

Second Session of 53rd Synod

(to be held on 14, 16-18 and 23-24 September 2024)

Book 2

(Pages 328 to 366)

Supplementary Reports and Papers

Standing Committee of the Synod
Anglican Church Diocese of Sydney

Supplementary Reports and Papers for 2024

Contents

Page

Special Reports

Implementation of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (12/23).....	329
Stipends, Allowances and Benefits for 2025 (2/05)	341

Policies

Parish Governance Policy

Parish Governance Policy Review of the Governance Policy for Diocesan Organisations (33/23)	345
Policy	347

Annual Reports

Reporting on the National Redress Scheme (Annual Report) (42/18)	353
Ministry Spouse Support Fund Report Annual Report for 2023.....	355
Safe Ministry Board and Office of the Director of Safe Ministry Annual Report 2023-2024.....	356

12/23 Implementation of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse

(A report of the Standing Committee.)

Key Points

- Synod has requested the Standing Committee to provide a status report in relation to the actions being undertaken to implement the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.
- This report provides an update on the actions that have been taken on the recommendations of the Royal Commission that apply to the Anglican Church Diocese of Sydney.

Purpose

1. The purpose of this report is to respond to Synod Resolution 12/23 by providing a further update on the implementation of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (the **Royal Commission**) that are applicable to the Anglican Church Diocese of Sydney.

Recommendations

2. Synod receive this report.
3. Synod, noting the report '12/23 Implementation of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse', request the Standing Committee to provide a further update to the next session of the Synod in relation to implementation of the actions set out in the table to the report.

Background

4. Synod resolved as follows at its 2023 session concerning implementation of the recommendations of the Royal Commission –

Synod, noting the report '7/22 Implementation of the Recommendations of the Royal Commission into Institutional Child Sexual Abuse', requests the Standing Committee to provide a further update to the next session of the Synod in relation to implementation of the actions set out in the table to the report.

5. The Royal Commission made 58 recommendations to 'religious institutions' and 'religious organisations'. Of these, 28 relate to institutions and organisations generally and 5 recommendations relate directly to the Anglican Church of Australia. The remainder relate to other specific religious institutions and organisations.
6. For the purposes of the Royal Commission's recommendations, the Diocese of Sydney is an 'institution', an 'organisation' and an 'affiliated institution' as defined by the Royal Commission. This is because –
 - (a) The Royal Commission defines a 'religious institution' as "an entity that operates under the auspices of a particular religious denomination and provides activities, facilities, programs or services of any kind that provide the means through which adults have contact with children". It lists 'dioceses' as an example of a religious institution.

- (b) The Royal Commission defines a 'religious organisation' as "a group of religious institutions from a particular religious denomination or faith that coordinate and/or organise together". The Anglican Church of Australia is a 'religious organisation' for this purpose.
 - (c) The Diocese of Sydney is an 'affiliated institution' for the purposes of some recommendations because of its relationship to the General Synod.
7. This report considers those recommendations of the Royal Commission that apply to the Anglican Church Diocese of Sydney in these various capacities.

Discussion

8. The table in the Appendix –
- (a) lists each of the 33 recommendations of the Royal Commission that apply to the Diocese of Sydney (in columns 1 and 2),
 - (b) indicates whether or not the recommendation has been implemented (in column 3), and
 - (c) sets out the actions that have been undertaken in relation to the recommendations (in column 4), including which items have been updated since the 2023 report to the Synod.

For and on behalf of the Standing Committee.

BRIONY BOUNDS
Diocesan Secretary

19 August 2024

Implementation of the recommendations of the Royal Commission addressed to the Anglican Church Diocese of Sydney

Key



= full or substantial implementation.




= no or partial implementation.




Note: This report is based on the 2023 report to the Synod. Where the Action Taken column has been updated since 2023, this is noted with “#”. All other actions are unchanged from 2023.

1 Framework Recommendations concerning the Child Safe Standards

No.	Recommendation	Compliance	Action Taken
16.31	All institutions that provide activities or services of any kind, under the auspices of a particular religious denomination or faith, through which adults have contact with children, should implement the 10 Child Safe Standards identified by the Royal Commission.		<p>By resolution 3/19, Synod endorsed the implementation of the Royal Commission's Child Safe Standards by institutions within the Diocese of Sydney.</p> <p>The Child Safe Scheme in the <i>Children's Guardian Act 2019</i> (NSW) requires religious bodies in NSW to implement the Child Safe Standards through systems, policies and processes.</p> <p>The Standards are implemented through many of the actions indicated below.</p>
16.32	Religious organisations should adopt the Royal Commission's 10 Child Safe Standards as nationally mandated standards for each of their affiliated institutions.		The recommendation for adoption is superseded by the Child Safe Scheme under the <i>Children's Guardian Act 2019</i> (NSW), which is mandatory for religious bodies.
16.33	Religious organisations should drive a consistent approach to the implementation of the Royal Commission's 10 Child Safe Standards in each of their affiliated institutions.		The <i>Safe Ministry Board Ordinance 2001 Amendment Ordinance 2022</i> made it a function of the Safe Ministry Board to “to ensure the Child Safe Standards are implemented and maintained by Church bodies through systems, policies, and processes, including promotion of child safety, prevention of abuse and complaint handling” (cl. 6(c)).
16.34	Religious organisations should work closely with relevant state and territory oversight bodies to support the implementation of and compliance with the Royal Commission's 10 Child Safe Standards in each of their affiliated institutions.		The <i>Safe Ministry Board Ordinance 2001 Amendment Ordinance 2022</i> has provided for the Safe Ministry Board to have a consultation role with government and non-government bodies, including the Office of the Children's Guardian.

No.	Recommendation	Compliance	Action Taken
16.35	Religious institutions in highly regulated sectors, such as schools and out-of-home care service providers, should report their compliance with the Royal Commission's 10 Child Safe Standards, as monitored by the relevant sector regulator, to the religious organisation to which they are affiliated.		The <i>Ministry Standards and Safe Ministry Amendment Ordinance 2022</i> amended the <i>Accounts, Audits and Annual Reports Ordinance 1995</i> to require organisations to provide reports to the Safe Ministry Board if they are required to report to a regulator regarding the Child Safe Standards or are the subject of a report.

