allocation Ordinance (for 2022 only)	Synod Appropriation and Allocation Ordinance (for 2022 only)
		PCR and Levy Ordinance (for 2022-2024)	PCR and Levy Ordinance (for 2022 only)	PCR and Levy Ordinance (for 2022 only)
2022	3 rd session 52 nd Synod	-	-	Statement of Funding Principles and Priorities (for 2024-2027)
		-	Synod Appropriation and Allocation Ordinance (for 2023-2024)	Synod Appropriation and Allocation Ordinance (for 2023 only)
		-	PCR and Levy Ordinance (for 2023-2024)	PCR and Levy Ordinance (for 2023 only)
2023	1 st session 53 rd Synod	Statement of Funding Principles and Priorities (for 2025-2027)	Statement of Funding Principles and Priorities (for 2025-2027)	-
		-	-	Synod Appropriation and Allocation Ordinance (for 2024 only)
		-	-	PCR and Levy Ordinance (for 2024 only)
2024	2 nd session 53 rd Synod	Synod Appropriation and Allocation Ordinance (for 2025-2027)	Synod Appropriation and Allocation Ordinance (for 2025-2027)	Synod Appropriation and Allocation Ordinance (for 2025-2027)
		PCR and Levy Ordinance (for 2022-2024)	PCR and Levy Ordinance (for 2022-2024)	PCR and Levy Ordinance (for 2025-2027)

PETER HAYWARD
Chair, Diocesan Resources Committee

8 February 2021

Standing Committee of Synod

Synod Appropriations and Allocations Ordinance 2021

Explanatory Report

Key Points

- The Bill for the proposed Synod Appropriations and Allocations Ordinance 2021 has been prepared in accordance with the requirements of clause 4(c) of the *Synod Estimates Ordinance 1998*.
- The total funds available for distribution in 2022 are \$272,000 less than in 2021 (a decrease of 3.7%).
- Amongst the 'Immediate Requirements' individual allocations have been maintained at the same level as for 2021 unless information is available indicating the requirement has changed. However, the cost of the majority of the special insurance cover required for the Cathedral has been transferred back to the Parochial Network Costs which are funded through the variable PCR charge, leaving just \$230,000 to be funded from Synod funds.
- The only change to the allocations for 'Long Term Mission Commitments' has been to increase the temporary reduction to the allocation to Moore Theological College from \$80,000 to \$110,000, with the College's agreement.
- The only significant change to the allocations for 'Current Mission Activities' has been to replace the funding previously provided for the Anglican Education Commission with a small annual reserve to fund suitably qualified consultants to continue the education advocacy work.

Purpose

1. The purpose of this Report is to provide explanatory comments on the specific proposed sources and uses of Synod funds for 2022.

Recommendation

2. Standing Committee **pass** the attached Bill for the Synod Appropriations and Allocations Ordinance 2021.

Background

3. At its meeting on 15 February 2021 the Standing Committee –
 - (a) received a report from the Diocesan Resources Committee which recommended the delay of the preparation of the next Statement of Funding Principles and Priorities (presently due at the 2nd session of the 52nd Synod in September 2021) until the 3rd session of the 52nd Synod to give the new Archbishop adequate time to consider his priorities and for the Archbishop, the Standing Committee and the Synod to consider a new iteration of the Diocesan Mission, and
 - (b) resolved to ask the Diocesan Legal Counsel to prepare for a future meeting an amending ordinance to give effect to the recommendations in that report.
4. Standing Committee has not yet considered such an amending ordinance, but the Bill for the proposed Synod Appropriations and Allocations Ordinance 2021 and this Explanatory Report have been prepared on the assumption that Standing Committee will pass the required amending ordinance before considering and passing the Bill for the proposed Synod Appropriations and Allocations Ordinance 2021.

5. As the Archbishop now plans to convene the second ordinary session of the 52nd Synod on the dates of 28 February to 2 March 2022 it will not be possible for the Synod to pass the Bill for the proposed Synod Appropriations and Allocations Ordinance 2021 in time for the appropriations and allocations to take effect from 1 January 2022. Accordingly the Bill has been converted to a form for Standing Committee to pass at a meeting of the Standing Committee during 2021.
6. The Bill for the proposed Synod Appropriations and Allocations Ordinance 2021 and this Explanatory Report have been prepared in accordance with the requirements of clause 4(c) of the *Synod Estimates Ordinance 1998*, except that the Bill only appropriates and allocates funds for 2022. However, the Bill appropriates and allocates funds in a manner that is consistent with the Synod's intention as reflected in the *Statement of Funding Principles and Priorities 2019-2021*, and is broadly similar to the actual appropriations and allocations made for 2021.
7. The actual individual amounts appropriated and allocated by last year's ordinance for 2021 can be compared with the individual amounts proposed to be appropriated and allocated under the Bill for 2022, as shown in the respective columns in the Attachment.

Source of funds

8. In aggregate, the total funds available under this Bill as distributions from the Diocesan Endowment, the Synod's 50% share of St Andrew's House Trust, and the parish trusts listed in the Source of Funds section is \$161,000 less than the equivalent figure in 2021, due to the lower distribution from St Andrew's House Trust.
9. In addition, the funds available for 2022 as a result of unspent allocations from the previous year is \$111,000 less than the equivalent figure in 2021, mainly because of higher amounts of one-off unspent allocations in 2020 compared to 2021 caused by the COVID-19 related restrictions.
10. The total funds available therefore for distribution in 2022 are \$272,000 less than in 2021 (a decrease of 3.7%).

Use of funds

11. In view of the reduction in total funds available to Synod in 2022 it has not been possible to increase the allocations to most organisations. The absence of an upward adjustment to the allocations for inflation may be seen as a necessary sharing of the pain resulting from the reduced income. An exception has been made in the case of the allocations for SDS in supporting the Synod, Standing Committee and parishes and to cover the Diocesan Overheads because it is estimated that SDS's cost base will increase by 2.75% in 2022. Under the *Synod Estimates Ordinance 1998* Standing Committee is required to prepare the annual Synod funding ordinance in a way which –
 - (a) contains estimates of the amount required to meet the costs of maintaining the diocesan offices and the expenses of related activities and commitments, and
 - (b) provides grants to organisations under the control of Synod.
12. There has been a modest increase in the allocation needed to meet the Diocese's General Synod statutory assessment. The estimate of the amount of this item for 2022 has been based on advice from Sydney Diocese's members on the General Synod Standing Committee. As noted in the Explanatory Report to last year's Ordinance, Sydney's share of this cost in 2021 was artificially low and it was expected that our share of the statutory assessment for 2022 would increase significantly. However, it appears now that the further delay in holding the General Synod (now not expected to take place until 2022) will mean that our share of the cost in 2022 will be based on clergy numbers relevant to the previous Synod.
13. For several years now the annual cost of the Provincial Synod has been held to just under \$8,000, some \$4,000 less than the amounts allocated for those years. Accordingly, the allocation proposed for 2022 has been reduced to \$8,000.
14. The allocation proposed for the cost of Sydney's representatives at General Synod has been reduced for 2022 only. While the accommodation and venue costs have increased so that an allocation of \$40,000 pa for 3 years is now insufficient, for 2022 this has been offset by the postponement of the meeting of General Synod from 2021 until 2022. When combined with the previous accruals (\$40,000

x 3) an allocation of \$30,000 in 2022 should therefore be sufficient to cover the expected costs of approximately \$150,000 in 2022.

15. The allocation provided in 2022 to cover the cost of the Diocese's participation in the National Church Life Survey (NCLS) is \$40,000. The NCLS is conducted every 5 years and based on previous experience it is expected the total cost of the Diocese's participation in 2021 will be approximately \$135,000. The majority of this cost will be covered by the accrual built up since the last NCLS (4 years of allocations of \$15,000) plus an amount of \$40,000 to be funded in 2022. The balance of \$35,000 has previously been covered by parishes contributing to the cost of their own participation. However, it appears that assurances have been made to parishes that no such charge will be asked for on this occasion. Accordingly, this balance will have to be funded as an additional Parochial Network Cost recovered as part of the variable PCR charge in 2022. For 2023 and beyond it is proposed the annual allocation of Synod funds should be increased from \$15,000 to \$20,000 pa.
16. The proposed allocation of \$200,000 for our own Diocesan Synod consists of –
 - (a) a carry forward of the \$110,000 allocation originally made to cover a 3 day Synod at the International Convention Centre (the postponed 2nd session of the 52nd Synod) now scheduled for 28 February – 2 March 2022, plus
 - (b) \$90,000 to cover the cost of a 5 day Synod (the 3rd session of the 52nd Synod) to be held over 2 weeks in September 2022 at the Wesley Centre.

However, the cost of 3 days at the ICC has not yet been confirmed, and if there are government restrictions or other health advice affecting large indoor gatherings (for example, the 4m² rule) in force in September the cost of a suitable alternative venue could be considerably greater than the amount allowed for the Wesley Centre. At this stage, given the uncertainty it is believed that \$200,000 is a sufficient amount to set aside to cover the costs of the two Synods.

17. The proposed allocation for Committee members' car parking in SAH has been reduced considerably for 2022. Experience over the last 2 years has shown, even without the effect of COVID-19 forcing a move to video conferencing for some months, members' limited use of this service has meant the annual cost is expected to be approximately \$10,000 compared with the \$23,000 provided in previous years.
18. God willing, there will be no allocation needed to cover the cost of an Archbishop's Election Synod in 2022.
19. The amounts allocated to SDS to provide support for the Synod, Standing Committee and parishes and to cover the Diocesan overhead have been increased by 2.75%, being the estimated amount of the increase in SDS's cost base for 2022.
20. Again this year there has been no need to allocate funds to replenish the Synod Fund 131 as the balance of that fund at 30 June 2021 was well above the level at which replenishment is triggered.
21. For 2021 an allocation of \$405,000 was made to cover the cost of 2 insurance policies (the ISR excess over \$250 million and the Liability 4th excess layer) required specifically to cover St Andrew's Cathedral. For 2022 the estimated cost of these 2 policies has risen to \$544,000 and the Diocesan Resources Committee has recommended that the majority of this (some \$314,000) be added back into the cost of the Parish Property and Liability Insurance Program (where it had been prior to 2021). The Parish Property and Liability Insurance Program is a component of the Parochial Network Costs recovered from all parishes as part of the variable PCR charge. The rest of the cost (some \$230,000) will be funded with an allocation of Synod funds. Whilst many items are clearly Diocesan (covered by this Ordinance) or Parochial (covered by the Parochial Cost Recovery Charges and Church Land Acquisition Levy Ordinance) this item could be included in either. In 2021 it was removed from the PCR Ordinance at least partially to take pressure off the rise in PCR costs to the parishes. However, that cannot be sustained in total in 2022 due to the decrease in Synod income and rise in the cost of the insurance.
22. Recognising the additional workload required to maintain the expanded information in relation to parishes, clergy, authorised lay persons and other parish office holders, the allocation of \$28,000 to the EOS to cover the increased costs of new Diocesan database has been continued.
23. The base amount allocated to Moore Theological College for 2022 has been continued at the level \$1,463,000, however for the second year now the College has agreed to a temporary reduction (this

time of \$110,000). Acceptance of this temporary reduction in the Synod's annual allocation toward the operating costs of the College is seen as a gesture of partnership with the Diocese, and in recognition of the healthy financial position the College at the end of 2020 which was in part due to COVID-19 related savings achieved and benefits received by the College during 2020. The committee expresses its thanks to Moore College for this act of generosity to the wider Diocese.

24. Having already decided that the continuation of the Anglican Education Commission (AEC) in its current form was not financially viable, at its meeting on 12 July 2021 Standing Committee received a further report that recommended that an annual allocation of \$10,000 be provided to fund a suitably qualified educational consultant(s) who could be engaged as required to allow the advocacy work currently undertaken by the AEC to continue beyond 2021. Accordingly, an allocation of \$10,000 has been provided for this purpose.
25. The amount allocated to the Work Outside the Diocese Committee to support gospel ministry outside the Diocese has been maintained at 5% of the total income available to Synod, although the dollar amount of this allocation is \$8,000 less than in 2021 as a result of the reduction in total income.
26. An amount of \$100,000 remains available for Contingencies in 2022. This figure is considered the realistic minimum needed in order for Standing Committee to be able to respond adequately to unforeseen circumstances that arise during the year.

CANON PHILLIP COLGAN
Interim Chair, Diocesan Resources Committee

26 August 2021

Synod Funding for 2022

	Actual for 2021 \$000	Standing Committee proposal for 2022 \$000
SOURCE OF FUNDS		
GAB distribution from Diocesan Endowment	3,239	3,249
GAB additional distribution from DE (in lieu of proposed distribution from DCIF)	-	96
GAB distribution from Diocesan Cash Investment Fund	96	-
Synod - SAH Fund 134 distribution from Synod's 50% share of SAHT	2,693	2,477
Parish trusts		
Bondi (lease income from preschool at 34 Ocean St)	22	17
Church Hill (lease income from No. 1 York St office block)	268	272
Church Hill (investment income)	5	5
King St - St James (lease income from Phillip Street office block) - received in 2020	231	342
Manly (lease income from shops on the Corso)	-	-
Narellan (investment income from sale proceeds)	25	24
Paddington (lease income from 241 Glenmore Rd)	15	7
Ryde (lease income from Kirkby Gardens residential unit block)	549	525
South Sydney (investment income from sale proceeds)	7	5
Surry Hills (investment income from sale proceeds)	2	1
Wollongong (lease income from hotel/university accommodation)	25	26
Miranda (lease income from former service station)	4	4
ACPT Synod Fund (C/F 400 interest less ACPT fees)	12	-
Interest earned in Synod Fund 129 (2nd half 2020 = \$548, 1st quarter 2021 = \$422)	21	1
subtotal parish trusts	1,185	1,229
<u>less</u> 1% added to capital of SAIPMF	(72)	(71)
subtotal all sources	7,141	6,980
Amounts appropriated for prior year that will not be spent/required that year		
General Synod statutory assessment	47	-
Provincial Synod	4	4
Sydney Synod - Venue Hire and Printing	80	110
Sydney Synod - committee members car parking	17	14
Sydney Synod - Archbishop's Election Synod - venue hire and printing	80	-
Standing Committee venue hire and catering (incl. subcommittees)	8	-
St Andrew's Cathedral staff car parking in SAH (<i>previously in Contingencies</i>)	7	4
total funds available	7,384	7,112

Synod Funding for 2022

	Actual for 2021 \$000	Standing Committee proposal for 2022 \$000
USE OF FUNDS		
Long Term Requirements		
Archbishop's PR (Media Officer)	161	161
Immediate Requirements		
Membership/affiliation -		
General Synod	530	541
Provincial Synod	12	8
Sydney Reps at General Synod	40	30
Freedom4Faith - affiliation fee	20	20
NSW Council of Churches	18	18
NCLS	15	40
Sydney Synod -		
Venue Hire & Printing	110	200
Printing & mailing hard copy Synod materials to members who opt-in	10	10
Committee members car parking	23	10
Archbishop's election Synod - venue hire and printing	80	-
Standing Committee venue hire and catering (incl. subcommittees)	12	12
St Andrew's Cathedral staff car parking in SAH	10	10
SDS - Synod, Standing Committee & parishes	1,021	1,049
SDS - Diocesan Overhead	435	447
Synod Fund 131 replenishment	-	-
Cathedral - Diocesan contribution to recurrent funding needs	269	269
Insurance cover for the Cathedral - ISR excess over \$250m & Liability - 4th excess layer	405	230
EOS Expenditure Fund - increased costs to maintain expanded Diocesan database	28	28
Long Term Mission Commitments		
Ministry Training & Development	397	397
OTF - new ordinands' tests & conference	43	43
- qualified persons to interview ordination candidates in relation to domestic abuse	11	11
Moore Theological College	1,463	1,463
<u>less</u> temporary reduction to partner with Diocese given COVID-19 benefits and savings	(80)	(110)
Youthworks College	75	75
Current Mission Activities		
Anglican Education Commission / Education advocacy consultant(s)	128	10
Anglican Media Council	199	199
Anglicare - research	108	108
Evangelism & New Churches	274	274
Additional funding to support new position of Assistant Director (Parish Evangelism)	100	100
TEMOC - Anglican chaplaincy in tertiary education	108	108

Continued...

Continued...

Work Outside the Diocese Committee -		
Supporting gospel ministry outside the Diocese (<i>5% of total available funds</i>)	357	349
Funding the Diocese of Bathurst (<i>\$250k pa for 6 years from 2019</i>)	250	250
Youthworks - Ministry Support Team	293	293
SRE Office - SRE Primary Upgrade	215	215
Lord Howe Island	22	22
Diocesan Researcher	47	47
Contribution to cost of Parish HR Partner	75	75
Contingencies	100	100
	7,384	7,112

Synod Appropriations and Allocations Ordinance 2021

No 34, 2021

Long Title

An Ordinance to authorise financial appropriations and allocations for 2022 and for incidental matters.

Preamble

By clause 4(c) of the *Synod Estimates Ordinance 1998*, as amended by the Synod Funding Arrangements Amendment Ordinance 2021, the Standing Committee is to pass an ordinance during 2021 which contains estimates for the 2022 financial year of –

- (a) the amount required for meeting the cost of sittings of the Synod, the maintenance of the diocesan offices and the expenses of such other diocesan activities and commitments as, in the opinion of the Standing Committee, should be supported,
- (b) the amount which, in the opinion of the Standing Committee, should be granted to organisations under the control of Synod or to other organisations, and
- (c) the amount available for distribution from endowments or other trusts for meeting the amounts referred to in paragraphs (a) and (b) which, in the opinion of the Standing Committee, may prudently be applied towards meeting the amounts referred to in paragraphs (a) and (b) in the relevant financial year.

The Standing Committee of the Synod of the Diocese of Sydney Ordains as follows.

1. Name

This Ordinance is the Synod Appropriations and Allocations Ordinance 2021.

2. Declaration

By reason of circumstances arising after the creation of the trusts on which the amounts referred to in the column “Standing Committee proposal for 2022” in the “SOURCE OF FUNDS” section of the Attachment to the Standing Committee’s Explanatory Report about the 2021 Ordinance are held, it is inexpedient to carry out or observe those trusts or to apply those amounts solely for the same or like purposes as those trusts.

3. Variation of trusts

The trusts referred to in clause 2 are varied to such extent as is necessary to permit the directions referred to in clause 4.

4. Appropriations and allocations for 2021

(1) The Synod directs that the amounts referred to in the column “Standing Committee proposal for 2021” in the “SOURCE OF FUNDS” section of the Attachment to the Standing Committee’s Explanatory Report about this Ordinance be appropriated in the manner specified in that same column in the “USE OF FUNDS” section of the same Attachment.

(2) If, in the opinion of the Standing Committee, all or any part of an amount referred to in subclause (1) is not required or cannot be applied for the specified purpose, the Standing Committee may by resolution reallocate that amount or part to another purpose.

I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

MICHAEL STEAD
Deputy Chair of Committee

I Certify that this Ordinance was passed by the Standing Committee of the Synod of the Diocese of Sydney on 6 September 2021.

D GLYNN
Secretary

I Assent to this Ordinance.

KANISHKA RAFFEL
Archbishop of Sydney

06/09/2021

Parochial Cost Recovery Charges, Church Land Acquisition Levy and Property Receipts Levy for 2022

Key Points

- The total Parochial Network Costs for 2022 are expected to be 12% higher than in 2021.
- The main contributors to the 12% increase in Parochial Network Costs are the Parish property and liability insurance program (increasing 16% due to premium rate increases and the inclusion of part of the cost of insurance specific to the Cathedral), and the ACPT management fee (increasing 96% because 2021 benefited from one-off reduction in response to COVID-19 and 2022 will need to increase to cover the absence of a management fee on client funds invested in the Diocesan Cash Investment Fund).
- The variable PCR charge percentage increases slightly from 6.8% in 2021 to 6.9% in 2022. However, it should be noted that this would have been substantially higher were it not for the 11% increase in total Net Operating Receipts (NOR). The NOR for 2020 included the one-off effect of COVID-19 financial support in the form of JobKeeper and Cash Flow Boost payments.
- The estimated total Ministry Costs per clergy are expected to rise by 10%. This is almost entirely driven by an expected 40%-50% increase in the premium rate for Stipend Continuance Insurance at the end of the 3 year fixed rate agreement. The final cost of this insurance will not be known until Q4 2021 when a decision on the future benefit structure and insurer is made following a review of the results of an open tender.
- While these estimates represent the best figures currently available, the Ordinance allows Standing Committee to report an estimate of the amounts payable, and then set the actual charge for 2022 during Q4 of 2021 based on the formula in the Schedule to the Ordinance.
- The Church Land Acquisition Levy continues at the previous rate of 2% of the NOR of each parochial unit.
- Information in relation to the Property Income received in 2020 and Levy payable by each parish in 2022 in accordance with the *Property Receipts Levy Ordinance 2018* is included in Attachment 2.

Background

1. At its meeting on 6 September 2021 Standing Committee passed the Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021. The Ordinance details the estimated costs to be recovered from parishes in 2022. The Property Receipts Levy Ordinance 2018 details the basis on which parishes are to pay a property receipts levy in 2022.
2. The details of the components of the cost recoveries charge in 2022 in respect of Ministry Costs are shown in Attachment 1. The relevant costs are recovered from each parochial unit as part of the PCR system, based on the number of ordained ministers licensed to that parochial unit.
3. The estimate of the amount of the variable Parochial Cost Recoveries charge, the Church Land Acquisition Levy and the Property Receipts Levy to be paid by each parochial unit in 2022 are shown in Attachment 2. The individual components of the parochial Network Costs recovered through the variable Parochial Cost Recoveries charge are shown in Attachment 3.

Parochial network costs

4. The total of the Parochial Network Costs is expected to rise by 12% in 2022. The main drivers of this increase are the increasing cost of the ACPT's parish property and liability insurance program and the significant increase in the ACPT management fee payable by all parishes with property. The cost of some line items is expected to increase by the 2.75% increase in SDS's cost base.

Parish property and liability insurance program

5. At the request of the Standing Committee, during 2020 the ACPT undertook a thorough review designed to limit the cost of the parish insurance program. As a result of that review 7 individual policies were discontinued, and the aggregate deductible on the Industrial and Special Risks (ISR) insurance policy covering buildings and contents was significantly increased (with the excess per individual ISR claim also increased). Standing Committee also decided that for 2021 the cost of 2 particular policies that relate directly to St Andrew's Cathedral should be removed from the parish property and liability insurance program and be funded through a direct allocation of Synod funds.
6. Even with the changes the cost of the parish property and liability insurance program for 2021 increased to \$6.2 million. The ACPT has now estimated that the cost of the equivalent parish property and liability insurance program for 2022 will be \$6.9 million. This figure may change if the results of the ACPT's insurance renewal process which is being finalised this month indicate the actual premium cost will be significantly different to the amount included in the above estimate.
7. In addition, Standing Committee has now decided that the majority of the cost of the 2 insurance policies that specifically relate to St Andrew's Cathedral should be transferred back to form part of the parish property and liability insurance program for 2022. The estimated cost of both these policies for 2022 has risen so that the ISR excess of loss over \$250m is now \$507,000 (up 30%) and the Excess Umbrella liability - 4th excess layer is now \$37,000 (up 142%), giving a total of \$544,000. \$314,000 of this cost will be included in the parish property and liability insurance program for 2022 and the other \$230,000 will be funded from an allocation made under the *Synod Appropriations and Allocations Ordinance 2021*.
8. In aggregate therefore the estimated cost of the parish property and liability insurance program for 2022 is \$7,214,000, a 16.4% increase over 2021. The main driver of this increase is the continuing increases in the premium rate for the renewal of the Industrial and Special Risks (ISR) insurance policy (covering buildings and contents), and the associated heritage contingency cover.

Professional Standards Unit – parish related costs

9. The cost of this program for 2022 has been estimated based on the amount allocated for the previous year, plus \$98,279 for the cost of additional work expected in 2022 (salary increases and additional rent, extra casual support hours and additional time for a consultant dealing with bullying complaints).
10. However, the expected cost has then been reduced by requesting the PSU to utilise \$150,000 of the reserves it has accumulated since January 2020 (\$236,000 in 2020 and a further \$144,000 in the first 6 months of 2021). Given that the PSU is a cost recovery organisation it is considered that they should only hold reserves that are specifically necessary for their operation.
11. In aggregate therefore the amount to be recovered from parishes to fund the PSU in 2022 will be approximately \$50,000 less than in 2021.

Reimbursing the Synod Fund 131 for non-standard expenses incurred by the PSU

12. During 2020 the Synod Fund 131 was required to reimburse the PSU some \$47,000 for non-standard (investigation) expenses. No such expenses have been reimbursed from the Fund to date this year, so there will be no charge on parishes for this item in 2022.

Ministry Spouse Support Fund

13. \$150,000 of Synod funds were allocated for this purpose in each of 2019 (the Fund's first year of operation) and 2020. Grants totalling \$54,000 were made in 2019 and a further \$16,000 in 2020. At 30 June 2021 this Fund had an uncommitted balance of approximately \$230,000. No allocation of Synod Funds was made in 2021, and it is proposed that no further allocation be made in 2022.

Provision for relief and remission of PCR charges

14. In recent years the Finance Committee has not been required to provide relief or remit the arrears of PCR charges owing by an individual parish, so no provision has been made for this item in 2022.

ACPT management fee payable by parishes with property

15. In 2021 the expected cost of \$546,000 was reduced by \$176,000 leaving a net of \$370,000 as a result of the ACPT's decision the previous year to offer parishes some COVID-19 relief in the form of a 50% reduction in the ACPT's fee for 8 months.
16. It was expected therefore that the ACPT management fee for 2022 would need to return to \$546,000, plus an allowance for the increase in SDS's cost base. However, as a result of the very low returns being earned on investments in the Diocesan Cash Investment Fund (DCIF), this year the ACPT decided to suspend the 0.5% fee it charges on all parish related trust funds held in the DCIF. The ACPT has now asked that from the beginning of 2022 it be compensated for its decision to suspend the fee it charged on invested funds with a corresponding increase in the annual amount of the ACPT management fee payable by all parishes with property. The Standing Committee has asked the ACPT to provide a report to the Finance Committee with more information to substantiate the amount of the increase it is seeking in the ACPT management fee. While that report has not yet been received, this report and its Attachments have been prepared on the assumption that Standing Committee will approve the ACPT's request to increase the ACPT management fee by the ACPT's estimate of \$158,000 (whilst not offering an opinion on whether that is the correct course of action).
17. As a result, after allowing for the estimated increase in SDS's cost base of 2.75%, for 2022 the ACPT management fee payable by all parishes with property has been estimated at \$723,360 ($(\$546,000 + \$158,000) \times 1.0275$).

Voluntary relinquishment of incumbency

18. Prior to 30 June 2021 the Archbishop's Discretionary Trust (ADT) has not been required to make any contributions on behalf of the Diocese in connection with Voluntary Relinquishment of Incumbency Policy adopted by Synod in 2018. However, it is now likely the ADT will contribute 80% of a \$50,000 'relinquishment payment' later this year. An amount of \$40,000 has been included in the Parochial Network Costs for 2022 to reimburse the ADT in accordance with the Policy which says "that the ADT may later be reimbursed through the PCR charge".

Parish contribution to the cost of the 2021 NCLS

19. The National Church Life Survey (NCLS) NCLS is conducted every 5 years and based on previous experience it is expected the total cost of Sydney's participation in 2021 will be approximately \$135,000. The majority of this cost will be covered by the annual allocation of Synod funds accumulated since the last NCLS (4 years of allocations of \$15,000 plus an amount of \$40,000 to be funded in 2022). This year the organisers of the Diocese's participation in the NCLS have decided not to charge individual parishes directly for the number of survey forms ordered (estimated at \$35,000 in total), accordingly it is necessary to instead recover that cost from all parishes as an additional line item in the Parochial Network Costs for 2022.