2 Child Safe Standard 1: Child safety is embedded in institutional leadership, governance and culture


No.	Recommendation	Compliance	Action Taken
16.36	Consistent with Child Safe Standard 1, each religious institution in Australia should ensure that its religious leaders are provided with leadership training both pre- and post- appointment, including in relation to the promotion of child safety.		# The safe ministry modules that are presented by Office of the Director of Safe Ministry (ODSM) to ministry leaders in training at Moore College, Ministry Training & Development (MT&D) and Youthworks have been reviewed to ensure they meet the requirements of Royal Commission Recommendation 16.36. An additional module 9 – <i>Leading a Parish</i> – is under development. It is anticipated that the content for the new module will be finalised before the end of 2024.
16.37	Consistent with Child Safe Standard 1, leaders of religious institutions should ensure that there are mechanisms through which they receive advice from individuals with relevant professional expertise on all matters relating to child sexual abuse and child safety. This should include in relation to prevention, policies and procedures and complaint handling. These mechanisms should facilitate advice from people with a variety of professional backgrounds and include lay men and women.		The <i>Safe Ministry Board Ordinance 2001 Amendment Ordinance 2022</i> has made it a function of the Safe Ministry Board to “provide assistance, advice and education to Church bodies in relation to the prevention of and response to abuse of children and vulnerable persons” (cl. 7(a)). Clause 10(2) also addressed the requirement for variety of in the composition of those providing advice.
16.38	Consistent with Child Safe Standard 1, each religious institution should ensure that religious leaders are accountable to an appropriate authority or body, such as a board of management or council, for the decisions they make with respect to child safety.		Accountability is provided through the regimes in the <i>Safe Ministry to Children Ordinance 2020</i> and <i>Ministry Standards Ordinance 2017</i> . For example, the latter includes as grounds of misconduct, process failures with respect to the investigation or reporting of abuse and also failures with respect to undertaking safe ministry training.

No.	Recommendation	Compliance	Action Taken
16.1	The Anglican Church of Australia should adopt a uniform episcopal standards framework that ensures that bishops and former bishops are accountable to an appropriate authority or body in relation to their response to complaints of child sexual abuse.	✓	The <i>Episcopal Standards (Child Protection) Canon 2017</i> was adopted in 2017 and has force in the Diocese of Sydney. The <i>Episcopal Standards (Child Protection) (Amendment) Canon 2022</i> was also adopted at the 2022 session of the Synod.
16.39	Consistent with Child Safe Standard 1, each religious institution should have a policy relating to the management of actual or perceived conflicts of interest that may arise in relation to allegations of child sexual abuse. The policy should cover all individuals who have a role in responding to complaints of child sexual abuse.	✓	Conflicts of interest that may arise in relation to the role of Director of Safe Ministry, members of the Ministry Standards Committee and Ministry Standards Board and Adjudicators were addressed by the Synod in 2019 via amendments to the <i>Ministry Standards Ordinance 2017</i> . The <i>Safe Ministry Board Ordinance 2001 Amendment Ordinance 2022</i> has also addressed conflicts of interest in relation to the work of the Safe Ministry Board.
16.2	The Anglican Church of Australia should adopt a policy relating to the management of actual or perceived conflicts of interest that may arise in relation to allegations of child sexual abuse, which expressly covers: <ul style="list-style-type: none"> a. members of professional standards bodies; b. members of diocesan councils (otherwise known as bishop-in-council or standing committee of synod); c. members of the Standing Committee of the General Synod; and d. chancellors and legal advisers for dioceses. 	✓	Part a. of the recommendation overlaps with recommendation 16.39 and has been addressed through the measures outlined above. The Standing Committee has a 'Disclosure of Conflicts of Interest' regulation, which it made on 26 May 2014 under cl 6(5) of the <i>Standing Committee Ordinance 1897</i> . The Senior Legal Counsel has developed a statement of principles concerning the management of actual or perceived conflicts of interest in relation to the engagement of lawyers and any advice from the staff of SDS, the Chancellor or a Deputy Chancellor in respect of child sexual abuse matters.
16.49	Codes of conduct in religious institutions should explicitly and equally apply to people in religious ministry and to lay people.	✓	The <i>Faithfulness in Service</i> code of conduct applies to church workers who are both clergy and lay people. Compliance with the 'children's standards' under the Code is required by the <i>Safe Ministry to Children Ordinance 2020</i> .
16.3	The Anglican Church of Australia should amend <i>Being together</i> and any other statement of expectations or code of conduct for lay members of the Anglican Church to expressly refer to the importance of child safety.	✓	See comment above regarding <i>Faithfulness in Service</i> , which applies to lay members who are church workers. The <i>Being Together</i> statement is not in use in the Diocese of Sydney. The <i>Safe Ministry Check</i> that is required of those who undertake ministry to children includes a pledge concerning conduct relating to children.





3 Child Safe Standard 2: Children participate in decisions affecting them and are taken seriously



No.	Recommendation	Compliance	Action Taken
16.40	Consistent with Child Safe Standard 2, wherever a religious institution has children in its care, those children should be provided with age-appropriate prevention education that aims to increase their knowledge of child sexual abuse and build practical skills to assist in strengthening self-protective skills and strategies. Prevention education in religious institutions should specifically address the power and status of people in religious ministry and educate children that no one has a right to invade their privacy and make them feel unsafe.		<p>ODSM has included a range of suitable resources from the Office of the Children's Guardian and other reputable providers on the safe ministry website for parishes, parents and children regarding prevention education under the resources tab.</p> <p>Preventative education was also a major topic covered at the Faithfulness in Ministry conference for clergy and church workers in 2023.</p>

4 Child Safe Standard 3: Families and communities are informed and involved

No.	Recommendation	Compliance	Action
16.41	Consistent with Child Safe Standard 3, each religious institution should make provision for family and community involvement by publishing all policies relevant to child safety on its website, providing opportunities for comment on its approach to child safety, and seeking periodic feedback about the effectiveness of its approach to child safety.		<p>Safe ministry policies and procedures are published at https://safeministry.org.au. The website also includes the following statement:</p> <p>FEEDBACK</p> <p>Our aim is to support parishes and church workers to provide care and protection for everyone by building a culture of safe ministry. Any feedback to help us review and improve is welcome. Please email your feedback to the address below</p> <p>feedback@safeministry.org.au</p> <p>Feedback is also invited in published documents and in the course of Safe Ministry Training.</p>

5 Child Safe Standard 5: People working with children are suitable and supported

No.	Recommendation	Compliance	Action
16.42	Consistent with Child Safe Standard 5, each religious institution should require that candidates for religious ministry undergo external psychological testing, including psychosexual assessment, for the purposes of determining their suitability to be a person in religious ministry and to undertake work involving children.		The <i>Safe Ministry to Children Ordinance 2020</i> requires an assessment of the "personal, social and sexual maturity of a candidate". This is a broader definition that widens the scope of the inquiry beyond an exclusively psychosexual focus. In 2021 MT&D, in consultation with the ODSM and the consultant screening psychologists, piloted a semi-structured interview process for selected candidates, tailored to address the broader definition.
16.43	<p>Each religious institution should ensure that candidates for religious ministry undertake minimum training on child safety and related matters, including training that:</p> <ul style="list-style-type: none"> a. equips candidates with an understanding of the Royal Commission's 10 Child Safe Standards b. educates candidates on: <ul style="list-style-type: none"> i. professional responsibility and boundaries, ethics in ministry and child safety; ii. policies regarding appropriate responses to allegations or complaints of child sexual abuse, and how to implement these policies; iii. how to work with children, including childhood development; iv. identifying and understanding the nature, indicators and impacts of child sexual abuse. 		<p>All students at Moore College must complete safe ministry training which is offered at the College, and participate in four modules of ODSM training which addresses much of the subject-matter listed in the recommendation. The Child Safe Standards and preventative strategies for adherence are the subject of two 4th year lectures.</p> <p>Youthworks College teaches a "Foundations of children's and youth ministry" unit (DE037-512) and TOUR unit (PC076-512i) which covers this subject matter in components on "how to work with children" and "childhood development".</p> <p>All participants in the Ministry Development Program run by MT&D, which consists primarily of newly ordained ministers, complete three units on Safe Ministry conducted by the ODSM.</p>
16.4	The Anglican Church of Australia should develop a national approach to the selection, screening and training of candidates for ordination in the Anglican Church.		<p>This is met by the <i>Safe Ministry to Children Ordinance 2020</i> (and nationally through the <i>Safe Ministry to Children Canon 2017</i>) in relation to screening and training.</p> <p>The selection aspect of this recommendation is also under consideration by the General Synod Ministry and Mission Commission.</p>
16.44	Consistent with Child Safe Standard 5, each religious institution should ensure that all people in religious or pastoral ministry, including religious leaders, are subject to effective management and oversight and undertake annual performance appraisals.		<p>#</p> <p>By resolution 32/23, the Synod, among other things, requested the Standing Committee to implement arrangements for regular performance appraisals for all ministry workers, having taken into account feedback received from Synod members. Members of the Synod were invited to provide feedback on the proposed arrangements to the Diocesan Secretary.</p>

No.	Recommendation	Compliance	Action
			<p>The Committee appointed to address the request of the resolution has not yet completed its work. The key operating principles for the Committee's work include the need to maximise the benefits of all three practices (Pastoral Supervision, Professional Development, and Performance Appraisals) for ministry workers, the need for systems that complement each other, and the need for systems that work flexibly and effectively in the wide variety of parishes and churches in the Diocese.</p>
16.45	<p>Consistent with Child Safe Standard 5, each religious institution should ensure that all people in religious or pastoral ministry, including religious leaders, have professional supervision with a trained professional or pastoral supervisor who has a degree of independence from the institution within which the person is in ministry.</p>		<p>#</p> <p>The <i>Pastoral Supervision Ordinance 2023</i> has been passed by the Synod to provide for Pastoral Supervision for certain classes of church worker in the Diocese. An associated Pastoral Supervision Policy has also been approved by the Archbishop-in-Council. A Pastoral Supervision Manager has been appointed and the Policy is being implemented.</p> <p>The following classes of person must undertake Pastoral Supervision in 2024 –</p> <ul style="list-style-type: none"> (a) Persons who become rectors for the first time in 2024, and (b) Full-time Assistant Ministers who complete the MT&D Ministry Development program in 2023. <p>The following classes of persons must undertake Pastoral Supervision in 2025 –</p> <ul style="list-style-type: none"> (a) Existing participants from 2024, (b) Persons who become rectors for the first time in 2025, and (c) Full-time Assistant Ministers who complete the MT&D Ministry Development Program in 2024. <p>It is anticipated that further classes of persons will be added from 2026. Reasonable provisions or exceptions may be made for theological students.</p> <p>Parish ministers not in a declared class may also choose to opt-in to this program by contacting the Pastoral Supervision Manager.</p>
16.5	<p>The Anglican Church of Australia should develop and each diocese should implement mandatory national standards to ensure that all people in religious or pastoral ministry (bishops, clergy, religious and lay personnel):</p> <ul style="list-style-type: none"> a. undertake mandatory, regular professional development, compulsory components being professional responsibility and boundaries, ethics in ministry and child safety 		<p>#</p> <p>The Archbishop's Faithfulness in Ministry (FiM) conference is run triennially. Its frequency, content and format are regularly reviewed by the Safe Ministry Board. The FiM conference in 2023 included components on part a. of the of the recommendation with a particular focus on protective behaviours training. Other child safety topics will be covered in future years.</p> <p>A report on part a. of the recommendation is printed separately.</p>

No.	Recommendation	Compliance	Action
	<p>b. undertake mandatory professional/pastoral supervision</p> <p>c. undergo regular performance appraisals.</p>		Parts b. and c. of the recommendation are addressed under 16.44 and 16.45.
16.46	Religious institutions which receive people from overseas to work in religious or pastoral ministry, or otherwise within their institution, should have targeted programs for the screening, initial training and professional supervision and development of those people. These programs should include material covering professional responsibility and boundaries, ethics in ministry and child safety.	✓	<p>#</p> <p>A person from overseas – whether clergy or a lay person undertaking ministry to children - is subject to the requirements in the <i>Safe Ministry to Children Ordinance 2020</i>.</p> <p>This includes the same requirements applying to all such clergy and lay workers in relation to screening and training, but also includes additional requirements if the person is from another Province of the Anglican Church – most particularly a ‘church ministry assessment’, which involves obtaining information about the person from an authority in the other Province.</p> <p>People from overseas will also be included in the Pastoral Supervision program if they meet the applicable criteria.</p>

6 Child Safe Standard 6: Processes to respond to complaints of child sexual abuse are child focused

No.	Recommendation	Compliance	Actions
16.51	All religious institutions’ complaint handling policies should require that, upon receiving a complaint of child sexual abuse, an initial risk assessment is conducted to identify and minimise any risks to children.	✓	This was addressed by the Synod in 2019 via amendments to the <i>Ministry Standards Ordinance 2017</i> to require a risk assessment if a complaint relates to children.
16.52	All religious institutions’ complaint handling policies should require that, if a complaint of child sexual abuse against a person in religious ministry is plausible, and there is a risk that person may come into contact with children in the course of their ministry, the person be stood down from ministry while the complaint is investigated.	✓	<p>This was addressed by the Synod in 2019 via amendments to the <i>Ministry Standards Ordinance 2017</i> to require suspension if the Director is satisfied that –</p> <p>(a) the complaint or the substance of the complaint involves allegations of serious child-related conduct,</p> <p>(b) the complaint is not false, vexatious or misconceived, and</p> <p>(c) there is a risk that the respondent may come into contact with children in the course of their functions as a church worker.</p>