Generally

20. The estimated cost of each of the following programs has been increased to allow for the estimated 2.75% increase in SDS's cost base for 2022, since in each case SDS provides the majority of the staff and facilities involved in delivering the particular program –
 - (a) Parish risk management program;
 - (b) Safe ministry training program;
 - (c) Parish contribution to the cost of Diocesan archives; and
 - (d) SDS fee for managing the PCR Fund 951.
21. In order to mitigate the effects of the increases in the ACPT's parish property and liability insurance program and the ACPT management fee to some extent, it has been decided to draw \$300,000 from the accumulated funds (i.e. the working capital) in the Parochial Cost Recoveries Fund 951. The Fund 951 needs a reasonable balance of working capital to cover normal cash flow requirements. The main source of funds for Fund 951 is the monthly instalments of PCR charges paid by parishes, and while some of the outflows from this Fund are monthly, others are less frequent and/or lumpy and some are unpredictable. It is expected that this diminution in the balance will not adversely impact the Fund's operation, but the matter will be kept under close review.

22. As the balance of the Ministry Spouse Support Fund has grown to significantly more than the \$150,000 originally allocated by Synod for this purpose, it has been decided to utilise the excess of \$80,000 to reduce the amount of the total parochial network costs to be funded by parishes in 2022. This fund will need to be topped up in future years should claims decrease the balance to the point where that is necessary.

Net operating receipts

23. As of 19 August 2021 the 2020 audited financial statements have been received from all parishes due to report. Each of these financial statements have been reviewed, any queries resolved and the relevant data captured in the SDS database.
24. The aggregated data from these parish financial statements reveals the net operating receipts have increased from \$122.9m to \$136.5m (an increase of 11%).
25. The combined effect of a 12% increase in total Parochial Network Costs and a 11% increase in aggregate net operating receipts results in the variable PCR charge percentage for parishes with property increasing slightly from 6.8% to 6.9%.
26. Of course, while the variable PCR percentage for 2022 is being 'protected' by the substantial Government COVID-19 financial support received in 2020, that financial support was a one-off and without an equivalent external 'boost' in 2021 the likelihood is that aggregate net operating receipts this year will decline significantly from 2020 levels. It must be expected therefore that the combination of continuing increases in the cost of insurance and a decrease in aggregate net operating receipts is likely to lead to a substantial rise in the variable PCR charge percentage for 2023 above the current level of 6.8%.

Ministry costs

27. The estimated cost of several of the components of the ministry costs for 2022 is dependent on decisions that have yet to be made. Where necessary the actual PCR charge for 2022 will be adjusted to reflect the actual cost of these components. However, based on the information available at this stage, in aggregate the ministry costs for 2022 are expected to be at least 10% more per clergy than the actual cost for 2021 (see Attachment 1).

Superannuation

28. Standing Committee has now determined the recommended minimum stipend will increase by 2.4% from 1 July 2022. The amount of the superannuation contribution required for 2022 has therefore been calculated as 17% of the average recommended minimum stipend for 2022 for the relevant position (ministers and assistant ministers with more than 7 years service, and other assistant ministers with 3-4 years experience).

Long service leave

29. The actual long service leave ("LSL") contribution will not be known until set by the General Synod LSL Fund in late 2020. Accordingly, for now LSL contribution has been estimated based on a 2% increase over the figure for 2021 to allow for a possible rise in the average national stipend (calculated by the General Synod office).

Stipend Continuance Insurance

30. 2021 is the last year of a 3-year fixed rate agreement and, as foreshadowed in the Standing Committee's report to Synod last year in relation to the PCR charges for 2021, the cost of all salary continuance insurance continues to rise very significantly. The current insurer has estimated a 40% to 50% increase in the premium rate for 2022 if the current benefit structure is maintained. The Standing Committee has approved an open tender process later this year to identify the insurer with the lowest premium rate.
31. As part of that tender process each potential insurer is being asked to quote on a number of alternative benefit structures. It is expected that several of those alternatives will offer significant premium savings and Standing Committee is intending to carefully review those alternatives in order

to select an insurer and a benefit structure that minimises the cost of this insurance while still providing an appropriate level of cover for parish clergy.

32. The results of the tender process and the final negotiations with the selected insurer will not be known until Q4 2021. Accordingly, for the purpose of this Report it has been assumed the premium rate for this insurance will increase by 45% over the rate for 2021.

Other matters

33. While these estimates represent the best figures currently available, the Ordinance allows Standing Committee to report an estimate of the amounts payable to Synod in September this year and then set the actual charge for 2022 based on the formula in the Schedule to the Ordinance.
34. It is expected that the actual cost of a number of the components will vary from the estimates in this Report. It is probable therefore that both the final variable PCR charge percentage to be determined by Standing Committee later this year and the final Ministry costs per clergy will vary from the estimates in this Report.
35. Continuing an important initiative that has been in place for a number of years now, although temporarily suspended for 2020, the Ordinance also specifies that in addition to the cost recoveries charge, in 2022 each parochial unit is to pay a Church Land Acquisition Levy calculated at 2% of the net operating receipts of that parochial unit for 2020.

Property Receipts Levy

36. For convenience, Attachment 2 to this Report also shows the amount of property income subject to the Property Receipts Levy received by each parish in 2020, and the amount of Levy payable on that Property income in 2022. In total the property income decreased from \$11.6m to \$8.0m (a decrease of 31%). The total amount of Levy payable in 2022 is \$321,773.
37. Where a parish's property income subject to the Levy calculated in accordance with the Property Income Worksheet would otherwise be a negative number it has been shown in Attachment 2 as '-' so that the total income figure is not distorted.
38. In accordance with clause 4 of the *Property Receipts Levy Ordinance 2018*, parishes that receive property income that is subject to an ordinance applying some of that income for non-parish purposes (indicated by a * next to their Levy amount) pay no Levy on that income subject to an ordinance, but pay a higher rate of Levy on their other property income that is subject to the Levy.

DANIEL GLYNN
Diocesan Secretary

15 September 2021

Parochial Cost Recovery Charges for 2022

	Actual for 2021	Standing Committee estimate for 2022
Ministry costs (per F/T minister)		
Ministers, Assistant Ministers (7+ years, Senior Assistant Ministers)		
Superannuation contribution	11,677	11,959
Long service leave contribution	1,726	1,758
Clergy Care -		
Stipend Continuance Insurance	3,000	4,296
Clergy Assistance Program	150	150
Sickness & accident fund	125	125
Cost per minister	\$ 16,678	\$ 18,288
	<i>\$ increase on previous year</i>	
	1%	10%
Assistant Ministers		
Superannuation contribution	10,509	10,763
Long service leave contribution	1,726	1,758
Clergy Care -		
Stipend Continuance Insurance	3,000	4,296
Clergy Assistance Program	150	150
Sickness & accident fund	125	125
Cost per minister	\$ 15,510	\$ 17,092
	<i>\$ increase on previous year</i>	
	1%	10%

Variable PCR Charge, Church Land Acquisition Levy and Property Receipts Levy for 2022

	Net Operating Receipts	PCR	Church Land Acquisition Levy	Property Income	PRL
Total Net Operating Receipts for 2020 (as at 19 August 2021)	136,310,641				
Parochial Network Costs to be recovered in 2022		9,289,661			
Variable PCR percentage for parishes with property		6.8825645%			
Variable PCR percentage for parishes without property (=60%)		4.1295387%			
Church Land Acquisitions Levy percentage			2.00%		
Contribution to the acquisition of land for future church sites			2,726,213		
Property Income subject to the Levy				7,962,482	
Property Receipts Levy payable (at 67% of full variable rate)					321,773

	Parish, Prov. P, R, Church, Prov. R.C.	Region	Parochial Unit	2020 Net Operating Receipts	Variable PCR charge for 2022	Church Land Acquisition Levy for 2022	2020 Property Income subject to Levy	Property Receipts Levy (at 67% rate) for 2022
1	PP	SS	Abbotsford	222,433	15,309	4,449	58,219	826
2	P	W	Albion Park	298,499	20,544	5,970	19,460	-
3	P	SS	Annandale	773,049	53,206	15,461	40,052	-
4	PP (np)	WS	Arise Anglican Church #	85,482	3,530	1,710	-	-
5	P	N	Artarmon	398,243	27,409	7,965	2,112	-
6	P	SS	Ashbury	330,642	22,757	6,613	21,326	-
7	P	SS	Ashfield Five Dock and Haberfield	1,053,305	72,494	21,066	-	-
8	P	N	Asquith/Mt Colah/Mt Kuring-gai	462,516	31,833	9,250	11,536	-
9	P	WS	Auburn – St Philip	412,288	28,376	8,246	10,252	-
10	PP	WS	Auburn – St Thomas	182,086	12,532	3,642	29	-
11	P	W	Austinmer	528,744	36,391	10,575	21,631	-
12	P	N	Balgowlah	385,560	26,536	7,711	56,494	653
13	PP	SS	Balmain (St Mary's, formerly part of Darling Street)	80,130	5,515	1,603	17,523	-
14	P	SW	Bankstown	170,739	11,751	3,415	3,589	-
15	P	N	Barrenjoey	374,978	25,808	7,500	90,927	4,113
16	P	WS	Baulkham Hills	321,931	22,157	6,439	-	-
17	PP	SS	Bayside (formerly Arncliffe)	401,565	27,638	8,031	1,668	-
18	P	N	Beecroft	578,196	39,795	11,564	31,514	-
19	P	SS	Bellevue Hill	254,980	17,549	5,100	175,866	17,733
20	P	SW	Belmore with McCallums Hill & Clemton Park	157,893	10,867	3,158	-	-
21	P	N	Belrose	433,568	29,841	8,671	82,098	3,226
22	PP	WS	Berala	323,780	22,284	6,476	5,512	-
23	P	N	Berowra	447,671	30,811	8,953	3,086	-
24	P	W	Berry	180,478	12,422	3,610	11,687	-
25	P	SW	Beverly Hills with Kingsgrove	313,711	21,591	6,274	44,483	-
13	P	SS	Birchgrove (formerly Balmain – St John's)	151,705	10,441	3,034	23,195	-
26	P	WS	Blackheath	215,748	14,849	4,315	5,855	-
27	P	WS	Blacktown	529,377	36,435	10,588	83,120	3,329
28	P	SW	Blakehurst	255,749	17,602	5,115	45,550	-
29	P	W	Bomaderry	185,458	12,764	3,709	12,868	-
30	P	SS	Bondi and Waverley	704,455	48,485	14,089	-	-
31	p	W	Bowral	762,241	52,462	15,245	22,178	-
32	P	SS	Brighton/Rockdale	412,729	28,406	8,255	62,260	1,232

	Parish, Prov. P, R, Church, Prov. R.C.	Region	Parochial Unit	2020 Net Operating Receipts	Variable PCR charge for 2022	Church Land Acquisition Levy for 2022	2020 Property Income subject to Levy	Property Receipts Levy (at 67% rate) for 2022
33	P	SS	Broadway	1,393,419	95,903	27,868	-	-
34	P	W	Bulli	459,198	31,605	9,184	40,791	-
35	P	SS	Burwood	374,834	25,798	7,497	13,926	-
36	PP	SW	Cabramatta	485,664	33,426	9,713	56,356	639
37	P	WS	Cambridge Park	204,544	14,078	4,091	1,717	-
38	P	SW	Camden	673,425	46,349	13,469	77,774	2,791
39	P	SW	Camden Valley (formerly South Creek)	594,335	40,905	11,887	41	-
40	P	SW	Campbelltown	1,643,417	113,109	32,868	-	-
41	P	SW	Campsie	254,950	17,547	5,099	52,284	229
42	P	SS	Canterbury with Hurlstone Park	309,488	21,301	6,190	17,352	-
43	P	W	Caringbah	762,120	52,453	15,242	84,101	3,427
44	P	WS	Carlingford and North Rocks	2,114,233	145,513	42,285	3,152	-
45	P	N	Castle Hill	2,820,396	194,116	56,408	37,860	-
46	P	SS	Centennial Park	716,925	49,343	14,339	-	-
47	P	N	Chatswood	1,345,577	92,610	26,912	94,153	4,437
48	RC (np)	N	Cherrybrook#	331,458	13,688	6,629	-	-
49	PP	SW	Chester Hill with Sefton (+Villawood 1 Jan 21)	389,624	26,816	7,792	2,049	-
50	P	N	Christ Church Northern Beaches	318,774	21,940	6,375	84,937	3,511
51	PRC (np)	SW	Church at the Peak (Peakhurst South) #	347,005	14,330	6,940	-	-
52	P	SS	Church Hill	1,299,509	89,440	25,990	18,606	5,610
53	P	SS	Clovelly	479,407	32,995	9,588	28,191	-
54	PP	SW	Cobbitty	319,485	21,989	6,390	32,910	-
55	P	SS	Concord & Burwood	190,250	13,094	3,805	30,814	-
56	PP	SS	Concord North	276,922	19,059	5,538	8,533	-
57	P	SS	Concord West	182,228	12,542	3,645	49,188	-
58	P	SS	Coogee	251,857	17,334	5,037	38,141	6,389
59	P	SS	Cooks River	176,257	12,131	3,525	51,019	102
60	P	W	Corrimal	247,242	17,017	4,945	6,407	-
61	P	WS	Cranebrook with Castlereagh	465,979	32,071	9,320	-	-
62	P	N	Cremorne	350,217	24,104	7,004	109,120	-
63	P	W	Cronulla	231,514	15,934	4,630	10,061	-
64	P	SS	Croydon	922,572	63,497	18,451	17,684	-
65	PP	W	Culburra Beach	146,985	10,116	2,940	16	-
66	P	W	Dapto	1,078,350	74,218	21,567	78,141	2,828
67	P	SS	Darling Point	808,812	55,667	16,176	143,852	12,370
68	P	SS	Darling Street (now without St Mary's)	707,659	48,705	14,153	307,526	46,990
69	P	SS	Darlinghurst	744,013	51,207	14,880	275,377	39,451
70	P	N	Dee Why	324,167	22,311	6,483	20,237	-
71	PP	SW	Denham Court	155,513	10,703	3,110	35,749	-
72	PP	WS	Doonside	90,233	6,210	1,805	-	-
73	P	SS	Drummoyne	242,043	16,659	4,841	13,254	-
74	PP	SW	Dulwich Hill	230,118	15,838	4,602	82,753	3,292
75	P	WS	Dundas/Telopea	611,404	42,080	12,228	230,459	-
76	P	N	Dural District	539,816	37,153	10,796	10,579	-
77	P	SW	Eagle Vale	282,615	19,451	5,652	3,751	-
78	P	SS	Earlwood	272,861	18,780	5,457	-	-
79	P	N	East Lindfield	271,798	18,707	5,436	38,957	-
80	P	SS	Eastgardens	642,201	44,200	12,844	9,465	-
81	P	N	Eastwood (now incorporates Ermington 1 Jan 21)	1,012,162	69,663	20,243	44,524	-
82	P	WS	Emu Plains	482,543	33,211	9,651	188	-
83	P	SS	Enfield and Strathfield	1,028,626	70,796	20,573	27,477	-
84	P	W	Engadine	791,751	54,493	15,835	257	-
85	P	SS	Enmore/Stammore	200,283	13,785	4,006	25,692	-

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	Parish, Prov. P, R. Church, Prov. R.C.	Region	Parochial Unit	2020 Net Operating Receipts	Variable PCR charge for 2022	Church Land Acquisition Levy for 2022	2020 Property Income subject to Levy	Property Receipts Levy (at 67% rate) for 2022
86	P	N	Epping	368,764	25,380	7,375	48,838	-
87	PP	SW	Fairfield with Bossley Park	637,689	43,889	12,754	-	-
88	P	W	Fairy Meadow	358,717	24,689	7,174	25,803	-
89	P	W	Figtree	1,521,590	104,724	30,432	5,218	-
90	P	N	Forestville	487,060	33,522	9,741	27,360	-
91	P	N	Frenchs Forest (<i>incorporating Beacon Hill</i>)	453,462	31,210	9,069	13,331	-
92	P	N	Freshwater	379,289	26,105	7,586	3,476	-
93	P	SW	Georges Hall	139,689	9,614	2,794	1,123	-
94	P	W	Gerringong	352,978	24,294	7,060	9,533	-
95	P	N	Gladesville	1,764,174	121,420	35,283	175,981	17,752
96	P	SS	Glebe	452,478	31,142	9,050	122,055	8,719
97	P	N	Glenhaven	572,721	39,418	11,454	5,190	-
98	P	WS	Glenmore Park and Mulgoa	896,975	61,735	17,940	4,381	-
99	P	N	Gordon	437,642	30,121	8,753	24,592	-
100	RC (np)	SS	Grace City Church (<i>1 Jan 21</i>) #		-	-		-
101	P	WS	Granville	308,542	21,236	6,171	26,341	-
102	PP	SW	Greenacre	94,358	6,494	1,887	21,827	-
103	P	N	Greenwich	152,004	10,462	3,040	11,960	-
104	P	WS	Greystanes – Merrylands West	126,115	8,680	2,522	21,305	-
105	PP	WS	Guildford (<i>formerly Guilford with Villawood</i>)	477,540	32,867	9,551	87,903	-
106	P	W	Gymea	445,569	30,667	8,911	11,328	-
107	RC (np)	W	Harbour Church #		-	-		-
108	P	W	Helensburgh and Stanwell Park	415,680	28,609	8,314	23,174	-
109	P	N	Hornsby	176,338	12,137	3,527	32,543	-
110	PRC (np)	N	Hornsby Anglican Chinese Church #	204,070	8,427	4,081	4,395	-
111	P	N	Hornsby Heights	178,185	12,264	3,564	7,935	-
112	P	SW	Hoxton Park	377,775	26,001	7,556	36,532	-
113	P	N	Hunters Hill	312,146	21,484	6,243	81,185	-
114	P	SW	Hurstville	822,016	56,576	16,440	-	-
115	P	SW	Hurstville Grove	532,960	36,681	10,659	-	-
116	P	W	Jervis Bay and St Georges Basin (<i>formerly Huskisson</i>)	201,478	13,867	4,030	1,256	-
117	P	SW	Ingleburn (<i>incorporating Glenquarie</i>)	367,483	25,292	7,350	-	-
118	PP	W	Jamberoo	235,769	16,227	4,715	28,180	-
119	P	W	Jannali	1,072,841	73,839	21,457	32,747	-
120	P	W	Kangaroo Valley	141,174	9,716	2,823	27,894	-
121	P	WS	Katoomba	360,286	24,797	7,206	17,141	-
122	P	W	Keiraville	307,707	21,178	6,154	6,209	-
123	P	WS	Kellyville	1,019,322	70,155	20,386	2,245	-
124	P	SS	Kensington Eastlakes	282,611	19,451	5,652	76,204	2,634
125	P	W	Kiama and Minnamurra	558,849	38,463	11,177	-	-
126	P	N	Killara	556,182	38,280	11,124	90,234	4,043
127	P	SS	Kingsford	246,170	16,943	4,923	3,322	-
128	P	WS	Kingswood	309,775	21,320	6,196	2,920	-
129	P	N	Kirribilli and Neutral Bay	2,251,958	154,992	45,039	88,620	3,881
130	P	WS	Kurrajong	316,310	21,770	6,326	16,196	-
131	PP	SW	Lakemba	69,025	4,751	1,381	7,964	-
132	P	WS	Lalor Park and Kings Langley	240,173	16,530	4,803	10,687	-
133	P	N	Lane Cove and Mowbray	701,014	48,248	14,020	42,284	-
134	P	N	Lavender Bay	381,669	26,269	7,633	69,543	1,964
135	P	WS	Lawson	163,984	11,286	3,280	10,609	-
136	P	SS	Leichhardt	364,884	25,113	7,298	21,880	-
137	P	WS	Leura	177,594	12,223	3,552	2,902	-
138	P	WS	Lidcombe	319,660	22,001	6,393	1,177	-

	Parish, Prov. P, R, Church, Prov. R.C.	Region	Parochial Unit	2020 Net Operating Receipts	Variable PCR charge for 2022	Church Land Acquisition Levy for 2022	2020 Property Income subject to Levy	Property Receipts Levy (at 67% rate) for 2022
139	P	N	Lindfield	518,268	35,670	10,365	3,373	-
140	P	WS	Lithgow	291,492	20,062	5,830	26,662	-
141	P	SW	Liverpool	444,165	30,570	8,883	39,220	6,569
142	P	SW	Liverpool South	249,803	17,193	4,996	714	-
143	P	N	Longueville	339,100	23,339	6,782	30,004	-
144	PP	SS	Lord Howe Island	15,403	1,060	308	-	-
145	P	WS	Lower Mountains	672,961	46,317	13,459	-	-
146	P	SW	Lugarno	167,106	11,501	3,342	16,629	-
147	P	N	Macquarie	560,932	38,607	11,219	70,077	2,018
148	P	SS	Malabar	384,884	26,490	7,698	83,472	3,364
149	P	N	Manly	1,601,649	110,235	32,033	45,068	-
150	P	SS	Maroubra	452,297	31,130	9,046	-	-
151	P	SS	Marrickville	265,578	18,279	5,312	85,671	3,585
152	P	W	Menai	955,661	65,774	19,113	348	-
153	P	SW	Menangle	205,477	14,142	4,110	55	-
154	P	WS	Merrylands	330,997	22,781	6,620	119,255	8,250
155	P	WS	Minchinbury	330,680	22,759	6,614	-	-
156	P	SW	Minto	333,573	22,958	6,671	7,363	-
157	P	W	Miranda	1,075,850	74,046	21,517	26,259	-
158	P	W	Mittagong	470,130	32,357	9,403	20,327	-
159	P	N	Mona Vale	321,403	22,121	6,428	77	-
160	P	SW	Moorebank	514,346	35,400	10,287	12,885	-
161	P	N	Mosman – St Clement's	784,777	54,013	15,696	140,275	11,771
162	P	N	Mosman – St Luke's	378,433	26,046	7,569	112,755	7,161
163	P	W	Moss Vale	253,286	17,433	5,066	14,427	-
164	PP	WS	Mt Druitt	167,993	11,562	3,360	37,791	-
165	P	SW	Narellan	341,561	23,508	6,831	-	-
166	P	N	Naremburn/Cammeray	1,212,245	83,434	24,245	981	-
167	P	N	Narrabeen	983,755	67,708	19,675	47,906	-
168	P	N	Newport	208,130	14,325	4,163	41,386	-
169	P	SS	Newtown with Erskineville	719,845	49,544	14,397	14,522	-
170	P	SS	Norfolk Island	0	-	-	-	-
171	P	N	Normanhurst	948,114	65,255	18,962	-	-
172	P	N	North Epping	526,040	36,205	10,521	48,252	-
173	P	N	North Ryde	326,262	22,455	6,525	17,040	-
174	P	N	North Sydney	1,986,427	136,717	39,729	-	-
175	P	N	Northbridge	606,330	41,731	12,127	57,822	786
176	P	WS	Northmead and Winston Hills	750,299	51,640	15,006	-	-
177	P	WS	Norwest	1,384,390	95,282	27,688	-	-
178	P	W	Nowra	508,870	35,023	10,177	-	-
179	P	W	Oak Flats	184,079	12,669	3,682	-	-
180	P	WS	Oakhurst	237,029	16,314	4,741	77,156	2,729
181	P	SW	Oatley	251,107	17,283	5,022	35,336	-
182	P	SW	Oatley West	226,563	15,593	4,531	297	-
183	PP	SW	Oran Park	417,160	28,711	8,343	-	-
184	P	SS	Paddington	193,158	13,294	3,863	-	-
185	P	SW	Padstow	148,872	10,246	2,977	2,239	-
186	P	SW	Panania	491,322	33,816	9,826	373	-
187	P	WS	Parramatta	1,332,508	91,711	26,650	31,626	-
188	P	WS	Parramatta North with Harris Park	400,879	27,591	8,018	64,966	1,504
189	P	SW	Peakhurst/Mortdale	312,831	21,531	6,257	2,319	-
190	P	WS	Penrith	524,904	36,127	10,498	82,359	3,252
191	P	SW	Penshurst	254,238	17,498	5,085	30,997	-
192	P	SS	Petersham	380,751	26,205	7,615	12,587	-
193	PRC (np)	N	Philadelphia Anglican Church #	167,952	6,936	3,359	810	-
194	P	W	Picton and Wilton	202,684	13,950	4,054	8,899	-

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	Parish, Prov. P, R, Church, Prov. R.C.	Region	Parochial Unit	2020 Net Operating Receipts	Variable PCR charge for 2022	Church Land Acquisition Levy for 2022	2020 Property Income subject to Levy	Property Receipts Levy (at 67% rate) for 2022
195	PP	WS	Pitt Town	705,267	48,540	14,105	25,312	-
196	PP	W	Port Kembla	204,469	14,073	4,089	47,849	-
197	P	N	Pymble	854,756	58,829	17,095	3,317	-
198	P	WS	Quakers Hill	989,197	68,082	19,784	29,623	-
199	P	SS	Randwick	711,023	48,937	14,220	19,834	3,322
200	PP	SW	Regents Park	50,653	3,486	1,013	696	-
201	PP	SW	Revesby	130,791	9,002	2,616	3,810	-
202	P	WS	Richmond	342,900	23,600	6,858	15,447	-
203	PP	WS	Riverstone	322,823	22,219	6,456	94,901	4,513
204	P	SW	Riverwood – Punchbowl	382,507	26,326	7,650	70,397	2,050
205	P	W	Robertson	204,677	14,087	4,094	-	-
206	P	WS	Rooty Hill	2,243,705	154,424	44,874	-	-
207	PP	SW	Rosemeadow	232,788	16,022	4,656	43,280	-
208	P	N	Roseville	1,095,751	75,416	21,915	935	-
209	P	N	Roseville East	400,396	27,558	8,008	27,187	-
210	P	WS	Rouse Hill	531,552	36,584	10,631	17,002	-
211	P	N	Ryde	846,041	58,229	16,921	15,881	4,788
212	PP	SW	Sadleir	237,076	16,317	4,742	49,756	-
213	P	SS	Sans Souci	227,751	15,675	4,555	34,074	-
214	P	N	Seaforth	326,462	22,469	6,529	6,918	-
215	P	WS	Seven Hills	316,343	21,773	6,327	759	-
216	P	W	Shellharbour	206,380	14,204	4,128	7,860	-
217	P	W	Shellharbour City Centre	444,163	30,570	8,883	188	-
218	P	W	Shoalhaven Heads	190,225	13,092	3,805	13,636	-
219	RC(np)	W	Soul Revival Church #	649,352	26,815	12,987	98	-
220	P	SW	South Carlton	311,730	21,455	6,235	2,725	-
221	P	SS	South Coogee	175,193	12,058	3,504	-	-
222	P	SS	South Head (formerly Vauclose + Watsons Bay)	683,350	47,032	13,667	225,897	27,848
223	P	SW	South Hurstville	267,084	18,382	5,342	47,367	-
224	P	SS	South Sydney	286,457	19,716	5,729	85	-
225	P	WS	Springwood	919,874	63,311	18,397	-	-
226	P	SS	St George	197,994	13,627	3,960	13,843	-
227	P	SW	St George North	1,123,548	77,329	22,471	226	-
228	P	N	St Ives	2,110,523	145,258	42,210	1,296	-
229	P	SW	St Johns Park (formerly Smithfield Road)	224,363	15,442	4,487	23,118	-
230	P	WS	St Marys and St Clair Anglican Churches (from 1 Nov 21)	322,311	22,183	6,446	73	-
231	RC(np)	WS	Stanhope #	255,832	10,565	5,117	97	-
232	P	SS	Strathfield and Homebush	295,504	20,338	5,910	91,715	4,192
233	P	SS	Summer Hill	387,187	26,648	7,744	63,282	1,335
234	PP	SS	Surry Hills	820,866	56,497	16,417	93,240	4,346
235	PP	W	Sussex Inlet	137,622	9,472	2,752	1,367	-
236	P	W	Sutherland	450,331	30,994	9,007	30,432	-
237	P	W	Sutton Forest	342,126	23,547	6,843	32,113	-
238	P	SS	Sydney – Cathedral of St Andrew			-		-
239	P	SS	Sydney – Christ Church St Laurence	1,556,845	107,151	31,137	39,945	6,045
240	P	SS	Sydney – St James, King Street	1,762,182	121,283	35,244	-	-
241	P	W	Sylvania	343,809	23,663	6,876	78,863	2,901
242	PP	N	Terry Hills	129,929	8,942	2,599	55	-
243	P	SW	The Oaks	180,087	12,395	3,602	32,867	-
244	P	N	Thornleigh – Pennant Hills	757,669	52,147	15,153	1,169	-
245	P	WS	Toongabbie	734,818	50,574	14,696	1,391	-
246	P	N	Turramurra	1,626,829	111,968	32,537	23,318	-
247	P	N	Turramurra South	442,212	30,436	8,844	6,377	-

	Parish, Prov. P, R, Church, Prov. R.C.	Region	Parochial Unit	2020 Net Operating Receipts	Variable PCR charge for 2022	Church Land Acquisition Levy for 2022	2020 Property Income subject to Levy	Property Receipts Levy (at 67% rate) for 2022
248	P	W	Ulladulla	336,191	23,139	6,724	5,279	-
249	RC(np)	SS	Unichurch (Uni. NSW) #	1,300,880	53,720	26,018	462	-
250	P	N	Wahroonga – St Andrew's	580,487	39,952	11,610	-	-
251	P	N	Wahroonga – St Paul's	443,894	30,551	8,878	57,213	725
252	P	N	Waitara	334,090	22,994	6,682	-	-
253	P	WS	Wentworth Falls	344,987	23,744	6,900	10,268	-
254	P	WS	Wentworthville	146,265	10,067	2,925	59	-
255	P	N	West Pennant Hills	981,630	67,561	19,633	4,493	-
256	P	N	West Pymble with West Lindfield (from 1 Jan 21)	1,424,413	98,036	28,488	32,087	-
257	P	N	West Ryde	544,888	37,502	10,898	20,723	-
258	P	W	West Wollongong	482,167	33,185	9,643	68,935	1,903
259	P	WS	Westmead	228,885	15,753	4,578	61,707	1,177
260	P	WS	Wilberforce	257,828	17,745	5,157	40,943	-
261	P	N	Willoughby	517,898	35,645	10,358	17,084	-
262	P	N	Willoughby Park	328,396	22,602	6,568	57,718	776
263	P	WS	Windsor	139,021	9,568	2,780	8,936	-
264	P	W	Wollondilly	229,439	15,791	4,589	2,112	-
265	P	W	Wollongong	1,077,235	74,141	21,545	-	-
266	P	SS	Woollahra	192,148	13,225	3,843	14,432	-
267	P	SW	Yagoona	332,877	22,910	6,658	76,794	2,693
				136,310,641	9,289,661	2,726,213	7,962,482	321,773

Notes

The 10 parochial units without property are indicated with "#" after the name of the parochial unit and "(np)" in the column showing the type of parochial unit (Parish, Provisional Parish, Recognised Church or Provisional Recognised Church).