No.	Recommendation	Compliance	Actions
16.53	The standard of proof that a religious institution should apply when deciding whether a complaint of child sexual abuse has been substantiated is the balance of probabilities, having regard to the principles in <i>Briginshaw v Briginshaw</i> .	✓	This was addressed by the Synod in 2019 via amendments to the <i>Ministry Standards Ordinance 2017</i> (see cl 29(4) and associated footnote).
16.54	Religious institutions should apply the same standards for investigating complaints of child sexual abuse whether or not the subject of the complaint is a person in religious ministry.	✓	This was addressed by the Synod in 2019 via amendments to the <i>Ministry Standards Ordinance 2017</i> concerning the investigation of complaints referred to Adjudicators.
16.55	Any person in religious ministry who is the subject of a complaint of child sexual abuse which is substantiated on the balance of probabilities, having regard to the principles in <i>Briginshaw v Briginshaw</i> , or who is convicted of an offence relating to child sexual abuse, should be permanently removed from ministry. Religious institutions should also take all necessary steps to effectively prohibit the person from in any way holding himself or herself out as being a person with religious authority.	✓	<p>#</p> <p>The General Synod has passed the <i>Constitution Amendment (Mandatory Suspension) Canon 2022</i>, the <i>Constitution Amendment (Mandatory Deposition) Canon 2022</i> and the <i>Safe Ministry Legislation Amendments Canon 2022</i> to provide for mandatory suspension and deposition.</p> <p>The Canons were assented to or adopted (as the case may be) by the Synod in 2023.</p> <p>In 2023, the Synod also amended the <i>Ministry Standards Ordinance 2017</i> to provide for mandatory suspension and deposition and suspension under the professional standards regime.</p>
16.56	<p>Any person in religious ministry who is convicted of an offence relating to child sexual abuse should:</p> <ol style="list-style-type: none"> a. in the case of Catholic priests and religious, be dismissed from the priesthood and/or dispensed from his or her vows as a religious b. in the case of Anglican clergy, be deposed from holy orders c. in the case of Uniting Church ministers, have his or her recognition as a minister withdrawn d. in the case of an ordained person in any other religious denomination that has a concept of ordination, holy orders and/or vows, be dismissed, deposed or otherwise effectively have their religious status removed. 	✓	See comment immediately above.

No.	Recommendation	Compliance	Actions
16.57	<p>Where a religious institution becomes aware that any person attending any of its religious services or activities is the subject of a substantiated complaint of child sexual abuse, or has been convicted of an offence relating to child sexual abuse, the religious institution should:</p> <ol style="list-style-type: none"> assess the level of risk posed to children by that perpetrator's ongoing involvement in the religious community take appropriate steps to manage that risk. 	✓	The <i>Safe Ministry to Children Ordinance 2020</i> requires compliance with a <i>Person of Concern Policy</i> in these instances, which includes a risk assessment.
16.58	Each religious organisation should consider establishing a national register which records limited but sufficient information to assist affiliated institutions identify and respond to any risks to children that may be posed by people in religious or pastoral ministry.	✓	A national register has been in force in the Anglican Church of Australia since 2007.

7 Child Safe Standard 7: Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training

No.	Recommendation	Compliance	Action
16.47	Consistent with Child Safe Standard 7, each religious institution should require that all people in religious or pastoral ministry, including religious leaders, undertake regular training on the institution's child safe policies and procedures. They should also be provided with opportunities for external training on best practice approaches to child safety	✓	The <i>Safe Ministry to Children Ordinance 2020</i> requires all people undertaking ministry to children to undertake Safe Ministry Training on commencing to undertake that ministry and thereafter at three-yearly intervals. This requirement has been in force for many years and was previously contained in the <i>Parish Administration Ordinance 2008</i> .

No.	Recommendation	Compliance	Action
16.50	<p>Consistent with Child Safe Standard 7, each religious institution should require all people in religious ministry, leaders, members of boards, councils and other governing bodies, employees, relevant contractors and volunteers to undergo initial and periodic training on its code of conduct. This training should include:</p> <ol style="list-style-type: none"> a. what kinds of allegations or complaints relating to child sexual abuse should be reported and to whom; b. identifying inappropriate behaviour which may be a precursor to abuse, including grooming; c. recognising physical and behavioural indicators of child sexual abuse; d. that all complaints relating to child sexual abuse must be taken seriously, regardless of the perceived severity of the behaviour. 	*	<p>#</p> <p>At its meeting on 19 August 2024, the Standing Committee agreed in principle that the requirement to undertake Safe Ministry Training in the Diocese be expanded to include the following –</p> <ol style="list-style-type: none"> (a) Wardens and parish councillors, (b) Employed permanent full or part time Parish staff, and (c) Members of the Standing Committee. <p>The Safe Ministry Board has been requested to promote an ordinance to enact this decision.</p>

8 Child Safe Standard 8: Physical and online environments minimise the opportunity for abuse to occur

No.	Recommendation	Compliance	Action
16.48	<p>Religious institutions which have a rite of religious confession for children should implement a policy that requires the rite only be conducted in an open space within the clear line of sight of another adult. The policy should specify that, if another adult is not available, the rite of religious confession for the child should not be performed.</p>	✓	<p>There is no rite of confession for children in the Diocese of Sydney.</p>

2/05 Stipends, Allowances and Benefits for 2025

(A report of the Standing Committee.)

Key Points

- In August 2023, the Standing Committee agreed to apply a methodology for determining the recommended minimum stipend, targeting a projected value of 75% of Average Weekly Earnings (**AWE**).
- As a result, the Standing Committee approved a recommended minimum stipend for a minister at \$76,170 from 1 January 2024, \$79,293 from 1 January 2025 and \$82,465 from 1 January 2026.
- From 1 July 2024, the motor vehicles and travel benefits fixed component was increased to \$8,678, an increase of 7.8%.
- 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. It is expected that the advice to ministers and wardens entitled “Guidelines for the Remuneration of Parish Ministry Staff for 2025” (the **Guidelines**) will be published in late October this year and will provide details of the recommended stipends, travel and other benefits for ministers, assistant ministers and lay ministers for 2025.

Recommended minimum stipends

3. In August 2023, the Standing Committee endorsed a series of Stipend Determination Imperatives and agreed to apply the proposed methodology for determining the recommended minimum stipend, being stipend increases targeting 75% of the projected November 2025 Average Weekly Earnings (**AWE**).
4. In accordance with the above, Standing Committee resolved to set the recommended minimum stipend at –
 - (a) \$76,170 from 1 January 2024 (being an increase of 4.50% from the recommended minimum stipend applying from 1 July 2023),
 - (b) \$79,293 from 1 January 2025 (being an increase of 4.10% from the recommended minimum stipend applying from 1 January 2024), and
 - (c) \$82,465 from 1 January 2026 (being an increase of 4.00% from the recommended minimum stipend applying from 1 January 2025).
5. Accordingly, for 2025 the recommended minimum stipend will be –

	% of Minister's Recommended Minimum Stipend	Jan – Dec'25 Recommended Minimum Stipend \$ pa
Minister	100	79,293
Assistant Ministers, Lay Ministers & Youth and Children's Ministers (Theological degree or Advanced Diploma) –		
5 th and subsequent years	95	75,328
3 rd and 4 th year	90	71,364
1 st and 2 nd year	85	67,399

	% of Minister's Recommended Minimum Stipend	Jan – Dec'25 Recommended Minimum Stipend \$ pa
Youth and Children's Ministers (Diploma) – 7 th and subsequent years	85	67,399
4 th to 6 th year	75	59,470
1 st to 3 rd year	65	51,540

Remuneration packaging

6. 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 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

7. 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 Ordinance 2024*. 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 2025 are –

	2025
Minister	13,480
Assistant Ministers, Lay Ministers & Youth and Children's Ministers (Theological degree or Advanced Diploma)– 7 th and subsequent years	13,480
1 st to 6 th year	12,132
Youth and Children's Ministers (Diploma) – 7 th and subsequent years	11,458
1 st to 6 th year	10,110

Motor vehicles and travel benefits

8. From 1 July 2024, the recommended Diocesan scale for the motor vehicle and travel benefit fixed component was increased to \$8,678, an increase of 7.8%.
9. Increases of a similar increment are anticipated for the subsequent four years, with the next increase effective from 1 January 2025.

Pastoral Supervision and Professional Development

10. Recognition of the cost of obtaining pastoral supervision has been included in the Ministry Related Expenses section in the 2024 Guidelines.
11. Aggregated with other professional development expenses, parishes are encouraged to set aside, by agreement, up to \$2,000 per annum for each fulltime staff member.

Remuneration for occasional services

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

	2025 \$
For 1 service	90
For 2 or more services in a half day	120
For a whole day	180

13. The following guidelines also apply in relation to remuneration for occasional services –
- Meals should be provided where necessary.
 - As pension benefits may be reduced according to other income received, the recommended rates are open to negotiation.
 - 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

14. 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).
15. 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.
16. Part time pastoral workers must be included under the parish's workers compensation insurance policy.

Student Ministers

17. The recommended assistance for student ministers working one full day per week for 2025 is –

	% of Minister's Minimum Stipend	Jan – Dec'25 \$ pa
Studying for a degree	15.0	11,894
Studying for a diploma	12.5	9,912

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

18. The following guidelines also apply in relation to the remuneration of student ministers –
- 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.
 - 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.
 - Under the *Fair Work Act 2009*, since 1 July 2024 the national minimum wage for adults has been \$24.10 per hour. This means that the recommended stipend allows for no more than 9.4 hours work per week if studying for a degree, and 7.9 hours if studying for a diploma. The national minimum wage will be reviewed next on 1 July 2025.
 - 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.
 - 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) Superannuation contributions (at a minimum of 11.5% from 1 July 2024) are payable on the stipends and salaries of all employees.
- (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.

BRIONY BOUNDS
Diocesan Secretary

19 August 2024

Parish Governance Policy

33/23 Review of the Governance Policy for Diocesan Organisations

(A report of the Standing Committee.)

Key Points

- By Resolution 33/23, the Synod requested the Governance Policy Review Committee (**GPRC**) to bring a revised *Diocesan Governance Policy* to the 2024 session of the Synod.
- Standing Committee requested that parishes be removed as Level A entities from the *Diocesan Governance Policy* and a separate policy for parishes be created. The proposed *Parish Governance Policy* accompanies this report.
- The report '33/23 Review of the Governance Policy for Diocesan Organisations' (printed separately in Synod Book 1) sets out the principles underlying both the *Diocesan Governance Policy* and the *Parish Governance Policy*.

Purpose

1. The purpose of this report is to recommend a *Parish Governance Policy* for consideration as a Policy of the Synod.

Recommendations

2. Synod receive this report.
3. Synod pass the following motion –

‘That the Parish Governance Policy be approved in principle.’
4. Synod –
 - (a) requests the Standing Committee to review the *Parish Administration Ordinance 2008*, other ordinances relating to the financial and property affairs of parishes, and other ordinances (as applicable) with a view to amending them to achieve conformity with the Parish Governance Policy by or at the next session of the Synod,
 - (b) authorise the Standing Committee to make amendments to the Parish Governance Policy, unless before such amendment is made, any 3 members of the Standing Committee request in writing that the amendment be referred to the Synod, and provided any amendment made by the Standing Committee is reported to the next ordinary session of the Synod,
 - (c) acknowledge and give thanks for the persons responsible for the financial and property affairs of parishes who give generously of their time, energy and skills to exercise the responsibilities with which they have been entrusted.

Background

5. By resolution 33/23, the Synod requested its members, and churches, schools and organisations to which the policy is proposed to apply, to review the Exposure Draft of a new *Diocesan Governance Policy* and provide feedback to the GPRC by 31 December 2023. At the time of the Exposure Draft, it was proposed that the *Diocesan Governance Policy* would apply to parishes.

6. Synod requested that a further revised form of the *Diocesan Governance Policy* be brought back to the Synod in 2024 incorporating, as appropriate, comments and feedback from Synod members, churches, schools and organisations.
7. A detailed review of the work of the Governance Policy Review Committee (**GPRC**) can be found in paragraphs 6-15 of the report '33/23 Review of the Governance Policy for Diocesan Organisations' (Synod Book 1, pages 188-189).
8. In promoting the *Diocesan Governance Policy* to the Synod this year, the Standing Committee requested that parishes be removed as Level A entities in the *Diocesan Governance Policy* and a separate policy be created for parishes.

Discussion

9. The background to, and the purpose, context and proposed application of the *Parish Governance Policy* can be found in the 'Statement on Diocesan Governance' in paragraphs 17-52 of the report '33/23 Review of the Governance Policy for Diocesan Organisations' (Synod Book 1, pages 190-196). The principles articulated in the 'Statement on Diocesan Governance' are equally applicable to both the *Diocesan Governance Policy* and the *Parish Governance Policy*.
10. The *Parish Governance Policy* is intended to apply to persons responsible for the financial and property affairs of a parish (including wardens and members of a parish council, and also including a rector in his capacity as a member of a parish council) in the exercise of that responsibility, but is **not** intended to apply to persons responsible for the spiritual welfare of parishes (rectors and other ministers in accordance with licences and authorities from the Archbishop) in their exercise of that responsibility.
11. The structure and format of the *Parish Governance Policy* closely follows that of the *Diocesan Governance Policy*, consisting of an "Introduction and Definitions" section, which addresses such matters as applicability and amendment of the policy. This is followed by an Appendix setting out six Governance Standards: 'Mission clarity', 'Member suitability requirements', 'Member responsibilities', 'Not-for-profit character', 'Responsibility and transparency', and 'Access to records'.
12. The Governance Standards applicable to parishes are substantively the same as the Governance Standards applicable to Level A entities which are included in the *Diocesan Governance Policy*. Some changes in nomenclature, and minor drafting and simplification changes, were made in the preparation of the *Parish Governance Policy*.

For and on behalf of the Standing Committee.