In accordance with the formula in the Schedule to the *Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance 2018*, the 10 parochial units without property are charged only 60% of the normal variable PCR percentage. The lower percentage approximates what the network costs would be after excluding – (i) the property insurance component of the ACPT's parish property and liability insurance program, and (ii) the ACPT's management fee.

In accordance with clause 4 of the *Property Receipts Levy Ordinance 2018*, parishes that receive property income that is subject to an ordinance applying some of that income for non-parishes purposes (indicated by a * next to their Levy amount) pay no Levy on that income subject to an ordinance, but pay a higher rate of Levy on their other property income that is subject to the Levy.

Parochial Cost Recovery Charges for 2022

	Actual for 2021	Standing Committee estimate for 2022
Parochial Network Costs		
Parish property and liability insurance program	6,200,000	7,214,000
Parish risk management program	247,000	253,793
Professional Standards Unit -		
Parish related costs	998,000	1,096,279
<u>less</u> amount drawn from the reserves of the PSU	-	(150,000)
Reimbursing Synod Fund 131 for non-standard expenses	50,000	-
Safe ministry training program	156,000	160,290
Ministry Spouse Support Fund	-	-
Provision for relief and remission of PCR charges	10,000	-
Parish contribution to the cost of Diocesan archives	73,000	75,000
SDS fee for managing the PCR Fund 951	216,000	221,940
ACPT management fee payable by all parishes with property	370,000	723,360
Voluntary relinquishment of incumbency fund	-	40,000
Parish contribution to cost of the 2021 National Church Life Survey	-	35,000
<u>less</u> amount drawn from the working capital in PCR Fund 951	-	(300,000)
<u>less</u> amount drawn from the working capital in MSS Fund		(80,000)
	8,320,000	9,289,661
<i>\$ increase on previous year</i>	12%	12%
Total Net Operating Receipts 2019 & 2020	122,928,013	136,310,641
Variable PCR charge percentage (parochial units with property)	6.83773%	6.8825645%
Variable PCR charge percentage (parochial units without property)	4.10264%	4.1295387%

Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021

No 35, 2021

Long Title

An Ordinance to determine the costs for parochial units and for a levy for the acquisition of land for church sites payable by parochial units in 2022, to authorise the application of such charges and for incidental purposes.

Preamble

A. Under clause 4 of the *Cost Recoveries Framework Ordinance 2008* (the “Framework Ordinance”), a parochial unit is to pay a cost recoveries charge each year in respect of ministry costs and parochial network costs specified or determined in accordance with an ordinance referred to in clause 5 of the Framework Ordinance.

B. By clause 5A of the Framework Ordinance, as amended by the *Synod Funding Arrangements Amendment Ordinance 2021*, the Standing Committee is to pass an ordinance which specifies the cost recoveries charge to be paid by each parochial unit in 2022, or the method or methods by which such charge may be determined by the Standing Committee, and authorises the Standing Committee to apply such cost recoveries charges paid by parochial units in a financial year toward ministry costs and parochial network costs.

The Standing Committee of the Synod of the Diocese of Sydney Ordains as follows.

1. Name

This Ordinance is the Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021.

2. Definitions

In this Ordinance –

“year” means a period of 12 calendar months commencing on 1 January.

“ministry costs” means the costs, expenses, charges or contributions for the year referred to or contemplated under clause 2(2)(a) of the Framework Ordinance.

“parochial network costs” means –

- (a) the costs, expenses, charges or contributions for the year referred to or contemplated under clause 2(2)(b) of the Framework Ordinance, and
- (b) the cost of the parish risk management program, and
- (c) the parish related costs for the year of the Professional Standards Unit, and
- (d) the cost of reimbursing Synod Fund 131 for non-standard expenses previously incurred by the Professional Standards Unit and paid from Synod Fund 131, and
- (e) the cost of the safe ministry training program, and
- (f) the cost of the Ministry Spouse Support Fund, and
- (g) any provision for the relief or remission of parochial cost recoveries charges, and
- (h) the cost of the Sydney Diocesan Service’s fee for managing the Parochial Cost Recoveries Fund 951, and
- (i) the cost of the Property Trust’s management fee for property related services to parishes with property, and
- (j) the cost of the Diocesan contribution to the Voluntary Relinquishment of Incumbency Fund.

“parochial unit” means a parish, provisional parish, recognised church or provisional recognised church in the Diocese of Sydney.

“parochial unit with property” means a parochial unit for which real property is held on trust or which has the use of real property held as part of the fund constituted under the *Mission Property Ordinance 2002*.

“church land acquisition projects” means the acquisition of land for church sites in areas in the Diocese which are experiencing or are likely to experience a rapid increase in population in accordance with the priorities determined under clause 5C of the *Mission Property Ordinance 2002*.

“Mission Property Fund” means the fund constituted under the *Mission Property Ordinance 2002*.

3. Cost Recoveries Charge

- (1) In 2022 each parochial unit is to pay a cost recoveries charge calculated according to the formula in the Schedule.
- (2) The cost recoveries charge paid by a parochial unit under subclause (1) is to be applied to the payment of the ministry costs and parochial network costs incurred, or to be incurred, in the year for which that charge is paid.

4. Church Land Levy

- (1) In 2022 each parochial unit is to pay a levy calculated as 2.0% of the Net Operating Receipts of the relevant parochial unit for 2020, determined under Part 3 of the Framework Ordinance.
- (2) The levy is payable by 12 equal instalments in each year, the first due and payable on 1 January and subsequent instalments due and payable on the first day of each succeeding month.
- (3) The levy paid by a parochial unit under subclause (1) is to be paid as an addition to the Mission Property Fund and applied towards church land acquisition projects.

Schedule: Cost Recoveries Charge

- (1) The cost recoveries charge payable by a parochial unit for a year is –
 - (a) in the case of St Andrew’s Cathedral, the minister and assistant minister charge for that year, and
 - (b) in the case of any other parochial unit, the sum of –
 - (i) the minister and assistant minister charge for that year, and
 - (ii) the variable charge for that year,

but if –

- (c) the contributions, costs and charges for a minister or assistant minister are paid by another parochial unit or body, or do not apply to the minister or assistant minister, a pro rata rebate of the appropriate portion of the minister or assistant minister charge is granted for that part or parts of the year for which that minister or assistant minister is licensed, and
- (d) if a minister or assistant minister is licensed to the parochial unit only for part or parts of the year, an appropriate portion of the minister and assistant minister charge is payable for such part or parts.

- (2) In this Schedule –

“assistant minister” means an assistant minister or a senior assistant minister within the meaning of the *Assistant Ministers Ordinance 2017* licensed to the parochial unit.

“minister” means –

- (a) the person licensed to the parochial unit as rector, and
- (b) in the absence or incapacity of a person referred to in paragraph (a) or during any vacancy in office of the rector of the parochial unit, the person appointed under rule 9.7 in Schedule 1 or Schedule 2 of the *Parish Administration Ordinance 2008* for the time being to exercise all or any of the functions of the rector.

“minister and assistant minister charge” means, for each minister and assistant minister licensed to the parochial unit, the sum of the following costs and charges –

- (a) the costs of the contribution or contributions to a superannuation fund at the rate determined from time to time under the *Sydney Diocesan Superannuation Fund Ordinance 1961*, and
- (b) the costs of the contribution required to the Sydney Long Service Leave Fund in order to enable that Fund to make the payment or payments required to be made under the *Long Service Leave Canon 2010* in 2022, and
- (c) the costs of Clergy Care, including the costs of effecting stipend continuance insurance and funding the Clergy Assistance Program, and
- (d) the costs of the contribution or contributions to fund the Sydney Diocesan Sickness and Accident Fund.

“variable charge” in 2022 means the determined percentage of the Net Operating Receipts of the parochial unit for 2020 under the Framework Ordinance.

“determined percentage” means the ratio, expressed as a percentage, determined by the Standing Committee in accordance with the following formula –

PC / TR

where –

PC is the total estimated amount of all parochial network costs payable in 2022, and

TR is the total of the Net Operating Receipts of all parochial units, except for St Andrew's Cathedral, for 2020,

provided that –

- (a) in the case of a parochial unit with property, the determined percentage is adjusted upwards to the extent necessary to meet any shortfall in the recovery of the estimated amount of all parochial network costs associated with property payable in a year due to the reduction in the determined percentage for parochial units without property under paragraph (b), and
- (b) in the case of a parochial unit without property, the determined percentage is 60% of the determined percentage calculated under paragraph (a).

I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

MICHAEL STEAD
Deputy Chair of Committee

I Certify that this Ordinance was passed by the Standing Committee of the Synod of the Diocese of Sydney on 6 September 2021.

D GLYNN
Secretary

I Assent to this Ordinance.

KANISHKA RAFFEL
Archbishop of Sydney

06/09/2021

2/05 Stipends, Allowances and Benefits for 2022

(A report from the Standing Committee.)

Key Points

- In February this year the recommended minimum stipend was increased by 2.4% to \$69,514 with effect from 1 July 2021, in line with the previous policy to set the figure at 75% of Average Weekly Earnings.
- In August we discontinued the use of AWE as the benchmark for setting recommended minimum stipends for 2022 onwards and instead adopted fixed increase of 2.4% as from 1 July in each of the next 2 years. As a result we approved a recommended minimum stipend of \$71,182 from 1 July 2022.
- In August we also removed the recommended limitations on the types of exempt benefit that may be provided to a minister in recognition of the ATO's Ruling TR 2019/2. We also renamed the MEA as the Minister's Discretionary Benefits Account (MDBA).
- The structure of remuneration package remains unchanged.

Introduction

1. By resolution 2/05, the Synod requested that the Standing Committee report its findings about stipends and allowances to the Synod each year.
2. The advice to ministers and wardens entitled "Guidelines for the Remuneration of Parish Ministry Staff for 2021-2022" (the **Guidelines**) was published in September this year and provides details of the recommended stipends, allowances and benefits for ministers, assistant ministers and lay ministers for 2022.

Recommended Minimum Stipends

3. In August 2020 Standing Committee agreed that it would be premature to approve any increase in clergy stipends for 2021 at that time due to the economic uncertainty caused by the COVID-19 pandemic. Then in February this year Standing Committee agreed to increase the recommended minimum stipend by 2.4% to \$69,514 with effect from 1 July 2021, in line with the policy adopted in August 2016, and modified in 2018, to set the figure at 75% of Average Weekly Earnings (AWE).
4. In August this year Standing Committee noted that continuing the application of its policy to set the recommended minimum stipend at 75% of AWE would have resulted in a 3.7% increase applying from 1 January 2022 and agreed to discontinue the use of AWE as the benchmark for setting minimum stipends for 2022 onwards and instead adopt a fixed increase of 2.4% as from 1 July in each of the next 2 years.
5. In accordance with the new policy, in August Standing Committee set the recommended minimum stipend of \$71,182 pa from 1 July 2022.
6. Accordingly, for 2022 the recommended minimum stipend will be –

	% of Minister's Recommended Minimum Stipend	Jul'21 – Jun'22 Recommended Minimum Stipend \$ pa	Jul'22 – Jun'23 Recommended Minimum Stipend \$ pa
Minister	100	69,514	71,182
Assistant Ministers, Lay Ministers & Youth and Children's Ministers (Theological degree or Advanced Diploma) –			
5 th and subsequent years	95	66,038	67,623
3 rd and 4 th year	90	62,563	64,064
1 st and 2 nd year	85	59,087	60,505
Youth and Children's Ministers (Diploma) –			
7 th and subsequent years	85	59,087	60,505
4 th to 6 th year	75	52,136	53,387
1 st to 3 rd year	65	45,184	46,269

Remuneration Packaging

7. The maximum level of stipend that may be sacrificed to a Minister's Discretionary Benefits Account (MDBA) remains set at 40%, with the member of the ministry staff able to set a lower percentage. Ministry staff may sacrifice an additional amount of stipend (over and above the 40%) to increase superannuation savings. There are now no limitations on the types of benefit that may be provided from the MDBA. Benefits, whether related to the minister's pastoral duties or of a private nature, received in this way are exempt from fringe benefits tax and income tax.

Superannuation Contributions

8. Contributions on account of superannuation for ministers and assistant ministers are part of the parish ministry costs and will be funded through the *Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance 2021*. Superannuation for lay ministers is paid separately. As in previous years, the amount of the superannuation contribution is generally set at approximately 17% of the applicable minimum stipend, accordingly the annual contributions proposed for 2022 are –

	2022
Minister	11,959
Assistant Ministers, Lay Ministers & Youth and Children's Ministers (Theological degree or Advanced Diploma)–	
7 th and subsequent years	11,959
1 st to 6 th year	10,763
Youth and Children's Ministers (Diploma) –	
7 th and subsequent years	10,165
1 st to 6 th year	8,969

Travelling Allowances/Benefits

9. The diocesan scale for the travelling allowance to be paid to ministers, assistant ministers, lay ministers and youth and children's ministers for 2022 is calculated in accordance with the following scale –
- (a) a fixed component of \$8,047 (2021 – \$8,047) per annum to cover depreciation, registration, insurance etc, plus

- (b) a reimbursement at the rate of \$246 (2021 – \$246) for every 1,000 kilometres travelled by the person concerned on behalf of the church or organisation which he or she serves.
10. Travel benefits may be provided through a MDBA in lieu of a travel allowance in accordance with the guidelines published in the Guidelines.

Remuneration for Occasional Services

11. The recommended rates for clergy who take occasional services are –

	2022 \$
For 1 service	90
For 2 or more services in a half day	120
For a whole day	180

12. The following guidelines also apply in relation to remuneration for occasional services –
- (a) If the total return journey of the person taking the occasional service is 75 kilometres or less, a travelling allowance of 80 cents per kilometre should be paid (2021 – 80 cents). If further kilometres are travelled, the travel allowance should be negotiated.
- (b) Meals should be provided where necessary.
- (c) As pension benefits may be reduced according to other income received, the recommended rates are open to negotiation.
- (d) Where a minister is invited to take, or assist in, services in a church outside their parochial unit, any payment for services should be made to the parochial unit to which the minister is licensed, rather than to the minister.

Acting Ministers, Locum Tenens and part time pastoral workers

13. Acting Ministers, Locum Tenens and part time pastoral workers should be remunerated with reference to the relevant full time stipend and benefits on a pro-rata basis (based on a 6 day working week). The worker should also be paid a travelling allowance at the rate of 80 cents per kilometre to cover any travel costs incurred while performing their duties (2021 – 80 cents).
14. Provision for ministry related expenses, superannuation, sick, annual and long service leave (on a pro-rata basis) should be provided where appropriate and agreed upon by the worker and parish council.
15. Part time pastoral workers must be included under the parish’s workers compensation insurance policy.

Male and Female Student Ministers

16. The recommended assistance for student ministers working one full day per week for 2022 is –

	% of Minister's Minimum Stipend	Jul'21 – Jun'22 \$ pa	Jul'22 – Jun'23 \$ pa
Studying for a degree	12.5	8,689	8,898
Studying for a diploma	10.0	6,951	7,118

If a student minister works more than one full day then the rate payable is a pro-rata amount of the full day rate.

17. The following guidelines also apply in relation to the remuneration of student ministers –
- (a) Transport costs (whether private vehicle or public) should be paid by the parochial unit. Where extensive travel is involved consideration should be given to paying for the travel time.
 - (b) Where a student minister serves for a half day in addition to a full day, account should be taken of the additional time and cost in travelling and care taken to ensure that the student minister is not disadvantaged by the additional expense.
 - (c) Under the Fair Work Act 2009, since 1 July 2021 the national minimum wage for adults has been \$20.33 per hour. This means that the recommended stipend allows for no more than 8.2 hours work per week if studying for a degree, and 6.6 hours if studying for a diploma. The minimum wage will be reviewed next on 1 July 2022.
 - (d) Arrangements should be made to ensure student ministers are provided with appropriate hospitality. For example, appropriate breaks should be provided especially in a long working day.
 - (e) Preparation time adds to the total time incurred in service for the parochial unit and should be allowed for when the amount of payment is considered.
 - (f) Currently superannuation contributions are payable if the remuneration exceeds \$450 per month. The Government has announced that it will remove this threshold from 1 July 2022.
 - (g) Worker's compensation insurance cover must be arranged by the parish.
 - (h) By arrangement with the student minister the parish may agree to pay college fees (tuition, boarding, etc) on behalf of the student minister in lieu of part of the normal remuneration. If such fees are paid they should be considered an exempt fringe benefit provided –
 - (i) the student is a ministry candidate, and/or holds the Archbishop's licence, or is an independent candidate undertaking the same course of study as required for a ministry candidate, and
 - (ii) the benefit is only applied to paying fees and the provision of accommodation/board.

For and on behalf of the Standing Committee.

BISHOP MICHAEL STEAD

8 November 2021

Amendment to Faithfulness in Service: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers

Recommendation

1. That Synod pass a resolution to amend paragraph 7.4 of *Faithfulness in Service* to insert the words 'and not engage in disgraceful conduct of a sexual nature' at the end of the paragraph before the full stop.

Explanation

2. Paragraph 7.4 of the version of *Faithfulness in Service: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers* (**Faithfulness in Service**) adopted by the Synod of the Diocese of Sydney states:

'7.4 You are to be chaste and not engage in sex outside of marriage.'

3. This was, at one time, the wording in the national standard of *Faithfulness in Service* authorised by the General Synod. In October 2006, the General Synod Standing Committee amended paragraph 7.4 of *Faithfulness in Service* to add in the following words at the end –

'and not engage in disgraceful conduct of a sexual nature'

4. The report of the Professional Standards Commission to the 2007 session of the General Synod explained that the amendment was made "to encompass disgraceful conduct of a sexual nature within marriage, such as rape".
5. For reasons unknown the amendments to 7.4 made by the General Synod Standing Committee in 2006 have not be adopted by our Synod. It was most likely an oversight. It is proposed that the amendment now be adopted, so that the version of *Faithfulness in Service* in use in Sydney is in conformity to the national standard.
6. *Faithfulness in Service* already includes standards against abuse (including sexual abuse and assault) against a spouse (paragraph 6.6). The amendment to paragraph 7.4 will therefore not materially change the overall standards expected of clergy and church workers. Nonetheless it is helpful to maintain consistency with the national standard of *Faithfulness in Service*.

For and on behalf of the Standing Committee.

DANIEL GLYNN
Diocesan Secretary

2 July 2021

Diocesan Organisations' Conformity with the Governance Policy

(A report from the Standing Committee.)

Key Points

- In 2020, diocesan organisations and schools that report to Synod under the *Accounts, Audits and Annual Reports Ordinance 1995* were required to report a statement which assesses their conformity with the *Governance Policy for Diocesan Organisations* and explains any areas of non-conformity. A Committee was established to review these statements and independently review the relevant constituting ordinances.
- As at 29 July 2021, twenty two (22) of thirty eight (38) diocesan organisations and schools had indicated that they intend to amend their ordinance to achieve greater alignment with the Governance Policy.
- In particular, attention was given to the Statement of Personal Faith at Appendix 3 of the Governance Policy, and its implementation in diocesan organisations and schools.
- The Committee's gap analysis also highlighted the need for clarity in the definition of a diocesan organisation, and governance training for board and council members.

Purpose

1. The purpose of this report is to inform the Synod on diocesan organisations' and schools' conformance with the *Governance Policy for Diocesan Organisations* (**Governance Policy**).

Recommendations

2. Synod receive this report.
3. Synod consider the following motion be moved "by request of the Standing Committee" at the next ordinary session of the Synod –

'Synod, noting the report *Diocesan Organisations' Conformity with the Governance Policy* –

- (a) notes the extent to which the constituting ordinances of diocesan organisations and schools conform to the *Governance Policy for Diocesan Organisations*, as outlined in this report,
- (b) notes that diocesan organisations and schools will next be required to report a statement which assesses their conformance and explains any areas of non-conformity in 2023,
- (c) requests diocesan organisations and schools that do not already require a Statement of Personal Faith (**SOPF**) in their constituting ordinance to amend their ordinance accordingly,
- (d) agrees to amend the definition of a 'diocesan organisation' in clause 12 of the Governance Policy by omitting the current version and inserting instead –
 - “diocesan organisation” means a body which has an Australian Business Number and –
 - (a) is constituted by ordinance or resolution of the Synod, or
 - (b) in respect of whose organisation or property the Synod may make ordinances,
 but excludes –

- (i) the Synod, the Standing Committee and any of their subcommittees,
 - (ii) parish councils,
 - (iii) the chapter of a cathedral, and
 - (iv) entities that perform an administrative function under ordinance or resolution rather than conduct an enterprise in its own right.’
- (e) requests the Standing Committee to append and maintain a suitable schedule of diocesan organisations and schools to the Policy that meet the definition adopted in the Governance Policy,
- (f) requests the Standing Committee to provide opportunities for members of diocesan organisations and schools to undertake governance training, where not otherwise provided, and consider the provision of suitable subsidies.’

Background

4. Subclause 14(e) of the *Accounts, Audits and Annual Reports Ordinance 1995* requires that –
- “Within 6 months after the end of a Financial Year, each Organisation must submit to the Standing Committee for tabling at the next ordinary session of the Synod a report on that Financial Year signed by 2 duly authorised members of the Organisation which contains –
- (e) if the report is being submitted for tabling at the first ordinary session of a Synod, a statement which –
 - (i) assesses the extent to which the Organisation’s governance arrangements conform with the standards and guidelines in the Governance Policy for Diocesan Organisations passed by the Synod on 20 October 2014 as amended from time to time, and
 - (ii) explains any areas of non-conformity.”
5. 2020 was the first year in which organisations were required to assess their conformity with the Governance Policy and include an explanatory statement in their annual reports.
6. The Standing Committee, recognising that it would have a consolidated view across organisations, established a committee to consider the reports.

Terms of reference

7. At its meeting on 24 August 2020, the Standing Committee constituted a Governance Gap Analysis Committee and asked it to –
- (a) consider the report of the Finance Committee [summarising the conformity (or otherwise) of Diocesan Organisations with the Governance Policy, as reported in the organisations’ annual reports to Synod in 2020] along with the reports received from diocesan organisations and schools in accordance with subclause 14(e) of the *Accounts, Audits and Annual Reports Ordinance 1995*,
 - (b) perform a gap analysis of each organisation against the Governance Policy, and
 - (c) provide a report to Standing Committee on their findings.
8. At the same meeting, the Standing Committee constituted a Governance Policy Compliance Committee and asked it to –
- (a) 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), and bring recommendations to a future meeting of the Standing Committee, and
 - (b) consider the proposed motion referred by the Standing Committee: “Standing Committee requests the Diocesan Secretary to bring a draft ordinance to a future meeting of the Standing

Committee that would make changes to the current ordinances for each of the seven Diocesan schools that have members of their school councils elected by the school's alumni association such that the right of the alumni associations to so elect or appoint such persons is removed and instead allow specifically for a number of former students of the school to be elected by the Synod."

9. The two committees met separately at first; however, given their largely shared membership and similar areas of focus, the committees later agreed to meet jointly and combine functions. The following report is from the joint Governance Policy Conformity Review Committee (the **Committee**).

How the Committee responded to the terms of reference

10. The Committee's terms of reference were to consider 'diocesan organisations and schools'. The Committee adopted the definition of a diocesan organisation included in the Governance Policy –
- "diocesan organisation" means a body –
- (a) constituted by ordinance or resolution of the Synod, or
 - (b) in respect of whose organisation or property the Synod may make ordinances, but excludes the Synod, the Standing Committee and any of their subcommittees.'
11. The Committee further limited itself to diocesan organisations which report to Synod under the *Accounts, Audits and Annual Reports Ordinance 1995*, because these organisations had reported their self-assessed conformity with the Governance Policy.
12. The terms of reference also broadly refer to 'relevant Diocesan Policies and policy guidelines'. Conceivably, this could include the Property Use policy, Gender Identity Policy, among others.
13. Given the potential breadth of this task, the Committee did not consider it feasible to investigate all relevant policies, but rather focussed on the Governance Policy, which was understood to be the primary goal of the Standing Committee in establishing the Committee.

Discussion

14. The Committee considered the statements provided by diocesan organisations and schools, as reported to the Synod in 2020 in relation to their conformity (or otherwise) with the Governance Policy. This included –
- (a) 11 bodies corporate,
 - (b) 13 unincorporated entities,¹ and
 - (c) 14 diocesan schools².
15. For ease of reference, the entities reviewed by the Committee are hereafter referred to in this report as "diocesan organisations and schools", notwithstanding that this is not an exhaustive list of all possible diocesan organisations.

¹ The five Regional Councils, which are all governed by the same ordinance, are counted as separate entities for these purposes due to the range of responses received from the Councils.

² For the purposes of this analysis, a 'diocesan school' is one that is constituted by an ordinance of the Synod. This definition excludes –

- (a) schools under the auspices of the Anglican Schools Corporation, which is itself a diocesan organisation,
- (b) schools that are companies limited by guarantee, such as SCEGGS Darlington, and
- (c) other Anglican and affiliated schools, such as Meriden.

See also paragraphs 45-50 regarding the list of organisations and schools to which the Governance Policy applies.