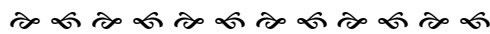
BRIONY BOUNDS
Diocesan Secretary

19 August 2024

Parish Governance Policy

8 August 2024

Contents	Page
Introduction and Definitions	347
Appendix: Governance Standards	350
A. Mission clarity	350
B. Member suitability requirements	350
C. Member responsibilities	351
D. Not-for-profit character	351
E. Responsibility and transparency	351
F. Access to records	352



Introduction and Definitions

1. In support of the shared gospel ministry of the parishes and organisations of the Diocese, and the purposes and priorities of the Diocese, this Policy sets out the Governance Standards that the Synod considers should apply to persons responsible for the financial and property affairs of a parish (including wardens and members of a Parish Council, including a rector in his capacity as a member of a Parish Council) in their exercise of that responsibility.
2. This Policy does not apply to persons responsible for the spiritual welfare of parishes (i.e., rectors and other ministers in accordance with licences and authorities from the Archbishop) in their exercise of that responsibility.¹
3. Accordingly, this Policy applies to the following entities (collectively, “**entities**”) –
 - (a) the wardens of a parish (as trustees of church trust property),
 - (b) other individuals acting as trustees of church trust property for the benefit of a parish,
 - (c) a Parish Council in the exercise of the responsibility set out in paragraph 1, and
 - (d) any unincorporated or incorporated entity where the wardens of a parish or a Parish Council appoints a majority of the members of the governing board, council or committee, including, in each case, any of their committees or subcommittees.
4. This Policy and the Governance Standards –
 - (a) set out the expectations of Synod in relation to the governance of entities which are essential to the furtherance of the purposes and priorities of the Diocese, through the pursuit of the purposes of each entity,
 - (b) does not create legally binding obligations on any entity, except to the extent the provisions of this Policy are included, or incorporated by reference, in legislation, the *Parish Administration Ordinance 2008*, another ordinance or other legally binding instrument which applies to that entity,
 - (c) where appropriate, provisions of this Policy may be included in a charter (or similar governance document) adopted by an entity rather than being included in legislation, an ordinance or other legally binding instrument,
 - (d) does not prevent an act or practice that is necessary for an entity or person to comply with applicable law,²
 - (e) does not require an entity or person to act in a manner which is contrary to applicable law, and

¹ References to “parishes”, “entities” and “Parish Councils” in this Policy are to be read and understood in light of paragraphs 1 and 2.

² If a provision of this Policy is inconsistent with applicable law, the latter shall prevail and the entity must comply with the applicable law.

- (f) is not intended to prevent discussion and debate about contentious issues or require a withdrawal from, or the exclusion from properties, services or activities of, those who do not share the doctrine of the Diocese.

5. In this Policy –

ACNC means the Australian Charities and Not-for-profits Commission.

basic religious charity has the meaning set out in section 205-15 of the *Australian Charities and Not-for-profits Commission Act 2012* (C'th).³

broader charitable purposes means the purposes of the Diocese as set out in Section 4 of the *Anglican Church of Australia Trust Property Act 1917* (NSW)⁴ or any other applicable statute, as publicly expressed by the Archbishop or the Synod for the purposes of this Policy from time to time, including the purpose articulated by the Archbishop in the [Purpose and Priorities for our Diocesan Fellowship](#).

doctrine of the Diocese has the same meaning as “Doctrine” in the Schedule to the *Interpretation Ordinance 1985*.⁵

Diocese means the Diocese of Sydney, one of the dioceses that are part of the national voluntary religious association known as the Anglican Church of Australia.

entity means an entity listed in paragraph 3 (noting the limit on the application of this Policy in paragraphs 1 and 2).

Faithfulness in Service or **FIS** means the code for personal behaviour and the practice of pastoral ministry by clergy and church workers adopted by the Synod in October 2004, as amended from time to time.

Governance Standards means the standards in the Appendix to this Policy.

meeting means a meeting of an entity.

member means a warden, other trustee of church trust property or another member of a Parish Council or the governing board, council or committee of another entity.

parish means –

³ Copies of the [Commonwealth Acts of Parliament](#) referred to in this Policy are available on the Federal Register of Legislation.

⁴ Copies of the [NSW Acts of Parliament and Diocesan ordinances](#) referred to in this Statement are available on the Sydney Anglicans website.

⁵ The Schedule to the *Interpretation Ordinance 1985* defines “Doctrine” as follows:

“The teaching of the Anglican Church of Australia in the Diocese of Sydney on any question of faith. The sources of Doctrine include –

- (a) canonical scriptures of the Old and New Testaments,
- (b) the Christian faith as professed by the Church of Christ from primitive times, and in particular as set forth in the creeds known as the Nicene Creed and the Apostles' Creed,
- (c) the commands, doctrine, sacraments and discipline of Christ,
- (d) the book of Common Prayer, the Ordinal and the Thirty-Nine Articles.

For the avoidance of doubt, “Doctrine” includes both faith and practice and is not limited to its meaning in the majority opinions of the Appellate Tribunal on the Primate’s References re Wangaratta Blessing Services and the Newcastle Discipline Ordinance (11 November 2020).

Doctrine may be declared in statements made by –

- (i) the Synod of the Diocese with the concurrence of the Archbishop, or
- (ii) the Archbishop-in-Council,

provided that such statements are consistent with the sources of Doctrine in paragraphs (a), (b) and (c) above.”

This Policy is not intended to add to, or detract from, the existing meaning of Doctrine in the Diocese.

Other ordinances (for example, the [Sydney Anglican Use of Church Property Ordinance 2018](#)) refer to “doctrines, tenets and beliefs”. For the purposes of this Policy, there is not intended to be a difference between “doctrine of the Diocese” and “doctrines, tenets and beliefs” in the application of the Policy.

Some Federal and State legislation and existing ordinances use a broader phrase, but others refer to doctrine or doctrines. For example, in the *Sex Discrimination Act 1984* (C'th) (section 4), the *Fair Work Act 2009* (C'th) (sections 153(2)(b), 195(2)(b), 351(2)(c) and 772(2)(b)) and the *Australian Human Rights Commission Act 1986* (C'th) (section 3(1)) ‘religious institutions’ are defined as organisations that are ‘conducted in accordance with the doctrines, tenets, beliefs or teachings of a particular religion or creed’, and section 56(c) of the *Anti-Discrimination Act 1977* (NSW) refers to “any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion ...”.

This Policy has not been drafted with a view to the “doctrine of the Diocese” (as defined) being equivalent to “doctrines” for the purposes of the application of Federal or State legislation to an entity. However, it is expected that entities will seek to rely on advantages, privileges and exemptions available under Federal and State legislation (including legislation protecting religious freedom) where necessary to enable compliance with this Policy.