Gap analysis

16. The Committee undertook a gap analysis of diocesan organisations and schools with the Governance Policy in order to test the self-assessments.
17. The principles governing that analysis are set out at **Attachment A**.
18. In most cases there was a substantial divergence between diocesan organisations' and schools' self-assessments and the Committee's gap analysis.
19. The Governance Policy contemplates a consultation process as follows –
- 'Where it is proposed to amend the constituting ordinance of a diocesan organisation to conform with the Policy Guidelines, a full consultation process will be undertaken with the board of the organisation before any such amendments are made. Where a board of a diocesan organisation believes that a particular Policy Guideline should not apply, it would usually be appropriate for the board to provide a brief explanation of its position as part of the consultation process.'
20. The Committee Chair wrote to all diocesan organisations and schools on 23 October 2020, outlining the results of the Committee's gap analysis and inviting comment.
21. Every diocesan organisation and school was invited to nominate any areas of divergence with the Governance Policy which they wished to rectify by way of an omnibus ordinance amendment. This omnibus amendment is expected to be considered by the Standing Committee in October 2021.

Results of gap analysis

22. The results of the gap analysis are provided at **Attachment B**. In summary –

n=38	Self-assessments				Committee's gap analysis			
	All	Bodies corp	Unincorp	Dio School	All	Bodies corp	Unincorp	Dio School
Nil areas of divergence identified	15	5	7	3	0	-	-	-
Fewer than 5 areas of divergence identified	19	5	5	9	0	-	-	-
5 - 9 areas of divergence identified	4	1	1	2	4	3	-	1
10 or more areas of divergence identified	0	-	-	-	34	8	13	13

23. The responses from diocesan organisations and schools to the Committee's gap analysis were –

n=38	All	Bodies corp	Unincorp	Dio School
Pursuing an amendment to their constituting ordinance independently	11	3	3	5
Agreed to participate in an omnibus ordinance amendment	11	4	3	4
No action deemed necessary by the organisation	7	3	2	2
Nil response / being considered further	9	1	5	3

Matters arising from the gap analysis

Statement of personal faith

24. It is evident from the feedback received by the Committee that changes by the Synod to the Statement of Personal Faith (**SOPF**) at Appendix 3 of the Governance Policy have resulted in some board and council members feeling the need to resign from their positions rather than sign the new form of the SOPF. This was not necessarily because the members disagreed with the content of the clause added by the Synod, but because they felt it changed the nature of the statement from being a SOPF to being something else.
25. At the time of conducting the gap analysis, 10 out of 11 bodies corporate, 6 out of 13 unincorporated entities, and 8 out of 14 diocesan schools required a SOPF under their constituting ordinance for newly elected or appointed members –

	SOPF prescribed by ordinance		SOPF not prescribed by ordinance	
	Total	2019 form of SOPF		Previous form of SOPF
Bodies corporate	10	3	7	1
Unincorporated entities	6	0	6	7
Diocesan schools	8	0	8	6

26. A key question is whether all the members of boards and/or councils of diocesan organisations and school should be required to sign a SOPF.

Should a Statement of personal faith be a requirement, and how can this be achieved?

27. One purpose of the Governance Policy is to maximise the extent to which a diocesan organisation meets the object for which it is constituted. The object of any diocesan organisation is to advance one purpose or another of the Diocese. Ultimately such purposes seek to promote the kingdom of Christ and give glory to God.
28. It was noted that the introduction to the Policy Guidelines at Appendix 2 of the Governance Policy states:
- ‘The Synod considers that the constituting ordinances of diocesan organisations which are bodies corporate should usually conform to the following Policy Guidelines. However the Synod recognises that for some diocesan organisations it may not be appropriate to conform to all these Policy Guidelines. This will be the case particularly for those Policy Guidelines which go beyond the Governance Standards.’
29. It was also noted that Clause 12 of the Policy Guidelines at Appendix 2 of the Governance Policy states:
- ‘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.’
30. There is a strong consensus within the Standing Committee that all the members of boards and/or councils of diocesan organisations and schools must be required to sign a SOPF.
31. The Committee’s analysis was based on an organisation’s constituting ordinance and did not consider other governance documents. Many, if not all, of the diocesan organisations and schools whose ordinances do not prescribe a SOPF have nonetheless adopted a policy or practice that requires a SOPF.

32. There are also mechanisms in place that require a SOPF to be signed at the time of a member's election, even if it is not required by an organisation's constituting ordinance. The *Synod Elections Ordinance 2000* requires that any nomination for a vacancy for a Synod-elected member of a body corporate must include a certification that the nominee is willing to sign the SOPF in the Governance Policy.
33. Additionally, the Standing Committee has adopted a policy that, notwithstanding an organisation's ordinance, requires that any nomination for a vacancy for a Standing Committee-elected member of a body corporate must include a certification that the nominee is willing to sign the SOPF in the form set out in Appendix 3 of the Policy as amended from time to time.
34. The effect of this policy is to require a SOPF to be signed even if the organisation does not require it in its constituting ordinance. However, this does not apply to non-Synod/Standing Committee appointments, such as alumni representatives for a school council or Archbishop's appointments.
35. It was considered whether the Governance Policy is the appropriate place for the SOPF. Other options considered included extracting the SOPF to a separate policy or ordinance.
36. Ultimately, the only way for the Synod to ensure that the members of a diocesan organisation or school are required to sign a SOPF is for it to be included in the relevant constituting ordinance.

Should all members of diocesan and Anglican entities (beyond Synod-elected members of diocesan organisations and schools) sign a Statement of personal faith?

37. It is noted that that members of the Synod, the Standing Committee and their subcommittees, parish councillors and wardens are not required to sign a SOPF. Whilst these office-bearers are not subject to the Governance Policy as a whole (and no assessment is offered as to whether this may or may not be appropriate), some members of diocesan organisations and schools have expressed that this appears to be an inconsistent standard.
38. The question of whether alumni-appointed members on the boards of diocesan schools should be required to sign a SOPF was debated and decided by the Synod in 2014.
39. By resolution 23/14 (d) and (e), the Synod determined that an alternative form of statement, a Statement of support for the organisation's Christian ethos, would be an option for alumni members until 1 July 2020 and thereafter, any person appointed as an alumni representative on the governing board or council of a diocesan school must sign the SOPF instead.
40. Whilst the period allowing an alternative statement has now ceased, this does not affect existing alumni-appointed members until they reach their next end of term. It may therefore become an issue over the coming years as these existing members retire and seek reappointment.

What form should a Statement of personal faith take?

41. There is a view that a SOPF is a document that should not be updated, since we believe the word of God is unchanging and presented once for all. The tradition of our church is to hold to a statement of faith in the triune God. Conversely, there is a view that it is appropriate to update a SOPF since the church needs to be explicit about matters that were assumed or unsaid in the past.
42. In 2019, the Synod amended the Statement of Personal Faith in the Governance Policy to include –

'In particular, I believe ... (d) that this faith produces obedience in accordance with God's word, including sexual faithfulness in marriage between a man and a woman, and abstinence in all other circumstances.'
43. Of the diocesan organisations and schools whose ordinances require a SOPF, only three (3) organisations at the time of the gap analysis had updated their ordinances to align with the form of SOPF adopted by the Synod in 2019.
44. The amendment in 2019 has created an undesirable situation whereby there are multiple forms of SOPF in circulation. That is, when the SOPF in the Governance Policy was amended, the SOPF in

the schedule of many constituting ordinances became out of date. Having multiple forms of SOPF in circulation appears to have led to a number of challenges –

- (a) Some existing members of diocesan organisations and schools expressed that it seemed that the 'goalposts had moved' while they were already members;
 - (b) Following the 2019 amendment, the onus was upon diocesan organisations and schools to implement the revised form of SOPF by amending their ordinance, leaving it open for them to decline to do so;
 - (c) It is administratively challenging for the Standing Committee to maintain multiple forms of SOPF for diocesan organisations and schools to which it elects members.
45. The Standing Committee has attempted to consolidate the versions of SOPF by, when the constituting ordinance of a diocesan organisation or school is amended, revising the relevant clause(s) to cross reference to the Governance Policy rather than include the SOPF as a schedule to the ordinance. However, this does not address the concern of some members that the Synod may further amend the SOPF and thereby 'move the goalposts' yet again.

List of organisations

46. In the course of their work, it was identified that no single consolidated list of organisations to which the Governance Policy applies exists.
47. At the time the Governance Policy was introduced, there were about 60 diocesan organisations constituted by the Synod. There were also a number of bodies not constituted by the Synod in respect of whose organisation or property the Synod is nonetheless empowered to make ordinances. About 20 of these were incorporated by or under legislation including the *Anglican Church of Australia Trust Property Act 1917* or the *Anglican Church of Australia (Bodies Corporate) Act 1938*.
48. The Gap Analysis was undertaken on entities that report to Synod via their annual reports. However, this does not include all possible entities which could be considered as diocesan organisations (for example, the Anglican National Superannuation Board or the Sydney Anglican Pre-School Council).
49. The Gap Analysis highlighted that the definition in the Governance Policy of a 'diocesan organisation' would benefit from further parameters. For example, the definition should exclude –
- (a) parish councils,
 - (b) the chapter of a cathedral, and
 - (c) entities that perform an administrative function under ordinance or resolution rather than conduct an enterprise in its own right.
50. Another threshold question could be whether the entity has an Australian Business Number (**ABN**). If it does not, this indicates it is not conducting an enterprise and is merely fulfilling an administrative function on behalf of another. Unincorporated bodies are not subject to the Policy Guidelines in Appendix 2 of the Governance Policy and Appendix 1 is geared towards compliance with the Australian Charities and Not-for-profits Commission's Governance Standards which, but for the Basic Religious Charities exemption, apply to charities that have ABNs. Therefore it would make sense to exclude bodies without ABNs.
51. In addition to clarifying the definition of a 'diocesan organisation', it is recommended that the Synod adopt a schedule of diocesan organisations based on this expanded definition, to avoid misinterpretation.

Director skills and qualifications

52. The Synod has a responsibility to facilitate proper and effective governance as part of its oversight of all diocesan organisations. It seeks to discharge this responsibility by, among other things, electing board members and by articulating its governance expectations in the Governance Policy.
53. The Governance Policy requires the board of a diocesan organisation to 'develop effective processes to ensure... the induction of new members and the ongoing training and development of existing members.'

54. Whilst it is appropriate for each board or council to provide a suitable induction as well as continuing development for its members, the Synod could do more to ensure that the members it elects are properly equipped to serve as members.
55. For example, members of a diocesan organisation providing services in highly regulated industries such as aged care and education are exposed to significant personal liability and risk. Such members are not currently remunerated nor do they receive any training from the Diocese for their important role.
56. It is recognised that members of diocesan schools are subject to minimum professional learning requirements by the NSW Education Standards Authority, and so diocesan schools will already have processes in place to ensure their members are appropriately trained.
57. Nonetheless, the Synod should consider how it can support directors of diocesan organisations and schools, including through relevant and appropriate governance training.

Actions to be taken in response to divergence

58. The Committee's terms of reference include consideration of '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 Governance Policy.
59. In response, it was noted that, if conversation and conferencing prove fruitless in finding an agreed remedy, Synod has wide legal powers available. Those powers are located in the provisions of the *Anglican Church of Australia Constitutions Act 1902*, the *Anglican Church of Australia Trust Property Act 1917* and the *Anglican Church of Australia (Bodies Corporate) Act 1938*. In short: Synod can require a full accounting of the management of an organisation; board or council members can be removed and replaced; the constituting ordinance of the organisation can be amended; and, the purpose trusts on which the organisation operates can be varied to other purposes.
60. While the Synod has the power to amend the constituting ordinance of a diocesan school or organisation unilaterally, the convention has been to work collaboratively, or at least obtain consent for such amendments. Consent however is not a necessity.
61. In the case of a school or organisation that is incorporated under the *Anglican Church of Australia (Bodies Corporate) Act 1938 (the Act)*, the Synod's ongoing power to control the constitution of the body is expressly recognised in section 10 of the Act. That a school or organisation has been incorporated under the Act does not in any way take away from the Synod's power to determine its constitution.
62. Notwithstanding the Synod's power to amend a constituting ordinance unilaterally, the Governance Policy contemplates that, where a board of a diocesan organisation believes that a particular Policy Guideline should not apply, it would usually be appropriate for the board to provide a brief explanation of its position. Attachment B ('3. Organisation's response') indicates which diocesan organisations and schools provided an explanation of their position.
63. There may be further, untested implications of the Synod forming a view about the appropriateness of an organisation's governance arrangements. However, this is not considered to be a significant issue.

Conclusion

64. The Governance Policy, adopted by the Synod in 2014, has now been in place for seven (7) years. In that time, contemporary governance thinking and practice has evolved and new 'best practice' guidelines have been released, such as the AICD's updated *Not For Profit Principles* and the ASX Corporate Governance Council's 4th Edition *Corporate Governance Principles and Recommendations*. It is timely for the Synod to consider if the Governance Policy is still appropriate and working as intended.

65. As at 29 July 2021, twenty two (22) of the thirty eight (38) diocesan organisations and schools included in the Committee's gap analysis had agreed to take further action to improve the alignment of their constituting ordinance with the Governance Policy.
66. It is recommended that the Synod continue to monitor diocesan organisations and schools' alignment with the Governance Policy. The next appropriate opportunity will be at the first ordinary session of the 53rd Synod (in 2023), when diocesan organisations and schools submit their annual reports and again assess the extent to which they align with the Governance Policy.
67. For the sake of clarity, it is recommended that the definition of a 'diocesan organisation' in the Governance Policy be updated and a schedule of diocesan organisations and schools appended to the Policy.
68. The Synod should also continue to monitor the implementation of the SOPF in the Governance Policy. In the Committee's view, all members of diocesan organisations and schools should be required to sign a SOPF. Synod should ask diocesan organisations and schools that do not already require a SOPF in their constituting ordinance to amend their ordinance accordingly.
69. To assist members of diocesan organisations and schools to exercise the governance responsibilities with which they have been entrusted, it is recommended that the Synod commit to providing governance training, where not already provided.

BISHOP CHRIS EDWARDS
Chair, Governance Policy Conformity Review Committee

29 July 2021

Principles adopted in the Gap Analysis

1. The analysis related to an organisation's conformance with the Policy Guidelines (Appendix 2 of the *Governance Policy for Diocesan Organisations*) rather than the Governance Standards (Appendix 1 of the *Governance Policy for Diocesan Organisations*). In taking this approach, the Committee acknowledged that –
 - (a) conformance with the Governance Standards was expected for all diocesan organisations and schools,
 - (b) the Synod considers that the constituting ordinances of diocesan organisations should usually conform to the Policy Guidelines. However, the Synod recognises that for some diocesan organisations it may not be appropriate to conform to all the Policy Guidelines, particularly for those Policy Guidelines which go beyond the Governance Standards,
 - (c) the Policy Guidelines were primarily applicable to diocesan organisations which are bodies corporate.
2. The analysis was based on an organisation's constituting ordinance and did not consider other governance documents that may have existed, such as a board policy or charter, or complementary ordinances such as the *Synod Elections Ordinance 2000*. The Committee acknowledged that an organisation's governance arrangements were broader than its constituting ordinance, however, the ordinance was the only mechanism by which the Synod can enforce certain provisions.
3. The analysis was based on documented requirements rather than accepted practices. While some organisations referred to current practices in their report about conformance with the Governance Policy, the Committee agreed that its analysis would focus on matters contained in an ordinance. This was because it is not possible to independently verify these practices, and ultimately practices that are not hard-wired into an ordinance may be lost over time.
4. Noting there may be varying degrees of conformance within an ordinance, the analysis differentiated between ordinance clauses that fully conformed to the Policy Guidelines and those that only partly conformed.
5. The Committee acknowledged that the policy guidelines were not necessarily equally weighted and some areas may be more significant than others. A particular area of importance is the Statement of Personal Faith in Appendix 3 to the Governance Policy, which was last amended at Synod in 2019.
6. No judgement was made about the appropriateness of any non-conformance(s). As noted in the Policy Guidelines, 'the Synod recognises that for some diocesan organisations it may not be appropriate to conform to all these Policy Guidelines.' It is a matter for each organisation to form a view on the appropriateness of each gap and provide an explanation of why they believe that a certain provision should not apply. The Synod or Standing Committee may also form a view from time to time about the Policy Guidelines with which it expects or requires organisations to conform.

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Organisation: Abbotsleigh School Council
Type: School
Ordinance: *Abbotsleigh Ordinance 1924* (last amended in 2016)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 1. Purpose
- 2. 9-14 members
- 10. 3 year term
- 11. Statement of Faith
- 15. Remuneration
- 16. Chair term
- 17. Chair - Statement of Faith
- 18. Chair family
- 20. CEO role CEO role
- 24. Quorum
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 34. Committee delegations
- 35. Security
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 14. Tenure limit
- 21. CEO - Statement of Faith
- 37. Compliance with policies

3. Organisation's response

Noted the concerns and will continue to review governance in light of these concerns.

Organisation:	Anglican Aid, the Archbishop of Sydney's
Type:	Organisation (body corporate)
Ordinance:	<i>The Archbishop of Sydney's Anglican Aid Ordinance 2011</i> (last amended 2019)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 16. Chair term
- 18. Chair family
- 27. Minutes
- 28. Minutes signed
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 38. Not-for-profit

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 9. Archbishop entitlements
- 13. Filling Casual vacancy
- 34. Committee Delegations
- 37. Compliance with policies
- 39. Winding up

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

4. Notes

The *Archbishop of Sydney's Anglican Aid Ordinance 2011* was amended in May 2021, including to address some of the identified gaps. The ordinance has not been re-assessed for conformance.

Organisation: Anglican Church Growth Corporation
Type: Organisation (body corporate)
Ordinance: *Anglican Church Growth Corporation Ordinance 2018* (last amended 2020)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 3. Majority Synod

At the time of writing the report, an amendment ordinance was being prepared to address several minor areas of non-conformance with the Policy.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 3. Majority Synod
- 18. Chair family
- 26. CEO at Board meetings
- 30. Exercise powers
- 34. Committee Delegations
- 35. Security

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 9. Archbishop entitlements
- 10. 3 year term
- 12. Casual vacancy
- 33. Records
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Nil at 30 June 2021.

4. Notes

The amendment ordinance referenced in the organisation's self-assessment has not yet been passed by the Standing Committee.

Organisation:	Anglican Church Property Trust
Type:	Organisation (body corporate)
Ordinance:	<i>Anglican Church Property Trust Diocese of Sydney Ordinance 1965 (last amended 2014)</i>

1. Self-assessment provided with 2020 Annual Report

Advised that the board is seeking to adopt as many areas of the Governance Policy as pragmatically possible for a trustee.

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 1. Purpose
- 10. 3 year term
- 11. Statement of Faith
- 12. Casual vacancy
- 13. Filling Casual vacancy
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 17. Chair - Statement of Faith
- 18. Chair family
- 24. Quorum
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 37. Compliance with policies
- 38. Not-for-profit
- 39. Winding up

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

Organisation:	Anglican Community Services
Type:	Organisation (body corporate)
Ordinance:	<i>Anglican Community Services Constitution Ordinance 1961</i> (last updated 2018)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 9. Archbishop entitlements
- 18. Chair family

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 18. Chair family
- 26. CEO at Board meetings
- 27. Minutes
- 28. Minutes signed
- 31. Duties
- 33. Records
- 34. Committee Delegations
- 38. Not-for-profit

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 2. 9-14 members
- 5. Clergy
- 9. Archbishop entitlements
- 13. Filling Casual vacancy
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Pursuing an amendment to its ordinance independently.

Organisation:	Anglican Education Commission
Type:	Organisation (unincorporated)
Ordinance:	<i>Anglican Education Commission Ordinance 2006</i> (last updated 2016)

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance.

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 18. Chair family
- 30. Exercise powers
- 35. Security
- 36. Limit to liability

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 33. Records
- 34. Committee Delegations
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps, except –

- 35. Security (not deemed relevant)

Organisation:	Anglican Media Council
Type:	Organisation (unincorporated)
Ordinance:	<i>Anglican Media Council Ordinance 1993</i> (last updated 2006)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Standards.

Areas of non-conformance identified –

- 4. CEO not a Board member

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 3. Majority Synod
- 4. CEO not a Board member
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 18. Chair family
- 21. CEO - Statement of Faith
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 37. Compliance with policies
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 12. Casual vacancy
- 26. CEO at Board meetings
- 34. Committee Delegations

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

No action deemed necessary by the organisation.

Organisation:	Anglican Schools Corporation
Type:	Organisation (body corporate)
Ordinance:	<i>Anglican Schools Corporation Ordinance 1947</i> (last updated 2015)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 18. Chair family
- 30. Exercise powers
- 31. Duties
- 36. Limit to liability

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 13. Filling Casual vacancy
- 16. Chair term
- 33. Records
- 34. Committee Delegations
- 35. Security
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

No action deemed necessary by the organisation. Brief explanation given for each gap.

Organisation:	Anglican Youthworks
Type:	Organisation (body corporate)
Ordinance:	<i>Anglican Youth and Education Diocese of Sydney Ordinance 1919</i> (last updated 2018)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified –

- 9. Archbishop entitlements

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 18. Chair family
- 31. Duties
- 34. Committee Delegations

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 2. 9-14 members
- 9. Archbishop entitlements
- 13. Filling Casual vacancy
- 33. Records
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

No action deemed necessary by the organisation. Brief explanation given for each gap.

4. Notes

The *Anglican Youth and Education Diocese of Sydney Ordinance 1919* was amended in July 2020, including to address some of the identified gaps. The ordinance has not been re-assessed for conformance.

Organisation: Arden Anglican School Council
Type: School
Ordinance: *Arden Anglican School Council Ordinance 2019* (last updated 2019)

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance.

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 20. CEO role
- 27. Minutes
- 28. Minutes signed
- 33. Records

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 13. Filling Casual vacancy
- 34. Committee Delegations
- 35. Security

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Being considered further by the organisation.

Organisation: Arundel House Council
Type: Organisation (unincorporated)
Ordinance: *Arundel House Council Ordinance 1977 (last updated 2006)*

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 3. Majority Synod
- 5. Clergy
- 9. Archbishop entitlements
- 11. Statement of Faith
- 13. Filling Casual vacancy
- 14. Tenure limit
- 15. Remuneration
- 17. Chair - Statement of Faith
- 18. Chair family
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 34. Committee Delegations
- 35. Security
- 36. Limit to liability
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 2. 9-14 members
- 12. Casual vacancy
- 24. Quorum
- 37. Compliance with policies

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps, *except* –

- 2. 9-14 members
- 3. Majority Synod
- 5. Clergy
- 9. Archbishop entitlements
- 11. Statement of Faith
- 13. Filling Casual vacancy
- 14. Tenure limit
- 17. Chair - Statement of Faith
- 24. Quorum

Brief explanation given for each gap.

Organisation: Barker College
Type: School
Ordinance: *The Barker College Ordinance 1978* (last updated 2019)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.
 Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 11. Statement of Faith
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 17. Chair - Statement of Faith
- 18. Chair family
- 20. CEO role
- 22. Convene meetings
- 23. Electronic meetings
- 25. Circular resolutions
- 27. Minutes
- 28. Minutes signed
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 21. CEO - Statement of Faith
- 34. Committee Delegations
- 37. Compliance with policies

3. Organisation's response

Being considered further by the organisation.

Organisation: Campbelltown Anglican Schools Council
Type: School
Ordinance: *Campbelltown Anglican Schools Ordinance 1985* (last updated 2020)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified –

- 20. CEO role

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 28. Minutes signed

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 13. Filling Casual vacancy
- 33. Records

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps, subject to the outcome of a governance review of the school council by the Diocese.

Organisation:	Endowment of the See Corporation
Type:	Organisation (body corporate)
Ordinance:	<i>Endowment of the See Corporation Ordinance 2019</i> (last updated 2020)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 2. 9-14 members
- 16. Chair term
- 18. Chair family

At the time of writing this report an amendment ordinance was being prepared to address several other minor areas of non-conformity with the Policy.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 30. Exercise powers
- 34. Committee Delegations
- 35. Security

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 3. Majority Synod
- 16. Chair term
- 18. Chair family
- 33. Records
- 37. Compliance with policies

3. Organisation's response

No action deemed necessary by the organisation.

4. Notes

The amendment ordinance referenced in the organisation's self-assessment was already in effect by the time of the committee's gap analysis.

Organisation:	Evangelism and New Churches
Type:	Organisation (unincorporated)
Ordinance:	<i>Evangelism and New Churches Ordinance 2010</i> (last updated 2017)

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance.

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 14. Tenure limit
- 15. Remuneration
- 18. Chair family
- 21. CEO - Statement of Faith
- 23. Electronic meetings
- 25. Circular resolutions
- 26. CEO at Board meetings
- 27. Minutes
- 28. Minutes signed
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 34. Committee Delegations
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently, in conjunction with becoming incorporated.

Organisation:	Glebe Administration Board
Type:	Organisation (body corporate)
Ordinance:	<i>Glebe Administration Board Ordinance 1930</i> (last updated 2020)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 2. 9-14 members
- 5. Clergy

At the time of writing this report an amendment ordinance was being prepared to address several other minor areas of non-conformity with the Policy.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 30. Exercise powers

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 2. 9-14 members
- 33. Records
- 34. Committee Delegations
- 35. Security
- 37. Compliance with policies

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps, except –

- 2. 9-14 members

Brief explanation given for the gap.

4. Notes

The amendment ordinance referenced in the organisation's self-assessment was already in effect by the time of the committee's gap analysis.

Organisation: Illawarra Grammar School
Type: School
Ordinance: *The Illawarra Grammar School Ordinance 1958* (last updated 2016)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified –

- 2. 9-14 members
- 10. 3 year term
- 11. Statement of Faith
- 14. Tenure limit
- 24. Quorum
- 37. Compliance with policies

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 1. Purpose
- 2. 9-14 members
- 10. 3 year term
- 11. Statement of Faith
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 17. Chair - Statement of Faith
- 18. Chair family
- 20. CEO role
- 22. Convene meetings
- 23. Electronic meetings
- 24. Quorum
- 25. Circular resolutions
- 27. Minutes
- 28. Minutes signed
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 13. Filling Casual vacancy
- 21. CEO - Statement of Faith
- 34. Committee Delegations
- 35. Security

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

4. Notes

As at 30 June 2021, *The Illawarra Grammar School Ordinance 1958* was in the process of being amended, including to address some of the identified gaps.

Organisation:	King's School Council
Type:	School
Ordinance:	<i>The King's School Council Constitution Ordinance 1922</i> (last updated 2001)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified –

- 11. Statement of Faith

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 1. Purpose
- 2. 9-14 members
- 4. CEO not a Board member
- 10. 3 year term
- 11. Statement of Faith
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 17. Chair - Statement of Faith
- 18. Chair family
- 20. CEO role
- 21. CEO - Statement of Faith
- 29. Powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 37. Compliance with policies
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 13. Filling Casual vacancy
- 19. CEO Appointment
- 34. Committee Delegations

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

Organisation: Macarthur Anglican School
Type: School
Ordinance: *Macarthur Anglican School Ordinance 1982 (last updated 2016)*

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified –

- 5. Clergy

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 20. CEO role
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 2. 9-14 members
- 5. Clergy
- 9. Archbishop entitlements
- 12. Casual vacancy
- 34. Committee Delegations
- 35. Security

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps.

Organisation: Ministry Training and Development
Type: Organisation (unincorporated)
Ordinance: *Ministry Training and Development Ordinance 1989* (last updated 2016)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 18. Chair family
- 19. CEO Appointment
- 21. CEO - Statement of Faith
- 22. Convene meetings
- 23. Electronic meetings
- 24. Quorum
- 25. Circular resolutions
- 27. Minutes
- 28. Minutes signed
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 34. Committee Delegations
- 35. Security
- 36. Limit to liability
- 37. Compliance with policies
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 3. Majority Synod
- 5. Clergy
- 12. Casual vacancy
- 16. Chair term

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

Organisation:	Mission Property Committee
Type:	Organisation (unincorporated)
Ordinance:	<i>Mission Property Ordinance 2002</i> (last updated 2020)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified –

- 5. Clergy

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 5. Clergy
- 11. Statement of Faith
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 17. Chair - Statement of Faith
- 18. Chair family
- 24. Quorum
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 36. Limit to liability
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 9. Archbishop entitlements
- 12. Casual vacancy
- 34. Committee Delegations
- 35. Security
- 37. Compliance with policies

3. Organisation's response

Nil at 30 June 2021.

Organisation: Moore Theological College
Type: School
Ordinance: *Moore Theological College Ordinance 2009* (last updated 2018)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 10. 3 year term
- 14. Tenure limit
- 16. Chair term

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 2. 9-14 members
- 4. CEO not a Board member
- 15. Remuneration
- 18. Chair family
- 33. Records
- 35. Security
- 38. Not-for-profit

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 14. Tenure limit
- 16. Chair term
- 31. Duties
- 34. Committee Delegations

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

Organisation:	Regional Councils (Georges River, Northern, South Sydney, Western Sydney, Wollongong)
Type:	Organisation (unincorporated)
Ordinance:	<i>Regions Ordinance 1995</i> (last updated 2017)

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance by the Georges River Regional Council, Western Sydney Regional Council, and Wollongong Regional Council.

Areas of non-conformance identified by the Northern Regional Council –

- 6. Board appointments
- 9. Archbishop entitlements
- 11. Statement of Faith
- 14. Tenure limit
- 16. Chair term
- 17. Chair - Statement of Faith
- 24. Quorum
- 38. Not-for-profit
- 39. Winding up

Areas of non-conformance identified by the Western Sydney Regional Council –

- 9. Archbishop entitlements
- 11. Statement of Faith
- 16. Chair term
- 24. Quorum

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 9. Archbishop entitlements
- 11. Statement of Faith
- 13. Filling Casual vacancy
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 17. Chair - Statement of Faith
- 18. Chair family
- 24. Quorum
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 6. Board appointments
- 12. Casual vacancy
- 34. Committee Delegations

3. Organisation's response

No action deemed necessary by the Western Sydney Regional Council.

The Wollongong Regional Council agreed to participate in an omnibus ordinance amendment to address the identified gaps.

Nil response from other Regional Councils.

Organisation: St Andrew's Cathedral Chapter
Type: Organisation (unincorporated)
Ordinance: *Cathedral Ordinance 1969* (last updated 2019)

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance.

Areas of non-conformance identified –

- 3. Majority Synod
- 16. Chair term
- 17. Chair Statement of Faith

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 3. Majority Synod
- 15. Remuneration
- 16. Chair term
- 18. Chair family
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 13. Filling Casual vacancy
- 14. Tenure limit
- 34. Committee Delegations
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Nil at 30 June 2021.

Organisation: St Andrew's Cathedral School
Type: School
Ordinance: *Cathedral Ordinance 1969* (last updated 2019)

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance.

Areas of non-conformance identified –

- 3. Majority Synod
- 12. Casual vacancy
- 14. Tenure limit

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 3. Majority Synod
- 15. Remuneration
- 18. Chair family
- 20. CEO role
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 37. Compliance with policies

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 13. Filling Casual vacancy
- 14. Tenure limit
- 34. Committee Delegations

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

4. Notes

The *Cathedral Ordinance 1969* was amended in June 2021, including to address some of the identified gaps. The ordinance has not been re-assessed for conformance.

Organisation:	St Andrew's House Corporation
Type:	Organisation (body corporate)
Ordinance:	<i>St Andrew's House Corporation Ordinance 2018</i> (last updated 2018)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified – none, subject to a caveat that, at the time of writing this report, an amendment ordinance was being prepared to address several minor areas of non-conformance with the Policy.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 30. Exercise powers

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 9. Archbishop entitlements
- 12. Casual vacancy
- 16. Chair term
- 18. Chair family
- 33. Records
- 34. Committee Delegations
- 35. Security
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps.

4. Notes

The *St Andrew's House Corporation Ordinance 2018* was amended in November 2020, including to address some of the identified gaps. The ordinance has not been re-assessed for conformance.

Organisation: St Catherine's School Waverley
Type: School
Ordinance: *St Catherine's School Waverley Ordinance 1922* (last updated 2008)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 9. Archbishop entitlements
- 11. Statement of Faith
- 12. Casual vacancy
- 14. Tenure limit
- 16. Chair term
- 17. Chair Statement of Faith
- 18. Chair family
- 39. Winding up

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 20. CEO role
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 9. Archbishop entitlements
- 12. Casual vacancy
- 34. Committee Delegations
- 35. Security
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

Organisation: Sydney Anglican Loans Board
Type: Organisation (unincorporated)
Ordinance: *Finance and Loans Board Ordinance 1957* (last updated 2017)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 2. 9-14 members

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 15. Remuneration
- 16. Chair term
- 18. Chair family
- 27. Minutes
- 28. Minutes signed
- 30. Exercise powers
- 31. Duties
- 36. Limit to liability

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 9. Archbishop entitlements
- 12. Casual vacancy
- 13. Filling Casual vacancy
- 33. Records
- 34. Committee Delegations
- 35. Security
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps.

Organisation:	Sydney Anglican (National Redress Scheme) Corporation
Type:	Organisation (body corporate)
Ordinance:	<i>Sydney Anglican (National Redress Scheme) Corporation Ordinance 2018</i> (last updated 2020)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 2. 9-14 members
- 3. Majority Synod
- 5. Clergy
- 12. Casual vacancy
- 16. Chair term

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 2. 9-14 members
- 3. Majority Synod
- 5. Clergy
- 18. Chair family
- 30. Exercise powers
- 34. Committee Delegations
- 35. Security

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 9. Archbishop entitlements
- 12. Casual vacancy
- 16. Chair term
- 33. Records

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps, except –

- 2. 9-14 members
- 3. Majority Synod
- 5. Clergy
- 18. Chair family
- 30. Exercise powers
- 34. Committee Delegations
- 35. Security

Organisation:	Sydney Church of England Grammar School (SHORE)
Type:	School
Ordinance:	<i>The Sydney Church of England Grammar School Constitution Consolidation and Amendment Ordinance 1923 (last updated 2001)</i>

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance.

Areas of non-conformance identified –

- 2. 9-14 members

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 1. Purpose
- 2. 9-14 members
- 8. Archbishop chair
- 11. Statement of Faith
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 17. Chair - Statement of Faith
- 18. Chair family
- 20. CEO role
- 21. CEO - Statement of Faith
- 24. Quorum
- 29. Powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 37. Compliance with policies
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 19. CEO Appointment
- 34. Committee Delegations

3. Organisation's response

No action deemed necessary by the organisation.

Organisation:	Sydney Diocesan Services
Type:	Organisation (body corporate)
Ordinance:	<i>Sydney Diocesan Services Ordinance 2017</i> (last updated 2020)

1. Self-assessment provided with 2020 Annual Report

Advised that the governance arrangements were consistent with the Governance Policy.

Areas of non-conformance identified – none.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 30. Exercise powers

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 33. Records
- 34. Committee Delegations
- 35. Security
- 37. Compliance with policies

3. Organisation's response

Pursuing an amendment to its constituting ordinance independently.

4. Notes

The *Sydney Diocesan Services Ordinance 2017* was amended in March 2021, including to address some of the identified gaps. The ordinance has not been re-assessed for conformance.

Organisation: Tara Anglican Girls' School
Type: School
Ordinance: *Tara Anglican Girls' School Ordinance 1956* (last updated 2012)

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance.

Areas of non-conformance identified –

- 14. Tenure limit
- 39. Winding up

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 1. Purpose
- 14. Tenure limit
- 15. Remuneration
- 16. Chair term
- 18. Chair family
- 20. CEO role
- 30. Exercise powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 35. Security
- 36. Limit to liability
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 13. Filling Casual vacancy
- 34. Committee Delegations
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Commentary provided – willing to address 39. Winding up. No other action deemed necessary by the organisation.

Organisation:	Trinity Grammar School
Type:	School
Ordinance:	<i>Trinity Grammar School Constitution Ordinance 1928</i> (last updated 2016)

1. Self-assessment provided with 2020 Annual Report

Commentary provided about areas of conformance.

Areas of non-conformance identified –

- 2. 9-14 members
- 11. Statement of Faith
- 14. Tenure limit

Reasons were provided for these gaps.

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 1. Purpose
- 2. 9-14 members
- 11. Statement of Faith
- 12. Casual vacancy
- 14. Tenure limit
- 15. Remuneration
- 17. Chair - Statement of Faith
- 18. Chair family
- 19. CEO Appointment
- 20. CEO role
- 21. CEO - Statement of Faith
- 24. Quorum
- 29. Powers
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 37. Compliance with policies
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 13. Filling Casual vacancy
- 16. Chair term
- 34. Committee Delegations
- 35. Security

3. Organisation's response

Being considered further by the organisation.

Organisation:	William Branwhite Clarke College
Type:	School
Ordinance:	<i>The William Branwhite Clarke College Ordinance 1987</i> (last updated 2016)

1. Self-assessment provided with 2020 Annual Report

Areas of non-conformance identified –

- 6. Board appointments

2. Gap Analysis conducted by Governance Gap Analysis Committee

Not included in governing ordinance or does not meet requirements of policy –

- 3. Majority Synod
- 6. Board appointments
- 8. Archbishop Chair
- 14. Tenure limit
- 15. Remuneration
- 27. Minutes
- 28. Minutes signed
- 31. Duties
- 32. Conflict of interest
- 33. Records
- 38. Not-for-profit
- 39. Winding up

Partly included in governing ordinance (e.g. incomplete list, or membership that is a range) –

- 5. Clergy
- 12. Casual vacancy
- 16. Chair term
- 34. Committee Delegations
- 35. Security
- 37. Compliance with policies

Statement of Faith is required, but the form is a superseded version in an attached schedule rather than the new version approved by Synod in 2019.

3. Organisation's response

Agreed to participate in an omnibus ordinance amendment to address the identified gaps, except –

- 3. Majority Synod
- 6. Board appointments
- 14. Tenure limit
- 16. Chair term
- 35. Security

Brief explanation given for each gap.

The Unchanging Heart of Parochial Incumbency

(A report of the Sydney Diocesan Doctrine Commission.)

On 19 October 2020, the Standing Committee made the following request to the Diocesan Doctrine Commission, regarding the nature of parochial incumbency and the cure of souls:

'Standing Committee requests the Sydney Diocesan Doctrine Commission to produce a report on the nature of parochial incumbency and the cure of souls, with particular attention to its full-time character (or otherwise), to be provided as theological advice to the Stipends and Allowances Committee as assistance towards their policy review of ministry remuneration and preparation for retirement'.

Introduction

1. In the search for resources to clarify the nature of parochial incumbency with particular reference to its full-time character or otherwise, the Scriptures provide us with a number of important principles and foundational perspectives. However, in our engagement with the scriptural material, we need to be alert to the dangers of anachronism and misapplication. Categories such as full-time and part-time employment and parochial incumbency are features of the situation to which we wish to apply the teaching of Scripture. But we must be cautious in discerning direct correspondences between our context and the ancient world of the Scriptures themselves. While the two contain many similarities, they are not identical.

Scripture

2. The idea of support for a group who are dedicated to a ministry task full-time may be seen in principle in the Old Testament, where the priests were provided for by the people's tithes and offerings (Num 18; 2 Chron 31:4).
3. Jesus and his disciples were provided for in their ministry by the generosity of others and Jesus affirms the principle of supporting those doing the work of the Lord (at least in kind, Luke 10:7). This speaks more to the appropriateness of support than to the full-time nature of ministry as such, though the implication is that the followers of Jesus had left other visible means of support to accompany him (cf. Mark 1:16-20).
4. In Paul's extended discussion of giving up one's freedom for the sake of the gospel, he speaks of the right of apostles to be supported in the context of their ministries (1 Cor 9:14). This extends to the support of an accompanying wife (1 Cor 9:5). In 1 Corinthians 9:6, it is explicit that their role can entail full-time devotion to the task of apostleship, so that such support is required. This 'rightful claim' (1 Cor 9:12, 15) is one that Paul says he can forego voluntarily. While the context applies this teaching to the apostles, the inclusion of Barnabas among this grouping expands the scope of this designation beyond 'the twelve' to those who have seen the risen Lord (1 Cor 9:1) and to others conducting ministry in his name.
5. The Pastoral letters contain the most extended discussion of issues relating directly to church leadership. The first thing to observe in these letters is that the pattern and structures of church leadership are hard to pin down, especially in their relationship with each other. There are certain men who exercise a legitimate role in teaching and/or exercising authority (1 Tim 2:12): the overseer/elder, who is to be of exemplary character and able to teach (1 Tim 3:1-7); the servants or deacons or ministers, who likewise are to be of good character, but who don't seem to be required to teach (1 Tim 3:8-13); the council of elders, who laid hands on Timothy (1 Tim 4:14); the elders who lead, some of whom labour in the word and teaching (1 Tim 5:17-22); and the faithful men to whom the good doctrine of the gospel is passed on, and who in turn teach others (2 Tim 2:2).
6. While the identity of these various groups is not entirely clear, the ability to teach is an important qualification for the overseer/elder (1 Tim 5:17, 2 Tim 2:2; 4:2). They are the only group who are said

to be paid for their work (1 Tim 5:17-18). Does that make them similar to what we would call a 'parish minister'? Were any of these different roles necessarily full-time or part-time? These questions cannot be established with any certainty from the letters as we have them.

7. The pastoral leader who features most prominently is Timothy himself. He is Paul's protégé and true child in the faith (1 Tim 1:2, 18), and seems to be a transitional figure in the progress of the apostolic mission. As Paul was for him, so he is to be for the next generation of gospel workers—a guardian and authoritative teacher of the good deposit that is to be handed on, and a living example of its doctrine in action (1 Tim 4:6-16; 6:20; 2 Tim 1:13-14; 2:1-7). This is particularly evident in 2 Timothy 2-4. The kind of 'workman' that Timothy is to be (as described in these chapters) mirrors Paul's example, and in turn serves as an example for those to follow.
8. The three images of 2 Timothy 2:3-7 are significant in this connection: the good soldier who is single-minded in his devotion to his Lord and shares in the suffering that military service requires; the rule-abiding athlete who stays in his lane; and the hard-working farmer who works in hope of sharing in the crop. All describe the kind of 'workman' that Timothy is to be, and which is explicated in the chapters that follow—a gospel worker who is not entangled in worldly pursuits, who is devoted body and soul to the service of their Master, who rightly handles the word of truth, who gains a benefit from their labour,¹ and who gladly accepts the inevitable opposition, persecution and suffering that will follow.
9. With respect to the nature of pastoral incumbency today, the Pastoral epistles do not prescribe how many hours a minister should work, how much they should be paid, or whether the role is necessarily full-time or part-time. However, they do portray a pattern of life and work that serves as a model for all pastoral ministry and leadership, as it is passed down from generation to generation.
10. It is on the basis of this pattern that pastoral leadership has always been viewed more in vocational terms than as a job. It is a task that ministers devote themselves to, putting aside worldly pursuits and entanglements. A living is provided so that they can give themselves to please their Lord and to pursue the vital task of continuing to guard and live and teach and pass on the apostolic gospel with all the suffering and hardship that this will bring (2 Tim 1:8, 12; 2:3, 9; 3:11; 4:5).
11. Honour and respect should be given to those who serve based on the task they are called to (1Thess 5:12-13). Churches honour their teachers and leaders by sharing with them and providing for them (Gal 6:6; 1 Tim 5:17-18).
12. Finally, Paul notes that there were some whose only motive in ministry was financial gain (1 Tim 6:5, 9; 2 Tim 3:2) and so stresses on multiple occasions that those who are appointed to gospel ministry ought not to be lovers of money (1 Tim 3:3, 8; Tit 1:7). This highlights the important question of character for those in positions of pastoral leadership and the ongoing possibility of materialism as a temptation, and it also raises the question as to how churches can support their ministers in a way that reduces this temptation.

Anglican Formularies

13. The Anglican formularies that bear upon the question of the Cure of Souls (*cura animarum*) are the 39 Articles (especially Articles 23 and 26) and the Ordinal (especially 'The Form and Manner of Making of Deacons' and 'The Form and Manner of Ordering of Priests').
14. Articles 23 and 26 are clearly meant to counter both the self-selecting itinerant preachers and ministers associated with the radical elements of the Reformation (the Anabaptists) and any suggestion that the unworthiness of ministers nullifies the ministry they have exercised. Neither Article speaks directly on the duties and shape of parochial pastoral ministry, but both make clear

¹ Philip Towner suggests the implication is some kind of financial remuneration (P.H. Towner, *1-2 Timothy & Titus* [Downers Grove, IL: IVP, 1994], 174). William Mounce concedes this is a possibility but prefers a reference to an eschatological sharing in the fruit of the ministry (W.D. Mounce, *Pastoral Epistles*, WBC 46 [Nashville, TN: Thomas Nelson, 2000], 508). John Stott sees a general reference to holiness and converts (J.R.W. Stott, *The Message of 2 Timothy*, BST [Leicester: IVP, 1973], 57). Luke Johnson represents a number of scholars who simply read the metaphor as expressing the need to endure suffering of one wants to gain a reward, without specifying the details (L.T. Johnson, *The First and Second Letters to Timothy* [New York: Doubleday, 2001], 371-2).

that the public preaching of the word and the ministry of the sacraments is involved, and that there is an accountability for both life and ministry on the part of those participating in it.

15. One other significant factor, especially as it finds expression in Article 23, is the congregational focus of this public ministry. Those who exercise such a public ministry are authorised to do so by those who themselves have the authority 'to call and send ministers into the Lord's vineyard'. In contemporary practice, the bishop licenses the minister to serve in a particular congregation.
16. The Ordinal differentiates the role of the Deacon from the Curate. In the 'Form and Manner of Making of Deacons', the only mention of 'the Curate' (the one who exercises the Cure of Souls) occurs when the bishop instructs the ordinand that deacons must report the condition of the needy in the parish 'unto the Curate'. It is evident that in this service Deacons are not considered to be those who exercise the Cure of Souls. In our contemporary setting, this suggests that the Cure of Souls is the responsibility of the senior minister.²
17. In the service for the Ordering of Priests, the third question of the Bishop to the ordinand inquires of his willingness to 'teach the people committed to your Cure and Charge'. It also speaks of admonishing and exhorting 'as well to the sick as to the whole, within your Cures'. It is clear that the Cure of Souls is given to the Priest.
18. It is also clear that this is an all-encompassing responsibility. The charge of the Bishop reminds the Priest how he 'ought to forsake and set aside (as much as you may) all worldly cares and studies'. At its heart, the ministry of the Priest is a ministry of word and sacrament among the congregation of God's people, which is nourished and directed by the study, teaching, and obeying of Scripture.

The Changing Context of Parochial Incumbency

19. In the New Testament, there was clearly a geographical character to church life and ministry. This explains why Paul instructed Titus to 'appoint elders in every town' (Tit 1:5). As the Christian mission spread through Europe, not just in the cities but into the countryside, and as church buildings were erected in those places, the idea of the 'parish' as a local geographical area emerged. Over time a structure developed associating parishes with the nearest episcopal seat, the origin of the modern diocese.³
20. The English Reformation retained and developed this parochial system. The parish was a geographical area. All who lived within the boundaries of the parish were considered members of the parish church. The Curate was responsible to ensure that recalcitrant citizens went to church, that unrepentant sinners were chastised and brought to repentance, and every person was brought under the regular ministry of word and sacrament.
21. When the colony of Sydney was established, the English pattern was adopted. As the city grew ministry was developed in a way that maintained the notion of every person under the influence of Anglican ministry. With further expansion and the growth of suburbs, land was purchased to continue this pattern of a church for every area. This commitment continues today.
22. For every parish church a minister (or ministers) is appointed to serve that local area. The promises the priest (rector) makes reflect his role: 'to teach and forewarn, to feed and provide for the Lord's family; to seek for Christ's sheep who are scattered abroad...' The scope of this charge was always conceived to be a specific parish area.
23. Changes and challenges have come to this geographical model due to the greater mobility of people (who freely travel between suburbs and regions), and also to the growth of ethnic or other communities who seek to meet together around shared language, culture and place of origin. Consequently, many Christians bypass their 'local' gathering to find spiritual strengthening in other

² This is supported by the entry in the *Oxford Dictionary of the Christian Church*: 'Curate. Properly, a clergyman who has the charge ("cure") of a parish, i.e., in England a rector, vicar, or perpetual curate. Such a clergyman is also known as the "incumbent". He is chosen by the "patron" (the person having the right to nominate a clergyman for the parish in question), and is admitted to the cure of souls ("instituted" or "licensed") by the bishop of the diocese' (*ODCC*, 2nd ed., 365).

³ G. W. O. Addleshaw, *The Beginnings of the Parochial System* (London: St Anthony's Press, 1953).

parishes. This is also the case with social networks in the community at large. They are rarely bound by a local main street, or even neighbouring suburbs. Rather, networks form around language or cultural groups, socio-economic or migrant needs, religious affiliations and more. The result is a multi-ethnic urban setting with highly complex social networks. This poses a further challenge to the traditional model of the cure of souls. As a consequence, ministers may not be able to reach all the various cultural or linguistic groups in their geographical parish, since a variety of approaches, or culturally or linguistically sensitive ministries, may be needed.

24. The 'Recognised Churches' ordinance of our diocese has evolved into a response to this reality. Its original intention notwithstanding, it has become a mechanism to create new churches within the boundaries of existing parishes. According to the report which gave the rationale for this ministry pattern, 'the responsibilities of the recognised church are the same as the responsibilities of a parish. However, the pastoral responsibilities of a minister of a recognised church would be limited to the members of the church'. The rationale behind this was to allow flexibility in mission, especially if the church was established to reach a particular ethnic or social group. This is a different model from that received and implemented throughout the diocese from its inception and introduces another level of complexity to the question of the scope of the cure of souls. The minister is no longer committed to seeking all of Christ's sheep in a particular area, but some of Christ's sheep from many areas.
25. The parish system has some flexibility to adapt to different church planting methods and ministries that aim to reach various groups. However, when new ministries are planted within the boundaries of another parish, it can often lead to relational tensions. These can not only undermine the new venture but deter others from making similar attempts. Yet perhaps a more significant issue is the rising amount of ministry workers dependent on long term fundraising. Many must function less like a traditional parish minister and more like a church planting missionary. However, the costs of the parish system remain the same, making it difficult for some parishes to operate financially. Furthermore, if we aim to raise leaders from more culturally diverse areas or with lower socio-economic backgrounds, we must recognise that the educational, financial, and linguistic barriers they face to becoming a parish minister are significant.

Conclusion

26. A judgment on 'the nature of parochial incumbency and the cure of souls, particularly its full-time character', is not, at least in the first instance, a theological one. There is little in terms of the way that God relates to the world through his Son and by his Spirit that directly mandates specific 'working conditions' for an individual engaged in what we call vocational ministry. The bulk of New Testament material refers to the character, convictions and competencies of the men concerned. However, as we have seen, this does not mean there are no biblical principles which bear upon the issue. The apostolic injunction to his protégé to devote himself to the task generates such a principle, as does his own willingness to forgo his right to be supported by those he served for their benefit.
27. Whether or not the early church adopted and adapted practices that reflected their first century culture, these practices were guided and governed by gospel imperatives. From this perspective we may infer that they followed the maxim of the council of Jerusalem, 'it seemed good to the Spirit and to us' (Acts 15:28). The churches arranged for individuals endowed by the Spirit with gifts of teaching, evangelism, etc., to devote themselves entirely to 'making disciples' locally and/or abroad. With the church's material support, they pursued this ministry free from the demands of labouring to provide for their families.
28. With the passing of time and in the providence of God these early practices of ministry became institutionalised along with many other aspects of Christian communal life. Our practices in Sydney are derived from the traditional relationship between the Anglican denomination and the British Empire. More recently these have been reshaped in keeping with the demands of ministry and mission in a multicultural and secular society.
29. However, contemporary Anglican ministers (whether of traditional parishes or 'recognised churches') continue to commit themselves to the twin responsibilities of the 'Cure of Souls': to seek the spiritual welfare of the members of the congregation and to seek in evangelism for Christ's sheep who are scattered abroad, whether in a particular geographical area or via a particular network of

relationships. These are both demanding responsibilities that in one sense can never be fully discharged.

30. The ongoing expectation that those who undertake this difficult task do so 'full-time' is connected with the over-riding importance, urgency and complexity of the task in both its aspects. Single-minded devotion to this task requires all that a minister can give, and then more. Other demands should only intrude insofar as they are necessary (e.g., in certain circumstances where 'tent-making' is temporarily required) or connected to the broader network of which the church is a part (e.g., contributing something to diocesan and other fellowships). The key concept for vocational ministry remains that handed down from the beginning: devotion to Christ and his people.

MARK D. THOMPSON
Chair, Sydney Diocesan Doctrine Commission

7 October 2021

Ordinances passed by the Standing Committee since its last report

(A report from the Standing Committee.)

Reported as part of the Interim Report of the Standing Committee in March 2021

Living Faith Council Ordinance No 52, 2020
Ashfield, Five Dock and Haberfield Variation of Trusts and Amendment Ordinance No 53, 2020
Kirribilli and Neutral Bay Mortgaging Ordinance No 54, 2020
Moss Vale Land Sale Ordinance 2018 Amendment Ordinance No 55, 2020
Shoalhaven Heads Trust Ordinance No 56, 2020
Synod Appropriations and Allocations Ordinance No 57, 2020
Anglican Church Growth Corporation (Pilot Program Enabling No 2) Ordinance No 58, 2020
Church Hill Leasing Ordinance 2011 Amendment Ordinance No 59, 2020
Emu Plains Trust Ordinance No 60, 2020
Guildford with Villawood Variation of Trusts (St Stephen's Anglican Church) Ordinance No 61, 2020
Nomination Ordinance 2006 Amendment Ordinance No 62, 2020
Parishes (COVID-19 and General Meetings No. 2) Ordinance No 63, 2020
Safe Ministry to Children Ordinance 2018 Amendment Ordinance No 64, 2020
St Andrew's House Corporation Ordinance 2018 Amendment Ordinance No 65, 2020
St Mary's Balmain Variation of Trusts Ordinance No 66, 2020
Professional Standards Unit (Funding) Ordinance No 67, 2020
Willoughby Trust Ordinance No 68, 2020
Willoughby Land Sale Ordinance No 69, 2020
Nomination Ordinance 2006 Amendment Ordinance No 1, 2021
Parramatta (Further Vesting of Property) Ordinance No 2, 2021
South Head Variation of Trusts and Amendment Ordinance No 3, 2021
Quakers Hill Trust Ordinance No 4, 2021
Synod Fund Application Ordinance No 5, 2021
Oakhurst (Richard Johnson Anglican School) Leasing and Variation of Trusts Ordinance No 6, 2021
Anglican Church Growth Corporation (Pilot Program) Amendment Ordinance No 7, 2021
Sydney Diocesan Services Ordinance 2017 Amendment Ordinance No 8, 2021
Endowment of the See Capital Fund Ordinance 2021 Amendment Ordinance No 9, 2021
Interpretation Ordinance 1985 Amendment Ordinance No 10, 2021
Parramatta (Indemnity of Private Trustees) Ordinance No 11, 2021
Wollongong Regional Council (Sussex Inlet) Variation of Trusts and Mortgaging Ordinance No 12, 2021
North Sydney Mortgaging Ordinance No 13, 2021

Ordinances passed since the First Ordinary Session held in May 2021

The Archbishop of Sydney's Anglican Aid Ordinance 2011 Amendment Ordinance No 18, 2021
Wollongong Regional Council (Leppington) Variation of Trusts Ordinance No 19, 2021
Blacktown Trust Ordinance No 20, 2021

Riverwood-Punchbowl Trust Ordinance No 21, 2021
Diocesan Endowment (Diocesan Overhead) Appropriation Ordinance No 22, 2021
Fairy Meadow Trust Ordinance No 23, 2021
Keiraville Mortgaging Ordinance No 24, 2021
Lugarno Trust Ordinance No 25, 2021
Sadleir Trust Ordinance No 26, 2021
Annandale Mortgaging Ordinance No 27, 2021
Oatley Trust Ordinance No 28, 2021
St James' Sydney Phillip Street Property Ordinance 1962 Amendment Ordinance No 29, 2021
Property Receipts Levy Ordinance 2018 Amendment Ordinance No 30, 2021
St John's Parramatta Amendment Ordinance No 31, 2021
Stipend Continuance Fund Ordinance No 32, 2021
Synod Funding Arrangements Amendment Ordinance No 33, 2021
Synod Appropriations and Allocations Ordinance No 34, 2021
Parochial Cost Recoveries and Church Land Acquisitions Levy Ordinance No 35, 2021
Diocesan Endowment Ordinance 2016 Amendment No 36, Ordinance 2021
Diocesan Cash Investment Fund Ordinance 2016 Amendment Ordinance No 37, 2021
Living Faith Council Ordinance 2020 Amendment Ordinance No 38, 2021
St Catherine's Waverley Ordinance 1922 Amendment Ordinance No 39, 2021
Cobbitty Amendment, Allocation and Authorisation Ordinance No 40, 2021
Concord and Burwood Trust Ordinance 2003 Amendment Ordinance No 41, 2021
Northbridge Trust Ordinance No 42, 2021
Terrey Hills Trust Ordinance No 43, 2021
Diocesan Organisation (Certain retirements related to the second ordinary session of the 52nd Synod) Ordinance No 44, 2021
The Archbishop of Sydney's Anglican Aid Ordinance 2011 Further Amendment Ordinance No 45, 2021
Anglican Media Council Land Sale Ordinance No 46, 2021
Darling Street Land Sale and Amendment Ordinance No 47, 2021
Menai Mortgaging Ordinance No 48, 2021
West Pymble with West Lindfield Variation of Trusts and Amendment Ordinance No 49, 2021
Earlwood Trust Ordinance No 50, 2021
Ashfield, Five Dock and Haberfield Easement Ordinance No 51, 2021

For and on behalf of the Standing Committee.