- (a) a parish or provisional parish constituted under or recognised as such for the purposes of the *Parishes Ordinance 1979*, or
- (b) a recognised church or provisional recognised church recognised under the *Recognised Churches Ordinance 2000*,

and, for the purposes of this Policy, includes a cathedral.

Parish Council means the council, chapter or similar body of a parish as constituted under an ordinance, but only insofar as it is responsible for the financial and property affairs of the parish.

Standing Committee means the Committee appointed pursuant to the *Standing Committee Ordinance 1897*.

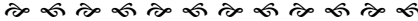
Synod means the Synod of the Diocese and includes, when the Synod is not in session, the Standing Committee of the Synod.

- 6. It may not be appropriate in all cases for an ordinance, charter or other document relating to the financial and property affairs of an entity to conform with this Policy in all respects, particularly in the case of entities referred to in paragraph 3(d).

The Governance Standards intentionally use different words to set out different expectations (e.g., “must” connotes a higher expectation than “should” or “ordinarily should”). It is more likely that it will not be appropriate for an ordinance, charter or other document to conform with this Policy in all respects when words such as “should” or “ordinarily should” (rather than “must”) are used in the relevant Governance Standard.

- 7. The Synod anticipates that it will amend this Policy from time to time to better align the Governance Standards with our shared ministry, and the purposes and priorities of the Diocese, and to reflect any changes to regulatory requirements. For this purpose, the Synod encourages on-going input from entities.

Where it is proposed to amend this Policy, the Synod intends that consultation will be undertaken with parishes before any such amendments are made.



Governance Standards

The Synod regards the following Governance Standards as applicable to entities (and members) in the manner indicated in this Appendix and, wherever practicable, expects entities to implement each of the Governance Standards applicable to them in an appropriate and demonstrable way.

The following Governance Standards intentionally use different words to set out different expectations (e.g., “must” and “will” connotates a higher expectation than “should” or “ordinarily should”). As noted in paragraph 6 of the Policy, it may not be appropriate in all cases for an ordinance, charter or other document relating to the financial and property affairs of an entity to conform with this Policy in all respects. It is more likely that this will be the case when words such as “should” or “ordinarily should” are used in the relevant Governance Standard.

A. Mission clarity

- (a) The charitable purposes of an entity –
 - (i) must be clearly expressed in the *Parish Administration Ordinance 2008*, another applicable ordinance or its constitution, and
 - (ii) must be consistent with the broader charitable purposes of the Diocese.
- (b) An entity ordinarily should develop plans (or strategies) for the financial and property affairs of the entity to enable it to pursue the charitable purposes of the entity over a rolling 3-5 year period.
In developing such plans or strategies, members should consider the types, and levels, of risk the entity is prepared to take on, and the resources, including employees and volunteers, that will be needed to achieve those plans or strategies.
- (c) The entity ordinarily should use practical methods to communicate information about the charitable purposes, and plans or strategies, of the entity to parishioners or other stakeholders.
- (d) An entity registered with the ACNC ordinarily should be registered with “advancing religion” as their charitable subtype, or one of multiple charitable subtypes.⁶
- (e) The entity must pursue the charitable purposes for which it is established and use its property for those purposes.
- (f) In addition, the entity should pursue the charitable purposes for which it is established, and use its property, in a manner –
 - (i) which is consistent with the doctrine of the Diocese,⁷ and
 - (ii) which advances the broader charitable purposes of the Diocese.

B. Member suitability requirements⁸

- (a) Members must satisfy the requirements of the *Parish Administration Ordinance 2008*, another applicable ordinance or the constitution of the entity.
- (b) Members who are clergy or church workers (each within the meaning of *Faithfulness in Service*)⁹ must comply with the applicable standards of personal behaviour and the practice of pastoral ministry set out in *Faithfulness in Service*.
- (c) Members should observe standards of personal behaviour consistent with –
 - (i) living in obedience to the commands of Christ, and
 - (ii) their obligations as a member.

⁶ This requirement may necessitate appropriate amendments to the constitutions of some organisations to enable those organisations to be registered with “advancing religion” as a charitable subtype.

Registration with the ACNC “advancing religion” as a charitable subtype, or one of multiple charitable subtypes, will enhance the ability of an entity to be regarded as a “religious institution” (or similar terminology) for the purposes of advantages, privileges and exemptions available under Federal and State legislation (including legislation protecting religious freedoms). It is expected that entities will seek to rely on those advantages, privileges and exemptions where necessary to enable compliance with this Policy.

⁷ In order for this requirement to be properly applied and for entities to be able to comply with it, an outline of, and references to, the doctrine of the Diocese is to be made available on the Sydney Anglicans website.

⁸ These responsibilities apply notwithstanding that, in the case of some entities, they restate applicable law.

⁹ Section F is not intended to add to, or detract from, the existing scope and requirements of *FIS*.

- (d) Members who are church workers (within the meaning of the *Ministry Standards Ordinance 2017*¹⁰ must comply with the requirements of the *Ministry Standards Ordinance 2017*.
- (e) Members must comply with applicable legislative requirements for working with children and/or vulnerable people.
- (f) A member must not have been disqualified by the ACNC Commissioner, at any time during the preceding 12 months, from being a responsible entity of a registered entity under the *Australian Charities and Not-for-profits Commission Act 2012* (C'th).

C. Member responsibilities¹¹

Members must –

- (a) exercise their powers and discharge their duties in pursuit of the entity's charitable purposes,
- (b) also exercise their powers and discharge their duties in pursuit of the entity's charitable purposes in a manner which is consistent with the doctrine of the Diocese,¹²
- (c) act in good faith,
- (d) act honestly and fairly in the best interests of the entity and to further the charitable purposes of the entity,
- (e) exercise the powers and discharge the duties of the entity with the degree of care and diligence that a reasonable individual would exercise as a member,
- (f) not use their position as a member for an improper purpose or in a manner which is inconsistent with the entity's charitable purposes,
- (g) maintain any confidentiality of information obtained in the performance of their duties as a member, and not use such information for an improper purpose or in a manner which is inconsistent with the entity's charitable purposes,
- (h) must exercise their powers and discharge their duties so that the financial affairs of the entity are managed in a responsible manner,
- (i) must exercise their powers and discharge their duties so any actual, potential or perceived conflict between a member's material personal interests (including as a member of the governing board, council or committee of another organisation), and the member's responsibilities set out in the preceding paragraphs, are disclosed and managed in a proper manner, and
- (j) comply with any codes of conduct, charter, policy or similar requirement adopted by the entity which are applicable to them.

D. Not-for-profit character

- (a) The funds and other property of the entity must not be distributed for the private benefit of individuals or any other entity –
 - (i) during the operation of the entity, other than in the pursuit or furtherance of the entity's charitable purposes, or
 - (ii) on its winding-up or dissolution, other than in the pursuit or furtherance of similar charitable purposes.
- (b) The entity must comply with its not-for-profit character.