DANIEL GYNN
Diocesan Secretary

9 November 2021

Jamberoo: Proposal to change the status of the provisional parish to a parish

(A report of the Wollongong Regional Council.)

Proposal

1. The proposal is to change the provisional parish of Jamberoo to the parish of Jamberoo with effect from 1 January 2022.

Recommendation

2. The Wollongong Regional Council recommends that the provisional parish of Jamberoo be reclassified as a parish with effect from 1 January 2022.

Support of the Wollongong Regional Council

3. On 22nd June 2021 the Wollongong Regional Council resolved to support the request that the Provisional Parish of Jamberoo be reclassified under the provisions of the *Parishes Ordinance 1979* to full parish status.

Parish information

4. Jamberoo has been a parochial unit within the diocese since 1857 and birthed a number of the neighbouring parishes. It has been a provisional parish since 1976, but has in recent years received sufficient support and seen meaningful growth to a scale that warrants recognition as a full parish.

Particulars of all church trust property

5. Details of property held by the Anglican Church Property Trust upon trust for Jamberoo are as follows, all of which are in good condition –

Property	Value
Land (45 Churchill St)	579,000
Church	1,276,429
Church Hall	754,450
Rectories	1,369,207
Land (20 Tate Pl)	492,000
Total	4,471,086

6. The old rectory, which shares the church site at Churchill Street, is rented externally, while the present rectory is at 20 Tate Place. Both dwellings meet diocesan standards.

Estimate of Anglican Affiliation within the Parish

7. The Church of the Resurrection is based in the town of Jamberoo which had a population of 1636 people (2016 census), of which 25% claim an affiliation with the Anglican Church.
8. This population consists of 584 households: 452 families, 100 lone persons, and 32 group households.

Estimate of Congregation Size

9. From 2015 to 2018, the rector of Oak Flats was also acting rector at Jamberoo. In 2019, the rector resigned his position at Oak Flats in order to concentrate on the ministry at Jamberoo and the parish has seen substantial growth.
10. The impact of COVID lockdowns makes it more difficult to gauge size. However, 2019 saw an average attendance of 68 per week; in February 2020 (pre-lockdown) the average was 81; in February 2021 the average was 125. There are approximately 200 members listed within the church database.
11. There are two congregations, one meeting on Saturday night and the other on Sunday morning. Both are of viable size.

Summary of Financial Standing

12. A summary of the Statement of Comprehensive Income from the audited accounts for 2020:

	2019	2020
Income		
Offertories	143,424	188,955
Other Income	72,235	67,028
Total Income	215,659	255,983

Operating expenses	2019	2020
Ministry staff	126,916	121,325
PCR	22,590	19,945
Resources and Ministry	3,333	3,983
Parish Donations	11,242	13,066
Parish Administration	11,718	19,064
Ministry Property Expenses	40,058	72,519
Trading Activity Expenses	0	418
Other	100	226
Total Expenses	215,957	250,546
Surplus / (Loss)	(298)	5,437

13. A summary of the Statement of Financial Position from the 2020 audited accounts:

	2020
Assets	
Current assets	366,884
Non-current assets	5,133,165
Total Assets	5,500,049

Liabilities	
Current liabilities	8,287
Non-current liabilities	0
Total Liabilities	8,287

Net Assets	5,491,762
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14. The parish held a balance of \$41,771 in its bank account at the end of 2020, along with a provision for the balanced owed in MEA.
15. This year, the parish has taken out a loan for \$70,000 from the diocese to do renovations on the hall. They anticipate repaying this from general offertory over the next 5 years.

Criteria for Parish Status (Section 6) as Stated in the *Parishes Ordinance of 1979*

16. In accordance with Section 6 of the *Parishes Ordinance 1979*, the wardens of the parish certify as follows, –
 - (a) Local revenue in 2020 exceeded minimum threshold.
 - (b) The Rector was paid the necessary stipends and allowances, and provided with a residence.
 - (c) All cost recovery charges were paid.
 - (d) A residence approved as suitable by the Archbishop is available for the Minister.
 - (e) There are buildings available in the parish for use by a congregation meeting for worship and other proposes.
 - (f) These buildings are in good condition and suitable for purpose, and title is vested in the ACPT.
 - (g) The parish is able to service all its debts.
 - (h) The parish is in a sound financial condition.

For and on behalf of the Wollongong Regional Council.

PETER HAYWARD
Bishop of Wollongong

5 July 2021

Anglican Church Property Trust Diocese of Sydney (ACPT)

(Report to Second Ordinary Session of the 52nd Synod of the Diocese of Sydney.)

Introduction

As the Chair of the ACPT, and on behalf of the Board, I have pleasure in presenting the ACPT's 2020 annual report to the Synod.

Our report to the 1st Ordinary Session of the 52nd Synod on 3 May 2021, referenced the tragedy of the 2019/2020 bushfires and floods for many parishes and the communities they serve. This report was prepared against the backdrop of the COVID-19 pandemic that has affected the lives of everyone across the diocese during much of 2020 and continues into 2021. The Board acknowledges the impressive manner in which parishes across the diocese rose to the challenges presented to look for novel ways to so effectively continue to engage with their local communities to minister to them and continue to present the good news of Jesus Christ. On behalf of my fellow board members and the SDS team that supports the ACPT, we again say "thank you!" and assure you of our ongoing collective prayers.

Strategic Focus

As noted in previous annual reports to Synod, the role of the ACPT as defined by its constituent documents, an Act of the NSW parliament (1917) and an ordinance of the Synod (1965), continues to evolve from operating as a relatively passive trustee of church trust property to one that must respond to significantly more complex regulatory, legal, political and social environments. Trustees may also be exposed to potential personal liability under legislation such as that relating to heritage and fire safety.

As complexity has continued to increase for parishes, so it has for the ACPT through 2020 as members continued to ensure that corporate and individual fiduciary duties are effectively discharged. The examples of where parishes and ACPT have needed to operate in a more highly complex environment are varied. Over 2020 some examples include -

- Obligations under frequently changing NSW Department of Health Orders
- obligations under the *NSW Heritage Act 1977*
- ongoing compliance with ACNC legislation
- ongoing compliance with fire safety aspects of the Environmental Planning and Assessment Regulations (2000)
- increased obligations under the *Cemeteries & Crematoria Act 2013*
- operating in an increasingly litigious external environment with associated implications for insurance, reputation/risk and personal liability
- changes to NSW planning instruments
- more complex administration of the various Local, NSW and Commonwealth Government grant programs
- ongoing key obligations arising from the Royal Commission into Institutional Responses to Child Sexual Abuse

Because parishes are unincorporated bodies there is a necessary interface with ACPT in parish church trust property matters. In this regard, the ACPT includes the following February 2014 Standing Committee resolution as a salient reminder of the polity of the diocese:

Standing Committee declares its view that the polity of this Diocese generally gives precedence to parishes over the affairs of the Diocese, including in relation to the management of property held for a parish and the benefit of income from such property.

This intersection needs to be managed with consistency and regard to the interests of parishes, the increased complexities noted above, the legal and fiduciary obligations of the ACPT and the potential personal liability that may be imposed upon its Board members.

Highlighted Activities during 2020

The 2019 report was prepared in mid-2020 for consideration by the Standing Committee and tabling at the one day Synod on 3 May 2021. Since that time, ACPT, as the corporate trustee of the Diocese, has continued to operate across the full spectrum of diocesan activities. Some notable outcomes include –

- assisting parish budgets in the face of the COVID-19 pandemic by authorising a 50% reduction in the portion of the funding of the ACPT's business that was contributed by all parishes through the PCR process from May 2020 to December 2020,
- ensuring that the capital of parish investments in the DCIF will be maintained over 2021 by granting relief from the portion of the funding of the ACPT's business that is contributed through a 0.5% pa of the market value of parish assets invested in the Glebe Administration Board's Diocesan Cash Investment Fund (DCIF) over 2021, while working with the Standing Committee to deliver a longer term solution that will avoid reimplementing of the management fee for parish DCIF investments.
- assisting parishes lodge over 100 applications under various NSW and Commonwealth Government grant programs and administered in excess of \$2.0million in successful grant funding. The contribution to parish life that our Commonwealth and State Governments have made, is very much appreciated by not only the parish members but equally, the wider community.
- overseeing the investment, on behalf of parishes, of approximately \$65.5million (31 December 2020) in the DCIF and a further \$80.8 million (31 December 2020) in the Long Term Pooling Fund (LTPF).
- implementing and concluding the 2020/2021 renewal of the Church Insurances Program (CIP) in a particularly "hard" insurance market to deliver a level of insurance coverage acceptable to the Standing Committee and at a cost outcome that was slightly less than the prior year, despite a "double digit" upward movement in insurance costs in the market generally.
- bolstering the membership of the "Major Works" sub-committee by appointing additional property and finance specialists, active in diocesan parishes, to harness their professional skills and to bolster the ACPT's existing skills in these areas for the guidance of parishes and oversight of larger property projects. On behalf of the Board I thank the sub-committee members and especially the Rev Canon Christopher Allan for his contribution as Chair over the past 18 months. I also welcome the Rev David Ould to the Chair of MWC from January 2021 and look forward to his leadership of the subcommittee.

Synod's Governance Policy for Diocesan Organisations

As detailed in the report to the last Synod, the ACPT Board welcomed the Governance Policy for Diocesan Organisations that was approved by Synod 2019. The Board has investigated ways to adopt as many of the Governance Standards and Policy Guidelines that are included in the policy as are pragmatically possible for a trustee. An amendment ordinance that deals with ACPT's response to the policy is expected to be promoted to the Standing committee during 2021.

Acknowledgements

I take this opportunity to thank parish councils, the episcopal team and the SDS teams that support the Board, especially recognising the contribution made, often in the face of intensive workloads, to deliver lasting and meaningful ministry outcomes. I also take this opportunity to acknowledge the contribution made to the efficient functioning of the ACPT through the critical skills provided by all members of the Board. During 2020, Dr Robert Tong AM retired from the Board after a term of 42 years, and over a decade as Chair. The Board is indebted to Robert for his mission focus, his "corporate memory" and deep understanding of diocesan affairs that he brought to the Board.

In March 2021 Archbishop Dr Glenn Davies concluded his episcopacy and also retired from the Board. The Board thanks Glenn for presiding so effectively and judiciously over the Board during his episcopacy as the 12th Archbishop of Sydney. In June 2021, the Board welcomed Archbishop Kanishka Raffel to the presidency of the Board.

Summary by the Head of the Parish Property Services, Mr Greg Ellem

On behalf of my Parish & Property Services colleagues, Penny Barletta, Judi Harrington, Scott Lincoln, Sally Satya, Grace Shi and Cindy Wong, I express gratitude for the assistance provided to us by the Board, the senior episcopal team and the many parish volunteers, as we partner parishes in a variety of property and insurance matters as they continue to undertake front line Christian ministry across the diocese.

We serve the Board as its executive management arm and relate to the Board in accordance with a service level agreement that is negotiated annually and is reviewed during the year. In this ACPT report to Synod you will find -

- an Executive Summary,
- details of the ACPT's Constitution and purpose,
- a summary of major activities undertaken by ACPT during 2020, and
- contact details of the SDS parish property services team

1. Executive Summary

During 2020 the SDS management team supported the ACPT in its corporate and trustee capacity as trustee for parishes and some diocesan organisations in the following areas –

- (a) exercised oversight and administered 7 separate building projects for amounts in excess of \$1 million. Key property projects that were completed during 2020 include a new 250 seat ministry centre at Stanhope parish, renovation and redevelopment of the Chapter House of St Andrew's Cathedral, completion of the redevelopment of the Manly Corso retail shops, ministry facilities and courtyard at Manly parish. During 2020 building contracts were executed for the building of a 250 seat ministry centre at Leppington, a new foyer connecting ministry buildings at Surry Hills parish and significant restoration work to St Saviour's church, South Sydney. Surplus land was sold at Stanhope with proceeds being freed up to fund the cost of the ministry centres at Stanhope and Leppington.
- (b) received, reviewed, signed and processed a record 547 separate documents for parishes (including development applications, building contracts, leases, licence agreements, contracts of sale, applications for grant funding, insurance claims, etc.). This compares with 535 documents processed in the 12 months to Synod 2020,
- (c) implemented the quarterly "Property Matters" newsletter for parishes (Spring and Summer 2020) to enhance communication channels with parishes in respect to insurance and property-related matters,
- (d) administered a record 102 Public Liability insurance claims and 121 Industrial Special Risk (Property and Contents) insurance claims or notifications on behalf of parishes,
- (e) prepared and issued 21 separate circulars to parishes about a range of policy/procedure matters such as the quarterly "About Your Invested Funds" circular to parishes and diocesan organisations on whose behalf the ACPT invests funds, advice about applications for grant funding from the NSW, Local and Commonwealth governments, advice in respect to cemeteries and columbaria, advice about using Anglican halls as polling places, as well various insurance related circulars, and

In compliance with Public Health Orders, for much of 2020, SDS staff worked remotely. Despite not having access to the St Andrew's House facilities, and as noted above, it was very much "business as usual" in our support of parishes. We are particularly pleased that the aggregate value of the NSW Government's CBP program alone, has delivered financial support to parishes over the period 2010 – 2020 of \$14.3m. The ACPT's executive team also met with the parliamentary staff and elected members of the NSW Government and local Councils, in relation to several specific parish building, sale and heritage projects. Further meetings have occurred during 2021.

2. Constitution and Purpose

The ACPT is an incorporated body constituted by the *Anglican Church of Australia Trust Property Act 1917*. The *Anglican Church Property Trust Diocese of Sydney Ordinance 1965* regulates the functioning of the ACPT. Pursuant to the 1917 Act, the ACPT is the legal owner and trustee of church trust parish property within the Diocese of Sydney. As owner, the ACPT is required to be involved in a wide range of parish property transactions, including but not limited to insurance, leases, licences, property sales/purchases, building contracts and administration of estates.

3. Major Activities undertaken by ACPT during 2020

Strategic Land Acquisition and Construction on behalf of the Mission Property Committee (MPC)

The ACPT –

- (a) completed construction of a new 250 seat ministry centre at Stanhope Gardens with associated hall, amenities and car parking facilities (officially opened in October 2020). A surplus land sale to the rear of the Stanhope Gardens site was also commenced to include provision of ministry housing for Stanhope Gardens parish and to realise funds for allocation towards other greenfield church projects.
- (b) commenced construction of a new ministry centre at Leppington. This includes construction of the lead infrastructure including: Sydney Water sewer infrastructure to replace the existing septic system; coordination of a shared driveway and car parking area with the adjoining site the subject of a proposed new Anglican School and a new stormwater drainage system.
- (c) installed a temporary driveway, car parking and relocatable buildings for use at Leppington to facilitate congregational growth prior to completion of the permanent church building.
- (d) undertook planning and design and obtained a modified development consent for a future ministry centre at Marsden Park.

Insurance

Pursuant to the terms of the *Church Insurances Ordinance 1981* the ACPT effects insurance on behalf of parishes and some diocesan organisations under the Church Insurances Program (CIP). The annual renewal date of the diocesan insurance policies is 31 August. There is an annual insurance premium of approximately \$2.8 million, to insure some 1,100 parish buildings and property of many diocesan organisations under the church insurances program (CIP).

The ACPT Manager, Insurance Services, commences the renewal process early each calendar year by collecting key insurance data from parishes and diocesan organisations to facilitate negotiations with various investment grade insurance counterparties for suitable insurance cover. Significant time is invested in administering the cover for those diocesan organisations that participate in the CIP (including Anglican Aid, Anglican Education Commission, Anglican Media, Arundel House, Anglican Youthworks, Camperdown Cemetery Trust, Endowment of the See, Evangelism & New Churches, GFS, Glebe Administration Board, Ministry Training & Development, Mission Property Committee, Moore Theological College, Mothers Union, New Churches for New Communities, Sydney Anglican Loans, Sydney Anglican Indigenous Peoples Ministry Committee, St Andrew's House Corporation Council St James Hall, Sydney Diocesan Services and Work Outside the Diocese). This is achieved under the oversight of the diocesan insurance broker, Marsh Pty Ltd (Marsh). With the assistance of Marsh, insurance policies are established for a suite of insurance products with a spectrum of insurance counterparties, all of whom are ascribed an "investment grade" external counterparty credit rating by the recognised international insurance Credit Rating Agencies.

As noted in the report from the Chair, despite 2020 again proving to be a challenging year for insurance markets generally, the cost of transitioning to a "new normal" higher cost insurance market was negotiated such that the cost of the 2020/21 CIP was able to be reduced lower than the 2019/20 CIP. This was achieved through strong collaboration between the Finance Committee and Standing Committee which authorised greater reliance on self-insurance based on empirical and actuarial work undertaken by the Diocesan Insurance Broker, Marsh Pty Limited, in selectively and successfully putting some key insurance products to tender. A two year long term agreement (LTA) in respect to the parish ISR component of the CIP (representing ~ 60% of the total cost of the CIP) was negotiated with the new ISR insurers, CHUBB

Australia Insurance Ltd and Catholic Church Insurance at 2020 premium rates. This will restrict the year on year increase in the cost of the ISR policy between 2020/21 and 2021/22 to 7.5%. Anecdotally, between Q1 2020 and Q1 2021, the premium for insurance products has increased by between 20% and 30%, so the LTA will mitigate pressure on parish PCR costs.

Insurance-related enquiries are dealt with by the Manager, Insurance Services (Cindy Wong) and the Insurance Assistant, Ms Sally Satya. The enquiries handled by Cindy and Sally include day-to-day insurance enquiries and issuance of Certificates of Currency which enable parishes to conduct off-site activities.

Investment activities of the ACPT

While the ACPT Board provides key strategic oversight of the LTPF, management is responsible for reviewing and developing/recommending policies and procedures for adoption by the full ACPT Board in relation to the 191 separate investments in the DCIF for parish unitholders and some 102 separate investments for parish unitholders in the LTPF.

The Investment Objective for the LTPF is to achieve a real rate of return of 3.5% pa over rolling 5 year periods (after external investment management fees and tax effects) subject to:

- preserving the real value of a unit in the LTPF over a rolling 10 year period (commencing 1/7/2010) with a 60% - 70% probability, and
- adopting a distribution policy that is consistent with the Investment Objective

The real rate of investment return generated by the LTPF over the period 1/7/2010 to 31/12/2020 was 6.75% pa, considerable above the real rate of return objective. During 2020 distributions aggregating \$2.5million were made to beneficiary parishes and diocesan organisations.”

Quarterly reports are received from the investment and asset manager, Mercer Pty limited (Mercer) that demonstrated that ACPT’s ethical investment policy (EIP) was in compliance throughout the review period. ACPT’s EIP requires underlying fund managers to positively tilt their portfolios to ethical companies and to maintain carbon intensity exposures below that of equivalent market benchmarks within the actively managed listed asset classes. The EIP was initially adopted and implemented by the ACPT with the endorsement of the Standing Committee in 2016. The policy was reviewed during 2020.

The EIP also retains the “negative screens” (that is, screening out “disapproved businesses”) such as businesses deriving income from alcohol, armaments, gambling, pornography and tobacco and stem cell research involving the destruction of embryos, abortifacients and elective abortions.

Overseas Shares are passively managed so there is no difference from the benchmark in terms of carbon intensity. The ACPT is well advanced in taking a similar approach to seeking a reduction in the carbon intensity of other parts of the portfolio in due course.

A copy of the ACPT’s EIP can be found at www.sds.asn.au

NSW Community Building Partnership (CBP) and other Grant Programs

Since the initial CBP grants were announced in 2009, the ACPT has promoted, facilitated and administered all CBP Grant Programs. The process includes –

- assisting parishes construct applications and liaising with local MPs
- reviewing documentation and grant conditions applicable to each successful parish
- responding to enquiries from parishes about various aspects of the CBP Grant Program
- responding to enquiries from the NSW CBP Office and NSW Government Members of Parliament about successful parish projects
- receiving and distributing grant funds to each successful parish
- progress and acquittal reporting to the NSW State Government in accordance with grant application criteria
- following up incomplete acquittal information from grantees to satisfy NSW Government CBP Grant Program audit procedures and ensure that parishes are given a fair opportunity to share in future CBP Grant Programs.

A summary of the CBP Grant Programs since 2009* follows –

Year	No. of successful Parishes	\$ Grant amount (rounded)
CBP 2009 - 2019 CBP (I) – (XI)	602	\$12,825,663
CBP 2020 (XII)	75	\$1,500,000
Total	677	\$14,325,663

In addition to the CBP Grant programs, the ACPT administered a further \$500,000 across a number of Federal, State and local Government Grant programs.

4. Property and Insurance team

The SDS parish and property services team who support the ACPT look forward to continuing to serve parishes and diocesan organisations. The Parish Property Services team can be contacted:

Greg Ellem, Head of Parish Property	gx@sydney.anglican.asn.au	02 9265 1546
Penny Barletta, Manager, Parish Property (Northern and South Sydney regions)	px@sydney.anglican.asn.au	02 9265 1561
Scott Lincoln, Manager Parish Property (Western , Georges River and Wollongong regions)	xl@sydney.anglican.asn.au	02 9265 1633
Sally Satya, Insurance Assistant	ssatya@sydney.anglican.asn.au	02 9265 1557
Grace Shi, Assistant, Parish Property	gbs@sydney.anglican.asn.au	02 9265 1562
Cindy Wong, Manager, Insurance Services	cw@sydney.anglican.asn.au	02 9265 1679

GREGORY ELLEM
Head of Parish Property

June 2021

Mission Property Committee

(A progress report from the Mission Property Committee)

Key Points

- The Mission Property Committee (“MPC”) has partnered with the Growth Corporation and New Churches for New Communities (“NCNC”) to deliver a new church building and commence construction of a rectory at Stanhope.
 - Construction has commenced on the Leppington church building. Four relocatable buildings have been located on the site to facilitate growth in ministries until completion of the permanent building forecast October 2021.
 - A development consent has been obtained for a new church building at Marsden Park.
1. MPC continues to partner with the Growth Corporation, NCNC and greenfield parishes to deliver the Growth Corporation strategic plan for the Diocese over the medium to long term. Priority property projects include:
 2. The MPC delivered the Stanhope parish in Sydney’s north-west a new 250 seat church building with associated meeting rooms, amenities and car parking. The parish was meeting in the nearby council leisure centre for 14 years and has welcomed the new church facilities with significant growth in numbers being experienced since building occupation.



Archbishop Glenn Davies speaks at the Stanhope building opening on 16 October 2021

3. The MPC also delivered an 8 lot land subdivision at the rear of the Stanhope church land. Construction of a rectory is underway on lot 1 (pictured). The surplus lots 2 to 8 were sold with the sale proceeds contributing to the construction of a church at Leppington.



Stanhope rectory under construction

4. The construction of the Leppington church building has commenced. Completion is scheduled for Q4.2021. The building is funded by the Archbishop's New Churches for New Communities (NCNC) and the MPC. The church site was provided by all parishes across the Diocese through the Synod approved greenfields land acquisition levy ordinance.



Archbishop Glenn Davies at the sod turning ceremony in August 2020. Construction is now underway.

5. A development consent has been obtained for a new church building at Marsden Park. NCNC has commenced fundraising for the new church building that will serve the rapidly growing population in the coming decade.
6. The MPC continues a search for land in areas of rapid population growth across the Diocese. New churches are required to meet population growth at Box Hill/Oakville, West Dapto, Wilton Junction and St Marys ADI.

For and on behalf of the Mission Property Committee.

TREVOR RATCLIFF
Chair

28 June 2021

Regional Councils' Annual Reports for 2020

(A compilation of the annual reports from the Regional Councils.)

Key Points

- Under clause 9(2) of the *Regions Ordinance 1995* each Regional Council must present an annual report of its proceedings and the exercise of its general functions for inclusion in the Standing Committee's report to Synod for that year
- These reports are in addition to the annual reports prepared by the Regional Councils and tabled at the Synod under the *Accounts, Audits and Annual Reports Ordinance 1995*

Background

1. Under clause 9(2) of the *Regions Ordinance 1995*, each Regional Council must present to the Standing Committee an annual report of its proceedings and the exercise of its general functions under clause 6 in sufficient time each year to enable the Standing Committee to include the report in the report for that year of the Standing Committee to Synod.
2. The general functions of the Regional Councils under clause 6 are –
 - (a) to carry out or assist in carrying out any resolutions passed by the Synod or the Standing Committee and referred to it for implementation;
 - (b) to develop ministry strategies in the Region;
 - (c) to assess applications for grants in the Region made or referred to it;
 - (d) to make grants or loans from money (consistent with any trusts on which that money may be held) available to it for distribution or for lending;
 - (e) to accept gifts and grants;
 - (f) to raise and expend money for any purpose connected with ministry in the Region;
 - (g) to employ persons for any purpose connected with ministry within the Region, and to dismiss any person so employed;
 - (h) to manage and control any endowment held for the Region as a whole;
 - (i) to discuss matters affecting the Region and to disseminate information in the Region;
 - (j) to make recommendations to the Archbishop about alterations to regional boundaries; and
 - (k) to exercise such other functions as the Synod or the Standing Committee may from time to time prescribe.
3. The following are the reports from the Regional Councils for 2020 for the purposes of clause 9(2). These reports are in addition to the annual reports prepared by the Regional Councils and tabled at the Synod under the *Accounts, Audits and Annual Reports Ordinance 1995*.

Georges River Regional Council

4. The Regional Council had three meetings in 2020 due to COVID-19. At the meetings, the Rector of the parish was invited to give a Bible study and then report on the activities within the parish. This gave the Council a good indication of the challenges facing the parish and highlighted that different strategies had to be implemented to face some of the challenges of a changing society.
5. After a number of years planning the John 3:16 Mission, COVID did not allow much of what was planned to go ahead. And the uncertainties surrounding COVID meant a pause in strategic planning.
6. The Council continues to strategize and plan in terms of how best to utilise funds for ongoing gospel work in the region.

Northern Regional Council

7. The Council met twice during the year, once via zoom. Reverends Armstrong and Wood were elected to the Council for the first time in October 2020. One meeting was held after their appointment. The Council also passed a resolution in February 2020 by circular resolution to which all members at the time participated and agreed.
8. Our meetings enabled discussion of a range of matters relating to ministry strategies in the region, including consideration of ways the Council might assist parish ministry in line with the Diocesan Mission.
9. The coronavirus pandemic restricted the Council's ability to meet face to face and to undertake a range of activities that it had planned or usually would have undertaken, such as an annual meeting of region clergy.

South Sydney Regional Council

10. The South Sydney Regional Council serves the South Sydney Region of the Diocese of Sydney which includes the Inner West, Sydney City and Eastern Suburbs Mission Areas. The South Sydney Region also includes the parish of Lord Howe Island and the Church of England on Norfolk Island.
11. Only one Council meeting was held in 2020. Further consultation occurred via phone and email.
12. In 2020, the main activities of the Council either by way of report or action was as follows –
 - Receiving reports from, and providing approved funding for, the Church of England on Norfolk Island (\$25,000), Living Water Indigenous Ministry (\$12,500), and the Parish of South Sydney (\$10,000).
 - Distributing to the Parish the Synod Grant for Lord Howe Island (\$21,000).
 - Gave consideration to, and approval of, the amalgamation of the parishes of Watsons Bay and Vaucluse/Rose Bay. Additionally, the Council gave approval for the newly formed parish of South Head to change from Schedule 1 to Schedule 2 of the Parish Administration Ordinance.
 - Gave detailed consideration to the proposal that Grace City Church become a recognised church. The Council determined that Grace City Church had satisfied the criteria for recognition, and accordingly noted that it would become a recognised church from 1 January 2021.
 - Reviewed progress on the appointment of clergy to vacant parishes and various property development proposals.

Western Sydney Regional Council

13. The main committees are the Executive Committee, the Ordinance Review Panel and the Architectural Panel.
14. The Council met on 3 occasions during 2020 via Zoom.
15. The main areas of consideration included assisting parishes with a response to COVID-19 lockdowns and related matters, parish vacancies and new appointments, strategic partnerships between parishes, formation of a new recognized church, building projects in the region, assisting a parish in negotiations with ASC over property use and encouraging some ministers into the Reach Australia development program.

Wollongong Regional Council

16. The Wollongong Regional Council met twice during 2020 on the evenings of 16 June and 8 September. The meetings were held in Wollongong with each meeting preceded by a meal. The scheduled meeting in March was cancelled due to COVID

17. Bishop Peter Hayward and the Regional Council worked closely to further support ministry across the Region. This included:
- financial support for the ministries at Leppington
 - financial support with subsidised rectories at Sussex Inlet and Leppington
 - financial support with subsidised demountable at Helensburgh and Denham Court
 - meeting with and support of Mission Area leaders
 - support for Rectors
 - specific regional training for Rectors and Wardens
 - support for a regional mission, sadly truncated by COVID
 - ongoing support for ESL English classes
 - ESL classes were delivered in 16 Parishes across the Region.
 - Support through provision of office space for the Regional Anglicare ESL Coordinator, Mrs Sue Radkovic
 - ongoing support for Indigenous Ministries
 - Pastor Michael Duckett linked with St Peter's Campbelltown in partnership with the SAIPMC.
 - Mr Phil Miles linked with All Saints Nowra in partnership with the SAIPMC
 - provision of advice and support through the impact of the pandemic.
18. During 2020 funding from the Region's assets was allocated to the specific ministry in the South West growth sector.

Ministry	Purpose	Allocation	Total
Wilton Junction	Church Plant	\$70,000	
Leppington	Church Plant	\$35,000	\$105,000

19. The Council received reports from Bishop Hayward and the Assistant to the Bishop at each meeting.
For and on behalf of the Standing Committee.

DANIEL GLYNN
Diocesan Secretary

26 November 2021

42/18 Reporting on the National Redress Scheme

(A report from the Standing Committee.)

Key Points

- By resolution 42/18 the Synod requested the Director of Professional Standards to enable an annual report, with appropriate protections of confidentiality, to be provided to each ordinary session of the Synod throughout the life of the National Redress Scheme, including high level numbers and claim amounts averages.
- The requested information related to claims from 1 July 2018 to 30 June 2021 are provided in the report.

Purpose

1. The purpose of this report is to provide Synod with a brief report regarding the status of applications under the National Redress Scheme, in accordance with the request of Synod resolution 42/18.

Recommendations

2. Synod receive this report.

Background

3. At its ordinary session in 2018, the Synod passed resolution 42/18 in the following terms –

‘Synod requests that Sydney Anglican (National Redress Scheme) Corporation and other diocesan organisations that become a Participating Institution under the National Redress Scheme report all applications received to the Director of Professional Standards to enable an annual report, with appropriate protections of confidentiality, to be provided to each ordinary session of the Synod throughout the life of the National Redress Scheme that includes –

- (a) the number of applications for redress which have been received,
- (b) the number and total and average amount of redress offers made,
- (c) the number and total and average amount of redress offers accepted, and
- (d) the number of persons to whom a direct personal response has been provided.’

Discussion

4. The National Redress Scheme (**NRS**) commenced on 1 July 2018 and is scheduled to continue for 10 years until 30 June 2028. The Standing Committee has strongly encouraged all diocesan organisations which could possibly have any responsibility for claims of child sexual abuse to become part of the scheme. The Standing Committee has been advised that all relevant organisations subject to the control of Synod, and all schools located in the Diocese of Sydney and known as Anglican, are participants in the NRS.
5. In accordance with Synod motion 42/18, diocesan organisations have been asked to report to the Director of Professional Standards all applications received to enable an annual report, with appropriate protections of confidentiality, to be provided to each session of Synod.

6. The Director of Professional Standards has received formal reports from 22 out of 25 relevant diocesan organisations. These figures cover the three years from 1 July 2018 to 30 June 2021 –
 - (a) the number of applications for redress which have been received – 94.
 - (b) the number and total and average amount of redress offers made (in addition to previous payments made by the diocese) – 61 offers made for a total of \$2,969,350.40 with an average amount of \$48,677.88.
 - (c) the number and total and average amount of redress offers accepted (in addition to previous payments made by the diocese) – 52 offers accepted for a total of \$2,668,740.07 with an average amount of \$51,321.92.
 - (d) the number of persons to whom a direct personal response has been provided – 5.
7. It is noted that there was no requirement for an organisation to report to the Director of Professional Standards in the event that no claims were made. Therefore, it is understood that organisations who did not make a report, or did not include data from earlier financial years in their report, did not have claims in the relevant periods.
8. It is noted that some diocesan organisations included provisions for counselling and administrative/legal costs in their reporting figures while other organisations did not.

LACHLAN BRYANT
Director of Professional Standards

15 November 2021

Safe Ministry Board and Professional Standards Unit Annual Report 2020-2021

(A report from the Safe Ministry Board and Professional Standards Unit.)

Introduction

1. This report is provided under the *Safe Ministry Board Ordinance 2001 (cl 17)* and the *Ministry Standards Ordinance 2017 (cl 86)* for the period 1 July 2020 to 30 June 2021 (reporting period).
2. The Diocese of Sydney has taken a multi-faceted approach to the issue of safe ministry and child protection. Broadly speaking the policy objectives are:–
 - (a) to exercise careful selection and screening of all clergy and church workers;
 - (b) to provide clear requirements and expectations of behaviour through the Diocesan Code of Conduct, *Faithfulness in Service*;
 - (c) to provide regular and comprehensive training and support for all clergy and church workers;
 - (d) to make a timely and caring response to all who are affected by abuse; and
 - (e) to enact just procedures to deal with respondents and persons of risk.

Safe Ministry Board

3. The Safe Ministry Board (**SMB**) was established under the *Safe Ministry Board Ordinance 2001*. The SMB is tasked with ensuring that safe ministry, child protection and child abuse issues are properly dealt with throughout the Diocese. This includes the development and review of policies in these areas. The functions of the Board are defined in clauses 5 and 6 of the Ordinance.
4. The members of the SMB over the reporting period were: the Rev Dr Keith Condie (Chair), Dr Tim Channon, Ms Stephanie Cole, the Rev Steve Dinning, the Rev Tom Hargreaves (appointed March 2021), the Rev Gary O'Brien, the Rev Paul Sampson, the Rev Janine Steele (resigned August 2020), Dr Ruth Shatford AM and Mrs Jenny Yung.
5. The SMB met 10 times in the reporting period. Meetings were often held via Zoom due to COVID restrictions.

Professional Standards Unit (PSU)

6. The PSU team consists of Mr Lachlan Bryant as Director of Professional Standards, Mr Steve Coleman as Assistant Director of Professional Standards, Mrs Belinda Burn as PSU Chaplain, Mrs Stacie Pakula as Legal Officer / Executive assistant to the Director (0.5 FTE), Mrs Annelie Singh as Personal Assistant to the Director and the Unit's Administrator, Mrs Kylie Williams as Training Consultant for Safe Ministry (0.7 FTE), Archdeacon Neil Atwood as Parish Consultant for Safe Ministry (0.4 FTE), Mrs Brenda Sheppard as Administrative and Safe Ministry Support, Mr Austin Irwin (0.3 FTE) and Ms Naomie Nguyen (0.3 FTE) as Legal Assistants. Mrs Elenne Ford works as Dispute Resolution Consultant for the PSU.
7. In practice, much of the work of the PSU derives from the Safe Ministry Board, which has the overall responsibility to encourage all parishes and other units of the Diocese to be safe ministry and child protection aware, compliant and responsive.
8. The Director has overall responsibility for the PSU and is responsible for the day-to-day administration of the complaints and procedures regarding clergy and church workers (*Ministry Standards Ordinance 2017*) and the National Register (*General Synod National Register Canon 2007 Adopting Ordinance 2008*).
9. The PSU undertakes screening of all clergy appointments on behalf of the Archbishop. The screening includes a Working With Children Check through the Office of the Children's Guardian (**OCG**), a

National Register check and a "Safe Ministry Check," also referred to in this context as the Confidential Lifestyle Questionnaire (CLQ), which is now mandatory for all church workers being licensed or authorised for ministry. See paragraphs 24-30 below for further information about Screening of clergy and other church workers. The PSU provides ongoing support and advice to office holders, parishes and organisations in this regard.

10. Anglicare's Case Manager for Pastoral Care and Assistance for Care Leavers provides a pastoral and caring response to former residents of the Church of England Homes and Sydney Anglican Home Mission Society Homes, who have complained of abuse or mistreatment during their time at these Homes. The Case Manager, Ms Angela Ferguson, works from Anglicare's Telopea office, under the management of the Rev Dr Andrew Ford, General Manager Mission and Partnerships.

Archbishop's Meetings with Survivors

11. Throughout the reporting period Archbishop Glenn Davies continued to make himself available to listen to complainants, relate to them pastorally and provide an apology on behalf of the Diocese as appropriate.
12. These meetings are of immense value in almost all cases and survivors are appreciative of the effort made by the Archbishop and the PSU Chaplain to facilitate these apologies.
13. Archbishop Glenn Davies completed his term as Archbishop 26 March 2021. The SMB and PSU are grateful and thankful for Archbishop Davies throughout his episcopate prioritising safe ministry and care and concern for survivors of abuse.
14. Archbishop Kanishka Raffel commenced on 28 May 2021 and the SMB and PSU look forward to working with him in this important area in the life of the Diocese over the coming years.

Safe Ministry website and Blueprint Policy Documents

15. The [Safe Ministry website](#) and the Safe Ministry Journey policy model were launched at Synod in 2015 (Resolution 24/15). All parishes (Rectors, Wardens and Safe Ministry Representatives) are encouraged to adopt the [Safe Ministry Blueprint policy documents](#) if they have not already done so.
16. In terms of the Safe Ministry website, traffic during the reporting period increased dramatically with an average of over 6,500 unique visits per month.

The Working With Children Check

17. In 2013 the NSW Government introduced laws that require all clergy and each person involved in child-related work in parishes or organisations to obtain a Working With Children Check (WWCC) number and to have this number verified online by the relevant parish or church authority.
18. As the term of a person's WWCC number expires 5 years after it is issued, a significant number of WWCC numbers were renewed during the reporting period.

The NSW Reportable Conduct Scheme

19. In response to recommendations arising from the Royal Commission into Institutional Responses to Child Sexual Abuse, the NSW Government expanded the Reportable Conduct Scheme to include faith based organisations from 1 March 2020 under the *Children's Guardian Act 2019*.
20. On 28 February 2020 the PSU issued a Circular for Parishes which provided a summary of the new requirements of the Scheme and the impact of them in the church context. The circular was emailed

to all Licensed Ministers, Authorised Lay Ministers and Safe Ministry Representatives in the Diocese. The circular is available [here](#).

21. Members of the clergy and church workers should ensure that they are both familiar and compliant with the reporting requirements of the Scheme in their practice of ministry and seek advice or clarification from the PSU if they have any questions or inquiries about them or a particular situation in which they are uncertain whether the requirements apply.

Screening of Lay Church Workers

22. All workers in 'child-related' employment (including licensed clergy or authorised lay ministers and unpaid volunteers) must have a Working With Children Check clearance. In addition, it is recommended that parishes seek full disclosure of any relevant history and fully complete reference checks with prior supervisors or employers.
23. Persons with a criminal conviction for an offence listed in Schedule 2 of the *Child Protection (Working with Children) Act 2012* (including serious sexual offences and certain other offences involving children) cannot be appointed or elected as wardens, parish councilors, parish nominators or Safe Ministry Representatives.
24. See the *Safe Ministry to Children Ordinance 2020* heading below for details about the Safe Ministry Check that must be completed by all volunteers in youth or children's ministry from 1 January 2021 onwards.

Screening of Ministry/Ordination Candidates, Clergy and Authorised Lay Ministers

25. All candidates for ordination by the Archbishop are required to complete a comprehensive screening and disclosure through the Confidential Lifestyle Questionnaire (CLQ). This is administered by Ministry Training and Development (**MT&D**) in consultation with the PSU. The CLQ was updated following the introduction of the *Safe Ministry to Children Ordinance 2020*.
26. Ordination/ministry candidates undergo extensive assessment and screening by way of reference-checking, general psychological testing, interviews, chaplaincy supervision reports and Moore College reports. A PSU record check and National Register check are also undertaken. The *Ministry Standards Ordinance 2017* provides a mechanism for pre-ordination disclosure and consideration of prior sexual misconduct or abuse.
27. All paid lay church ministers in the Diocese are required to apply for the Archbishop's authority. This involves their completing a comprehensive screening and disclosure through the CLQ with the applicable Regional Bishop or his representative.
28. On Monday, 12 October 2020 the PSU conducted an interviewer training day prior to the introduction of the new CLQ form for clergy, ordination and presbyter candidates at Lower Chapter House, St Andrew's Cathedral. The Episcopal team, Executive Assistants of the Bishops and the Archdeacon for Women, MT&D, Registry, PSU staff and other relevant stakeholders from Anglicare, ENC, CMS and Bush Church Aid were in attendance. The topics covered on the day included 'Pastoral conversations' presented by the Rev Mark Charleston and Bishop Malcolm Richards, 'Psychological assessments and ministry' presented by Greg Powell, Clinical Psychologist, The Mindspace, 'Pornography - the research and our response' presented by the Rev Marshall Ballantine Jones, the Rev Gary O'Brien and Archdeacon Kara Hartley. The day was an excellent opportunity for those involved in conducting CLQ interviews or similar processes to learn, upskill and collaborate.

Safe Ministry Training – Safe Ministry Essentials/Refresher

29. The *Safe Ministry Essentials* course remains the mandated safe ministry training for the Diocese for all adult persons working with children or youth, followed by the *Safe Ministry Refresher* course every 3 years. These courses are available online (*Essentials Online* and *Refresher Online* respectively).
30. The Diocese is a member of the National Council of Churches' Safe Church Training Agreement. There are 36 independent churches and other dioceses who are signatories to the Safe Church Training Agreement across Australia.
31. A significant revision of the Safe Ministry courses was undertaken in 2020 with the updated online course available in July 2021. This was the culmination of a tremendous effort by the Safe Ministry Team, and particularly Kylie Williams.
32. The numbers of people who enrolled in online safe ministry training over the reporting period are as follows:

Online safe ministry training	
Essentials	2,667
Essentials-Non Anglican	334
Sub Total	3,001
Refresher	2,390
Refresher-Non Anglican	132
Sub Total	2,522
Grand Total	5,523

33. The current costs charged for online training for Anglicans are \$20 for Essentials and \$15 for Refresher, and \$30 for Essentials and \$25 for Refresher for non-Anglicans.
34. Face-to-face training was offered at 18 locations across the Diocese in November and March during the reporting period. The numbers of people who completed face-to-face safe ministry training during that time are as follows:

Face-to-face safe ministry training	
Essentials	43
Refresher	90
Total	133

35. Due to COVID-19 restrictions there has been limited uptake for face-to-face training and planning these events has become more challenging.
36. Costs charged for face-to-face training are: \$50 for Essentials and \$25 for Refresher for Anglicans and \$60 for Essentials and \$30 for Refresher for non-Anglicans.
37. Over the reporting period the Safe Ministry Training website had on average 3,860 unique visits per month. For more information please visit the [Safe Ministry training website](#).
38. Apart from the website, the key contacts for safe ministry training inquiries are:
- Mrs Brenda Sheppard, Safe Ministry Training Administrator: brenda@safeministry.org.au.
 - Mrs Kylie Williams, Safe Ministry Training Consultant: kylie@safeministry.org.au.

Training of Ministry/Ordination Candidates, Clergy and Authorised Lay Ministers

39. Eight Safe Ministry Modules have been developed and are being taught through Moore College, MT&D and Youthworks College as part of their courses and programs.
40. All licensed clergy and authorised lay ministers in the Diocese must have satisfactorily completed safe ministry training within the 3 years prior to their licence being issued and every 3 years thereafter, while the licence continues.

Faithfulness in Ministry Seminars 2020

41. All licensed clergy and authorised lay ministers in the Diocese are required to attend Faithfulness in Ministry (formerly “Faithfulness in Service”) training seminars once every three years, which are organised and paid for by the Professional Standards Unit. This training has been run across the Diocese since 2005 and was scheduled to take place in June 2020 but was cancelled due to COVID-19 restrictions.
42. Ultimately the decision was made to move the Faithfulness in Ministry Seminars online for 2020. The theme of the Seminars was ‘Shepherding with Grace.’ This consisted of the following components (3.5 hours in total):
- Pre-registering for and attending one of five (1.5 hour) Webinars run by the Office of the E-safety Commissioner in the third week of October 2020 focusing on keeping our communities safe in the online environment.
 - Sometime between 12 October and mid-December 2020 to access and watch the following two pre-recorded sessions:
 - (i) Sermon from Archbishop Glenn Davies on Hebrews 13 (30 minutes duration).
 - (ii) Presentation from Associate Professor Neil Foster on creating healthy relationships in churches focusing on Preventing Bullying and Promoting Safe Workplaces - Legal issues (1.5 hours duration).

These talks are available [here](#).

43. Participation in the Faithfulness in Ministry Seminars was as follows:

Faithfulness in Ministry Seminars 2020	
Completion of all components	1,019
Non-attendance at webinar but completion of other components	72
Total	1,091

44. Those 70 years of age or older were exempted from having to participate, although they were welcome to participate if they chose to. The number of apologies or exemptions granted from full or partial attendance was 190. Make-up Webinars were provided by the Office of the E-Safety Commissioner on 25 February and 1 March 2021 for those unable to attend in 2020. The PSU is following up the small number of those who neither participated nor applied for an exemption for the Seminars.
45. The Office of the E-Safety Commissioner received over 400 optional survey responses from participants after the Webinars. Overall the responses were overwhelmingly positive. Participants were appreciative of both the content and the interactive presentation style. The SMB and PSU are grateful for the support and professionalism of the Office of the E-Safety Commissioner in helping us to better equip our church leaders to face the challenges of online safety in this way.

46. The SMB and PSU are thankful for the partnership of Moore Theological College, Anglicare and SDS as sponsors for the online Faithfulness in Ministry Seminars for 2020.

Safe Ministry for Junior Leaders Online Course

47. Our Safe Ministry Junior Leaders course, for junior leaders in youth and children's ministry aged between 13 and 17, was completed by 160 junior leaders from parishes across the Diocese during the reporting period. Enrolments have increased noticeably since the implementation of the *Safe Ministry to Children Ordinance 2020*.
48. The course has been carefully structured with age appropriate language and content. A prerequisite of the course is for parents and the Rector to authorise the junior leader's enrolment and for a support scaffold to be in place through their local parish consisting of a Training Mentor while the course is being conducted. The Junior Leaders Group Management System introduced during the last reporting period has been highly successful in helping Training Mentors manage the registration process and to track participants' progress through the course. There are now 170 of these groups in place in parishes across the Diocese.
49. The course has been transformative for many of the participants. Feedback is received from every participant as part of the course design. The course has been very well received overall. Following the introduction of the *Safe Ministry to Children Ordinance 2020*, the Junior Leaders Online Course is mandatory for all leaders in youth and children's ministry aged between 13 and 17 years.
50. The course is offered free of charge and is only available to those ministering in the Diocese of Sydney. Follow this [link](#) for more information.

Domestic Abuse Awareness, Response and Prevention Training Course

51. The Know Domestic Abuse online course was launched at Synod in October 2019 by the PSU Chaplain and Ms Lynda Dunstan, Anglicare Domestic Violence Advisor. Resources and awareness raising packs for responding to domestic abuse were provided to each church in the Diocese to coincide with the launch.
52. The SMB encourages all persons interested in undertaking the Know Domestic Abuse course to do so. The course is particularly pertinent for clergy and church workers as it provides practical training and awareness in the complex area of responding appropriately to domestic abuse and will help them to comply with the Sydney Diocese's *Responding to Domestic Abuse: Policy and Good Practice Guidelines*. The course is available free of charge.
53. There have been 101 enrolments in the course during the reporting period.
54. See this [link](#) for more information about the course.
55. For resources to help raise awareness of domestic abuse, visit the [Know Domestic Abuse website](#).

Translation of Materials and Resources

56. Over the last few years the PSU has been working on translating key safe ministry materials and resources into other language groups. So far this work has involved the following documents being translated into the following languages:
- Faithfulness in Service code of conduct (Chinese)
 - Domestic Abuse – Flow Chart (Chinese, Korean, Arabic)
 - Domestic Abuse – An Expansive Description of Domestic Abuse (Chinese, Korean, Arabic)

- Domestic Abuse – Doctrine Commission on The Use and Misuse of Scripture with Regard to Domestic Abuse (Chinese, Korean, Arabic)

57. To access these materials visit [here](#) (for Faithfulness in Service) and [here](#) for domestic abuse materials.

Safe Ministry to Children Ordinance 2020

58. The *Safe Ministry to Children Ordinance 2020* introduced the new Safe Ministry Assessment and consolidated existing requirements for safe ministry to children in the Diocese of Sydney. The Assessment involves the completion of the Safe Ministry Check by all volunteers working in ministry to children, including junior leaders aged 13-17.
59. The PSU has implemented an online system to help Parishes with the administration of the Safe Ministry Assessment process along with resources to help equip Rectors and their Authorised Delegates to consider and assess applications.
60. On 30 June 2020 a circular was emailed to all Licensed Ministers, Authorised Lay Ministers and Safe Ministry Representatives across the Diocese to advise them of the new screening requirements concerning volunteers engaging in ministry to children, coming into effect from 1 January 2021.
61. For more information see the [Safe Ministry website](#).
62. The *Safe Ministry Board Ordinance 2001* is being reviewed in the light of the new *Safe Ministry to Children Ordinance 2020* and other developments.

Safe Ministry Representatives (SMRs)

63. Since 2008 it has been mandatory for each parish to nominate an SMR. The role of SMRs in parishes continues to be pivotal in ensuring parishes comply with safe ministry requirements. Archdeacon Neil Atwood, Parish Consultant for Safe Ministry, provides an invaluable service in supporting, resourcing and equipping SMRs in their role.
64. As at the time of writing, the Registry has been notified of 280 SMRs appointed by parishes (including ENC churches). This is an excellent result and indicates near total compliance, with only one parish that has either not appointed an SMR or notified the Registry that they have done so.
65. During the reporting period:
- (a) Five Zoom training sessions were run, including one for new SMRs, sessions for Rectors and SMRs regarding the new Safe Ministry Check, and a Safe Ministry Records workshop;
 - (b) One parish-based audit/training session was undertaken with an SMR and their Rector; and
 - (c) The use of PSU's centralised safe ministry database Safe Ministry Records Online (SaMRO) (which has been available to parishes through the Safe Ministry website from early 2016) continues to increase, and at the end of the reporting period 92 parishes were using it as well as 31 parishes from another diocese in regional NSW.

Communication with parishes

66. The PSU continues to receive enquiries about child protection and safe ministry issues from clergy and church workers in parishes. Such calls or emails are received on a daily basis with staff members receiving at least a dozen enquiries per week and sometimes many more than this.
67. Frontline, a safe ministry podcast, is designed to be another channel of communication to our churches and church workers. Mainly aimed at SMRs and ministry staff, Frontline allows for more detailed and nuanced presentation of material – especially for complex matters like the new Safe Ministry Check. For more information please visit the [Safe Ministry website](#).

68. In late 2020 the Safe Ministry team started a closed Facebook Group just for SMRs. It currently has 73 members and is another useful channel of information and discussion. In more than a few cases, it has acted as a 'self-help' group with more experienced SMR's helping newer ones with advice and information.

Care of Survivors of Abuse and Complainants

69. It is the role of the PSU Chaplain to care for complainants and survivors of abuse by clergy and church workers. The complaints process can be long and difficult for survivors and the Chaplain provides pastoral care and support to them throughout. This important role supplements counselling and other emergency assistance which are provided to survivors from PSU funds. A caring response is the first important step along the road to healing for survivors of abuse.

Domestic Abuse

70. In 2018 Synod passed the Sydney Diocese's *Responding to Domestic Abuse: Policy and Good Practice Guidelines*. That same year the Standing Committee established the Ministry Spouse Support Fund (MSSF). Over the reporting period there were payments made to two ministry spouses who were victims of historical domestic abuse.

Tears and Hope Service

71. Tears and Hope is a church service held each year for survivors of abuse on behalf of the Diocese at which the Archbishop regularly offers an apology. In 2020 it was held on 30 November and was hosted by St Barnabas Broadway, with the assistance of the PSU Chaplain. Bishop Michael Stead preached, the Archbishop also spoke and the service was well attended.

Pastoral Care and Assistance Scheme

72. The Diocesan Pastoral Care and Assistance Scheme has been established to provide financial assistance to survivors of abuse to meet their needs which arise from abuse or misconduct by clergy or other church workers. The Scheme is designed to be different to litigation, which can be a protracted and harrowing process for survivors. The Scheme includes a mechanism for external assessment if necessary.
73. Currently there are two identical schemes, one for matters that fall largely within the responsibility of parishes and one for Care Leavers matters that are the responsibility of the Sydney Anglican Home Mission Society (SAHMS).
74. Between 1 July 2020 and 30 June 2021 there were two payments under the Diocesan scheme and five payments were funded under the SAHMS scheme.
75. The Diocesan Pastoral Care and Assistance Scheme was reviewed following the release of the Royal Commission's Report on Redress and Civil Litigation on 14 September 2015 and an increased cap and updated assessment matrix have been incorporated into the Scheme.

National Redress Scheme

76. The National Redress Scheme (NRS) is the Commonwealth Government's response to the Royal Commission's recommendations for redress to survivors of institutional child sexual abuse. The NRS commenced on 1 July 2018 and will run for a period of 10 years. The NRS is administered by the Commonwealth Department of Social Services but the costs of redress are borne by the responsible institutions which have opted in to the Scheme.

77. The PSU provides information, advice and support services to the Sydney Anglican National Redress Corporation, which is the entity through which the Diocese of Sydney has opted into the NRS as part of the National Anglican Participating Group.
78. For more information about the NRS visit this [link](#) or call **1800 737 377**.
79. For more information about the National Anglican Participating Group visit this [link](#).
80. Opting into the NRS does not preclude the operation of the Diocesan Pastoral Care and Assistance Scheme which continues to operate as another option for survivors who wish to engage with the Diocese directly about redress instead of going through the NRS.

Abuse and Sexual Misconduct Complaints Protocol

81. Since 1996 the Diocese has used an established protocol for receiving complaints and allegations of child abuse or sexual misconduct by clergy or church workers. All Contact Persons are trained counsellors who may be contacted through an abuse report line (**1800 774 945** or reportabuse@sydney.anglican.asn.au). Reports can also be submitted via the [Safe Ministry website](#). The Contact Persons provide information and support to callers as they consider their options. The Contact Persons can then assist in the documenting and reporting of allegations or complaints of abuse or misconduct.
82. Any complainant identifying possible criminal behaviour is encouraged to make a report to the NSW Police. The Contact Person or another appropriate person from the PSU is able to assist the complainant in reporting the matter to the Police.
83. The five Contact Persons are Ms Jane Thomas (Illawarra), Ms Nicky Lock (Northern Beaches), Ms Rosemary Royer (Northern Suburbs), Mr Rob Carroll (Southern Suburbs) and Mr Richard Elms. Mr Elms was previously situated in the Western Suburbs but has moved interstate. The PSU is looking to appoint a Contact Person situated in the Western Suburbs later this year.
84. The Contact Persons meet four times a year with the Director and Chaplain for training and coordination of their roles.

Ministry Standards Ordinance

85. The *Ministry Standards Ordinance 2017* commenced on 1 November 2017, replacing the *Discipline Ordinance 2006* for all complaints commenced after that date. The focus of the inquiry under the *Ministry Standards Ordinance 2017* is on whether the member of clergy or other church worker has engaged in misconduct that would call into question their fitness to hold or exercise an office, position or ministry in the Diocese. Misconduct under the *Ministry Standards Ordinance 2017* may include abuse against an adult or child, bullying, grooming, inappropriate pastoral conduct involving a child, failing to report a serious indictable offence, and process failure, that is, failing to report, deal with or investigate sexual abuse or child abuse in circumstances where that is required by the Ordinance. Misconduct also includes the matters specified in the Offences Ordinance such as unchastity, conviction of serious criminal offences and possession, production or distribution of child exploitation material.
86. Where a complaint is received by the PSU that includes an allegation of criminal behaviour a report is made to the NSW Police, if the complainant has not already made that report.
87. The Director receives complaints against clergy and church workers of the Diocese and administers the complaints process under the *Ministry Standards Ordinance 2017*. Each matter usually involves a Contact Person taking an initial complaint, making a report and, if applicable, offering counselling to the alleged victim. The PSU then receives the report and a file is opened. The Chaplain contacts the complainant and remains in touch with them throughout the process. If the complaint is properly made under the Ordinance, the Director serves the complaint on the Respondent. Mediation may be

offered in certain cases, should it be considered suitable, such as in some matters involving allegations of bullying.

88. If the Respondent is a member of clergy or paid church worker they are offered counselling, a support person and payment of pre-approved legal costs should they require advice in responding. Depending on the response an investigation is conducted and the matter then proceeds to the Professional Standards Committee for review and recommendations. Unresolved matters can be referred to the Professional Standards Board.
89. If the Respondent is an unpaid lay church worker they are offered counselling and a support person. Depending on the response, an investigation is conducted and it is then referred to an Adjudicator for recommendations and final determination. Unpaid lay respondents are responsible for their own legal costs if they require legal advice or representation.
90. The strongest sanction available for lay persons is a prohibition order that prevents a respondent from engaging in ministry or being appointed to any role in the church. A member of the clergy may be deposed from the exercise of their Holy Orders. There are also lesser sanctions and other recommendations available in appropriate circumstances. The Archbishop or relevant church authority (in the case of an unauthorised lay person) considers the final recommendations and takes action as may be required. The Archbishop is entitled to enquire as to progress of matters and the Director is obliged to keep him informed.

Complaints

91. The Director received 11 new complaints under the Ordinance during the reporting period.
92. The Director made two complaints under the Ordinance in his own right under clause 9 during the reporting period.
93. The Professional Standards Committee met 10 times and considered 23 matters in the reporting period.
94. No matters were referred to the Professional Standards Board during the reporting period.

The Professional Standards Committee

95. There are five members of the Professional Standards Committee. Under the provisions of the *Ministry Standards Ordinance 2017*, the Committee's function is to consider complaints and make recommendations to the Archbishop concerning these matters.
96. This Committee meets as required and is currently scheduled to meet every second month.

Adjudicator

97. One matter concerning an unpaid lay respondent was referred to an Adjudicator for determination during the reporting period.

Dispute Resolution Consultant

98. Ms Elenne Ford, in her capacity as Dispute Resolution Consultant has been a very capable addition to the PSU team by helping to explore the resolution of disputes, and in appropriate cases, allegations of bullying-type conduct that have made their way to the PSU. Elenne has assisted in reviewing the *Ministry Standards Ordinance 2017* and has made recommendations to the Ministry Standards Ordinance Review Committee to improve the way the Ordinance responds to such matters including provision of alternative pathways for resolution. Elenne has developed some

resources for the PSU and is also considering what training and education needs are required in this important area.

Parish Support Teams

99. Parish Support Teams (PST) (formerly 'Parish Recovery Teams') are generally available to assist parishes where allegations of abuse or misconduct by clergy or church workers have arisen. A PST works in a parish to deal with the complex pastoral issues that arise once these matters come to light. PSTs aid those members of the parish who are affected and work towards the healing of the parish as a whole.
100. Since 2007 Pastor Tim Dyer of John Mark Ministries has trained volunteers for our PSTs. There are currently 14 trained PST consultants.
101. There was one new PST deployed during the reporting period for a new matter.
102. Following the commencement of the *Ministry Standards Ordinance 2017*, a number of complaints alleging bullying-type conduct have been lodged with the PSU. Tim Dyer has conducted training for the PSTs in understanding the dynamics of bullying.

The Professional Standards Unit Oversight Committee

103. In November 2015, the Standing Committee approved of the establishment of a Professional Standards Unit Oversight Committee (PSUOC) which monitors the finances and operations of the PSU, and receives and considers complaints made about the PSU, among other things.
104. There are five members of PSUOC and the Chair of the Committee is Bishop Peter Lin.
105. PSUOC is required to meet a minimum of three times a year.

Cooperation with NSW Government Agencies and Other Churches

106. The Professional Standards Interdenominational Network (PSIDN) continues to provide a helpful forum to discuss common issues and topics relevant to safeguarding across Christian denominations and provides valuable relationship building opportunities that facilitate cooperation across denominations. During the reporting period a helpful contact was established within the NSW Police Sex Crimes and Child Abuse Squads with Detective Chief Inspector Gillian Lister joining the PSIDN. Having Gillian as part of the network and as a direct contact is very valuable especially when it comes to reporting matters to Police, particularly in cases involving historic abuse or where the victim is unwilling to report matters directly. The network also continues to enjoy and facilitate a good relationship with the Office of the Children's Guardian (OCG) and each meeting is attended by an OCG representative. The PSIDN connection has facilitated regular input from and feedback to the OCG regarding the Reportable Conduct Scheme, the Child Safe Standards and the proposed legislation related to the regulation of both those schemes. The National Redress Scheme also remains a regular agenda item for discussion within the PSIDN.
107. The National Network of Directors of Professional Standards from Anglican Dioceses across Australia meets together each quarter. These meetings have now moved online due to COVID-19 restrictions. The Network meetings are crucial for continuing cooperation and communication between Professional Standards Directors across the nation. The value of the Network is the depth of experience concerning professional standards matters across the group as a whole. This also means the Network is well positioned to make important contributions to developments and initiatives in these areas and to work towards maintaining best practice in processes across Dioceses.

Finances

108. The PSUOC receives and monitors accounting reports for the PSU. These accounts are included in the Synod Fund Reports provided to members of Synod.

Conclusion

109. The PSU and the Safe Ministry Board are committed to ensuring that the Diocese continues to promote and adopt safe ministry practices, and to respond appropriately to cases of abuse in order to enable faithful and effective gospel ministry in every church community throughout the Diocese.

On behalf of the Safe Ministry Board and Professional Standards Unit.

THE REV DR KEITH CONDIE

Chair

Safe Ministry Board

14 July 2021

LACHLAN BRYANT

Director

Professional Standards Unit

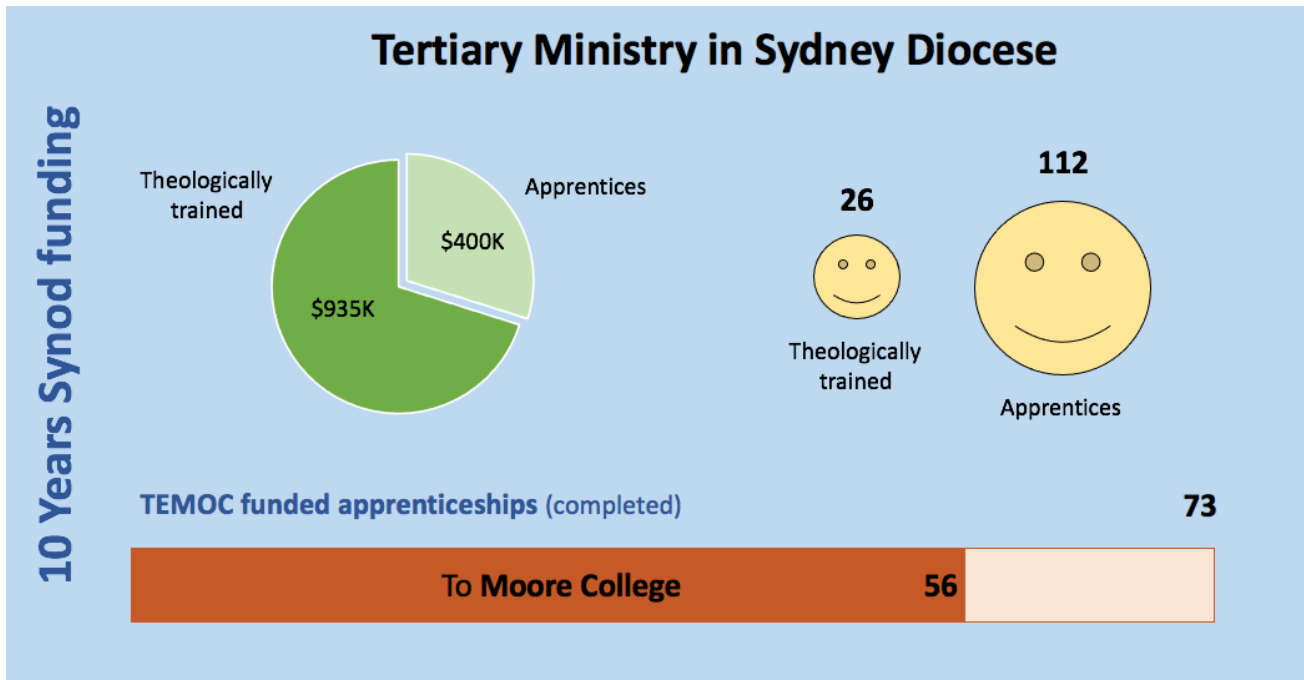
14 July 2021

2/15 Tertiary Education Ministry Oversight Committee

(A report from the Tertiary Education Ministry Oversight Committee.)

Key Points

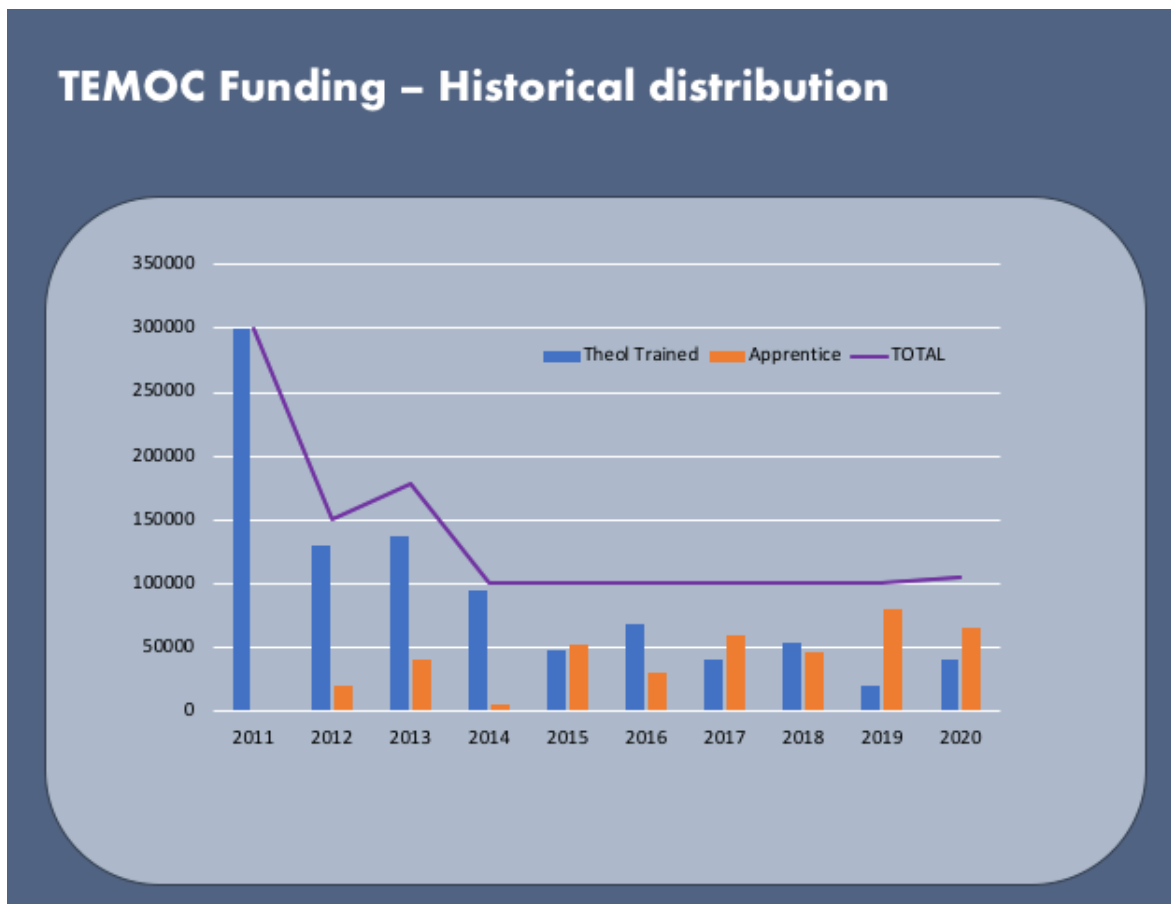
- This report to Synod will seek to cover TEMOC activities from June 2019 (when a report was tabled for the 2019 Synod) until July 2021.

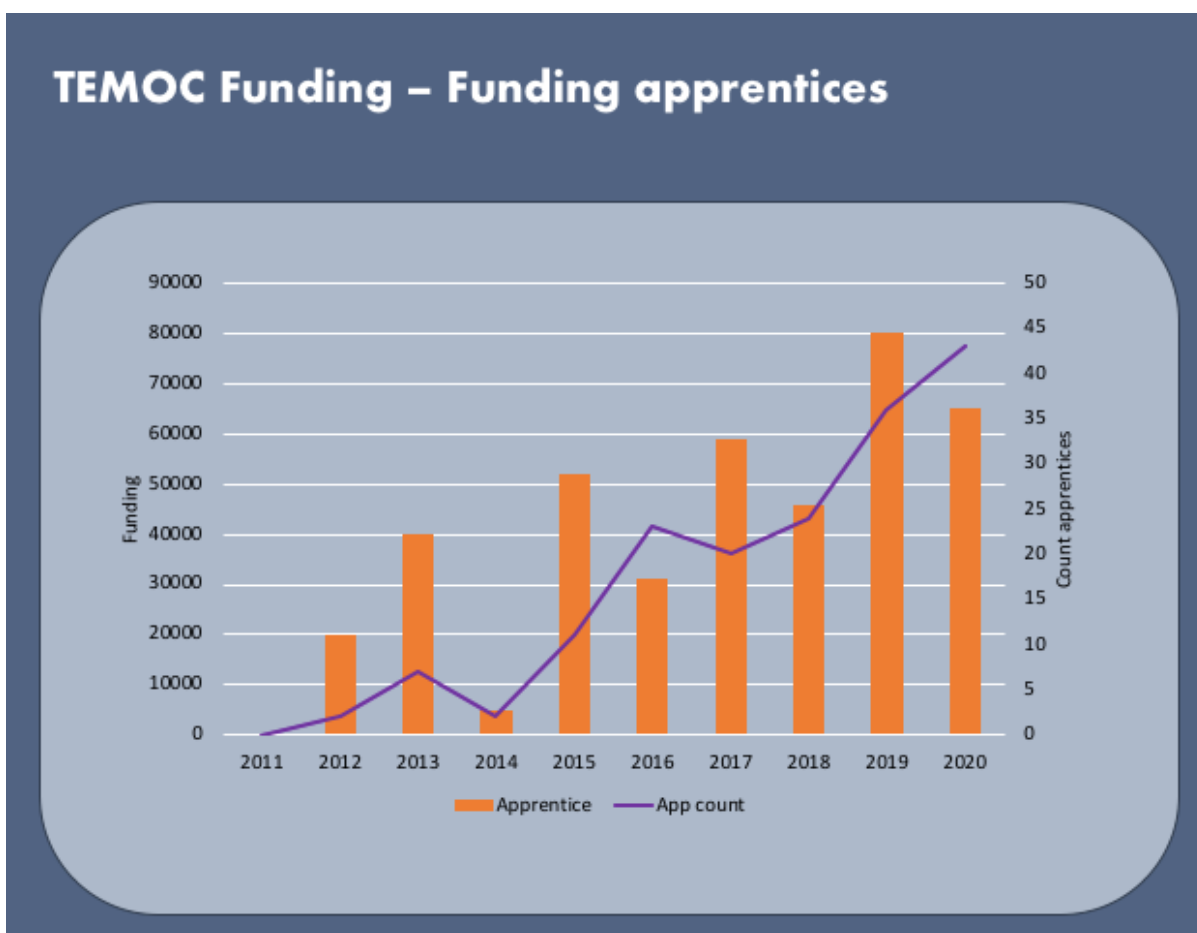


1. The Tertiary Education Ministry Oversight Committee (TEMOC) was formed in 2009 and is responsible for some oversight of tertiary (university and VET sector) ministry across the Diocese. Part of the role of TEMOC is the distribution of funds allocated by Synod. Tertiary ministry continues to be a significant opportunity to continue to train the next generation of both lay and vocational leaders for the Diocese. TEMOC would like to remind the Synod of the significant opportunity to set aside greater funding to TEMOC for leveraging existing and developing tertiary ministry across the Diocese. One of the key expectations continues to be recruitment of future students into Moore Theological College.
2. The Committee is committed to supporting the development of on-campus evangelical tertiary ministries (especially Chaplaincy) within the Diocese in accordance with the statement of vision, strategic priorities and core principles detailed in its report to the Synod in 2010 (listed at the end of this report in the Appendix).
3. The members of the Committee are, the Rev Patrick Benn (Chair), the Rev Scott Blackwell, the Rev Richard Blight, the Rev Robert Copland, the Rev Stephen Gooch, Mrs Catherine Miers (Secretary), Associate Professor Boyo Ockinga, the Rev Lisa Thompson and Canon Mark Williamson. Three members retire at each session of Synod.
4. Several members of the Committee have direct involvement in student ministries on campus which from time to time are grant applicants and - on occasion and after due process - may also become grant recipients. The Committee maintains a Conflict of Interest Register and any member with a conflict of interest does not advocate for their application in committee or vote on its approval.
5. In August 2019 a report entitled - *Impact of Faith Groups* was released by the Sydney University Evangelical Union and Power to Change. This report highlighted the significant impact that university chaplains can have in the life of students, and especially those within faith groups on campus. It has also been shared with other tertiary chaplains to be used as an advocacy document to highlight the importance and significant role that Anglican university Chaplains play in the tertiary sector. TEMOC

wishes to recognize the work of Rev Rowan Kemp (Asst Chaplain at Sydney University) in working with McCrindle research to both undertake and fund this vital research into the role of Chaplains in working alongside faith-based groups on campus.

6. On 1 May 2020 TEMOC hosted (on zoom) our biennial meeting of Anglican University Chaplains and others ministering in an Anglican capacity within the tertiary sector (eg Anglican residential university colleges) with Archbishop Davies. While this would normally have been a one day conference we were limited to a 3hour gathering by holding it online. Archbishop Davies taught from the Scriptures, we spent time hearing from each other and praying together. Many were encouraged in meeting together and hearing how covid-related tertiary ministry was been pursued. It is planned that a future meeting would be held in May 2022.
7. During the season of covid-induced lockdowns in both 2020 and 2021 tertiary workers have needed to develop flexibility and innovation in their ministry practices. Many have developed alternate programs for online Bible teaching and Bible studies. Many chaplains have also observed the increased challenge of helping tertiary students manage their mental health during this time.
8. In the last ten years that TEMOC has been receiving funding from the Synod, just over \$1.3M has been distributed. These funds have been used to seed-fund 26 theologically trained workers at an average grant of \$11K per year. TEMOC funds have also been used to provide funding for 112 ministry apprentices at an average grant of \$1,800 per year each. Of the 73 who had completed their apprenticeships 56 have gone on to undertake study at Moore Theological College.





9. Between the 2019 Synod and July 2021, the Committee (having met on seven occasions) has – (i) reviewed reports from grant recipients, and (ii) confirmed funding allocations for both 2020 and 2021.
10. The Committee was responsible for overseeing the distribution of the Synod allocation of \$107,000 to support Tertiary ministry for 2020. As in previous years grant applications were received for projects valued at more than five times the funds made available by the Synod. The committee considered each of the applications in accordance with its statement of vision, strategic priorities and core principles.
11. For 2020 a total of 10 grants were distributed. All projects were initiated by Anglican ministries in consultation with evangelical student groups on campus. Continuing grants are assisting in the ministry at Unichurch (UNSW) and Sydney University, ministry trainees at four universities. New grants support cross cultural work at Macquarie university and ministry trainees at five universities.
12. Funds for use in 2020 were distributed as follows:

Tertiary campus	Organisation	Project Contact	Worker	Funding scheme	2020 Grant
Sydney University	St Barnabas Broadway	Rev Mike Paget	Various	Trainees	3,000
Macquarie University	Robert Menzies College	Rev Daniel Anderson	Various	Trainees	4,000
Macquarie University	Anglican Chaplaincy	Rev Daniel Anderson	Chris Townsend	Theologically Trainer worker	10,000
UNSW	Parish of Unichurch (UNSW)	Rev Carl Matthei	Various	Trainees (19)	33,000
UNSW	Parish of Unichurch (UNSW)	Rev Carl Matthei	Rev Tony Payne	Theologically Trainer worker	20,000

Tertiary campus	Organisation	Project Contact	Worker	Funding scheme	2020 Grant
Sydney University	Anglican Chaplaincy	Rev Rowan Kemp	Various	Trainees (12)	17,000
Sydney University	Anglican Chaplaincy	Rev Rowan Kemp	James Flood	Theologically Trainer worker	10,000
Wollongong University	Anglican Chaplaincy	Rev Rob Copland	Various	Trainees (3)	3,000
WSU - Penrith	Kingswood Anglican	Rev Cameron Howard	Various	Trainee (1)	1,000
WSU - Banks-town/Liverpool	Anglican Chaplaincy	Rev Richard Blight	Various	Trainee (2)	6,000
Total					107,000

13. For 2021 applications were received asking for \$512,000 of funding. The Synod funding of \$108,000 was distributed to 13 grants recipients. All projects were initiated by Anglican ministries in consultation with evangelical student groups on campus. Continuing grants are assisting in the ministry at Unichurch (UNSW), Sydney University, cross cultural work at Macquarie university and ministry trainees at five universities. New grants support and ministry trainees at five universities.

14. Funds for use in 2021 were distributed as follows:

Tertiary campus	Organisation	Project Contact	Worker	Funding scheme	2020 Grant
Macquarie University	Robert Menzies College	Rev Daniel Anderson	Various	Trainees	4,040
Macquarie University	Anglican Chaplaincy	Rev Daniel Anderson	Chris Townsend	Theologically Trainer worker	6,500
UNSW	Parish of Unichurch (UNSW)	Rev Carl Matthei	Various	Trainees (19)	38,560
UNSW	Parish of Unichurch (UNSW)	Rev Carl Matthei	Rev Tony Payne	Theologically Trainer worker	20,000
Sydney University	Anglican Chaplaincy	Rev Rowan Kemp	Various	Trainees (12)	12,120
Sydney University	Anglican Chaplaincy	Rev Rowan Kemp	James Flood	Theologically Trainer worker	6,500
Wollongong University	Anglican Chaplaincy	Rev Rob Copland	Various	Trainees (5)	14,240
WSU - Banks-town/Liverpool	Anglican Chaplaincy	Rev Richard Blight	Various	Trainee (2)	6,040
Total					108,000

15. The Committee has also considered reports on all the projects funded in 2019. The reports confirmed the application of funds to the specified project and provided details of outcomes achieved from grant funding. We are in the process of receiving reports of funding outcomes for 2020.

16. Reports from 2019 and 2020 grants also reinforced the impact these grants are making in expanding ministry to tertiary students and raising up a new generation of gospel workers. Some quotations from our grant recipients:
 - Student ministry offers incredible opportunities for evangelism and raising up future ministry workers, which both serve the wider kingdom. Our desire is to train evangelists to serve in their churches and workplaces, and we are seeing fruit of this on campus. And there is a strong and growing group of students and graduates who are keen to train for vocational ministry - these are the next generation of gospel servants for the kingdom.
 - The work of evangelism, teaching and training university students has shown our trainees their need of a good quality theological education so that they are better equipped to serve the Lord Jesus in future ministry.
 - Reading the Bible with an unbelieving Indian student and an unbelieving Engineering student taught me how to structure reading the Bible with someone purposely.
17. TEMOC continues to encourage new initiatives in TAFE and CVET ministry and members are available to consult with any parishes considering outreach in this underdeveloped field.
18. In 2019 and 2020 TEMOC has been asked to help fund as many as 69 ministry trainees. There is an increased request for funding for ministry apprentices within our tertiary ministries. Many of these men and women are young graduates prepared to forgo other employment to be trained and equipped for kingdom service. Many are considering further study and are encouraged to consider applying to Moore Theological College. We would appreciate the prayers of members of our churches that these trainees will continue the wonderful work of our previous recipients and fruitfully serve the Lord Jesus either in vocational ministry or as life-long gospel partners in church, family and work here in the Sydney Diocese and around the world.

For and on behalf of the Tertiary Education Ministry Oversight Committee.

THE REV PATRICK BENN
Chair
July 2021

The priorities and principles of TEMOC (Synod Book, 2010)

- (a) Vision: Our vision is to grow Bible-based ministries on each university and Vocational and Education and Training (VET) campus in the Diocese that are
- evangelistic
 - preparing students for a life-time of Christian service
 - particularly concerned to raise up future generations of vocational Christian ministers.
- (b) Core Principles: In addition to the values in the vision above, we want these university and VET campus ministries to
- serve churches in partnership through training and equipping their members
 - as far as possible, work as a single united team on campus
 - develop effective ministry across the whole campus, including segments such as commuters, international students, postgraduates, staff and residents
 - have (Anglican) chaplains who will serve in these ministries, be recognised by the campus administration and advocate for the ministry.
- (c) Funding Model: TEMOC funds are
- to help initiate new work on tertiary education campuses
 - to help resource campus-based ministry traineeships to encourage the raising up of vocational Christian workers
 - not to be the sole funding source for any campus ministry. Funds are available under two schemes
 - theologically trained workers
 - ministry traineeships
 - the quantum of each grant will decline over a 2 to 4 year trajectory

A short video illustrating examples of work supported by TEMOC is available at

<https://m.youtube.com/watch?feature=youtu.be&v=kZT43tVDveQ>