E. Responsibility and transparency¹³

- (a) The entity must at all times act so that its on-going operations, the safety of people in its care and the safety of its assets comply with applicable law, and ordinances and policies of the Synod applicable to the entity.

¹⁰ The definition of a church worker in the *Ministry Standards Ordinance 2017* includes clergy. The definition is different from that in *FiS*.

¹¹ These responsibilities are the minimum expectations of the Synod, notwithstanding that they may be less extensive, co-extensive or more extensive than those applicable to the entity or members under applicable law or other governance frameworks.

¹² In order for this requirement to be properly applied and for entities to be able to comply with it, an outline of, and references to, the doctrine of the Diocese is to be made available on the Sydney Anglicans website.

¹³ These responsibilities apply notwithstanding that, in the case of some entities, they restate applicable law.

- (b) Members ordinarily should have the power to delegate the performance of any of its functions to one or more committees provided any such committee is chaired by a member and reports the exercise of its delegated functions to the next meeting.
- (c) An entity registered with the ACNC must comply with the ACNC External Conduct Standards (if applicable).
- (d) The entity must not, and members must not allow entity to, operate while insolvent.
- (e) An entity registered with the ACNC as a basic religious charity should comply with the ACNC Governance Standards.
- (f) An entity registered with the ACNC (and which is not a basic religious charity) must comply with the ACNC Governance Standards.
- (g) The entity should develop policies¹⁴ –
 - (i) which require members to undertake safe ministry training in accordance, and otherwise comply, with the *Safe Ministry to Children Ordinance 2020* and other applicable law, and ordinances and policies of the Synod relating to ministry to children and youth applicable to the entity,¹⁵
 - (ii) which require appropriate identification and management of related party transactions,
 - (iii) for the management of risks to the entity (including the obtaining of insurance where appropriate,
 - (iv) for the induction, professional development and training of members in matters relevant to the entity's operations including governance practices, and
 - (v) for the induction, professional development and relevant training of members, employees, contractors and volunteers so that they are aware of their respective legal responsibilities (including requirements for work, health and safety, and working with children, youth and/or vulnerable people).
- (h) The entity must maintain an adequate level of accountability and transparency to –
 - (i) the Synod in accordance with applicable ordinances,
 - (ii) parishioners in accordance with applicable ordinances,
 - (iii) other persons (if any) in accordance with the constitution of the entity, and
 - (iv) donors, employees, volunteers and other persons that benefit from its activities.
- (i) Members should not be remunerated for their service as members except by way of reimbursement for reasonable out-of-pocket expenses.
- (j) The entity must provide annual and other reports in accordance with applicable law and ordinances applicable to the entity.

F. Access to records

Each entity ordinarily should –

- (a) keep a complete set of minutes of, and papers considered during, each meeting in chronological order and in secure custody for at least 12 years after the date of the meeting,
- (b) provide copies of those records to a member or former member for the purpose of responding to a claim which relates to the member serving or having served as a member, and
- (c) provide each member and former member with reasonable access to inspect the records from their period of service as a member for any other legitimate purpose for at least seven years after the member ceases to be a member.

¹⁴ In developing these and other policies, it is suggested that members have regard to the [Not-For-Profit Governance Principles](#) published by the Australian Institute of Company Directors (AICD).

¹⁵ This requirement reflects, and is intended to give effect to, Recommendation 16.50 of the [Final Report](#) of the Royal Commission into Institutional Responses to Child Sexual Abuse.

42/18 Reporting on the National Redress Scheme

(A report of the Standing Committee.)

Key Points

- By resolution 42/18, the Synod requested 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.
- This report provides the requested information relating to claims from 1 July 2018 to 30 June 2024.

Purpose

1. The purpose of this report is to provide Synod with information about applications under the National Redress Scheme (**NRS**), in accordance with the request of Synod resolution 42/18.

Recommendation

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 resolution 42/18, diocesan organisations have been asked to report to the Director of Professional Standards (now the Director of Safe Ministry) all applications received to enable an annual report, with appropriate protections of confidentiality, to be provided to each session of the Synod.

6. The Director of Safe Ministry has received formal reports from 7 out of 23 relevant diocesan organisations. These figures cover the six years from 1 July 2018 to 30 June 2024 –
 - (a) The number of applications for redress which have been received – 154.
 - (b) The number and total and average amount of redress offers made – 92 offers made for a total of \$4,513,728.99 with an average amount of \$49,062.27.
 - (c) The number and total and average amount of redress offers accepted – 84 offers accepted for a total of \$4,198,039.99 with an average amount of \$49,976.67.
 - (d) The number of persons to whom a direct personal response has been provided – 9.
7. It is noted that there was no requirement for an organisation to report to the Director of Safe Ministry 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.

For and on behalf of the Standing Committee.

BRIONY BOUNDS
Diocesan Secretary

19 August 2024

Ministry Spouse Support Fund Annual Report for 2023

(A report of the Office of the Director of Safe Ministry.)

Purpose

1. The purpose of this report is to provide an update on the operation of the Ministry Spouse Support Fund (**MSSF**).

Recommendation

2. Synod receive this report.

Background

3. The MSSF provides interim financial support for spouses of clergy and lay ministers who have been, or will be, left in financial hardship as a result of their need to separate from their spouse due to domestic abuse or personal moral failure.
4. In February 2024, the Standing Committee agreed to expand the eligibility criteria for the MSSF, such that allocations may be made from the MSSF to spouses of clergy and lay ministers who have been, or will be, left in financial hardship as a result of the death of their spouse.
5. The Standing Committee has requested that a report be provided to the Synod each year detailing the total amount distributed from the MSSF and the number of cases involved in the previous calendar year.

Use of the MSSF

6. During the reporting period, the calendar year of 2023, payments totalling \$18,753.93 were made from the MSSF to two ministry spouses. One of the recipients had previously received payments from the MSSF. Spouses also received pastoral support from the Office of the Director of Safe Ministry (**ODSM**) Chaplain.
7. The MSSF is administered by the ODSM; however, the support and partnership of the Archbishop, Regional Bishops, Archdeacon for Women's Ministry, Anglicare Family and Domestic Violence Advisor, and Anglicare counselling services have been much appreciated by the ODSM and the recipients of the MSSF. This support and partnership has been vital in assisting victim-survivors towards financial and sustained independence and in protecting their children.
8. Since its inception, and to the end of the reporting period, payments totalling \$148,066.90 have been made from the MSSF. All the spouses who have received payment to date have been women.

For and on behalf of the Office of the Director of Safe Ministry.

BELINDA BURN
Chaplain

11 July 2024

Safe Ministry Board and Office of the Director of Safe Ministry Annual Report 2023-2024

(A report of the Safe Ministry Board and the Office of the Director of Safe Ministry.)

Introduction

1. This report is provided under the *Safe Ministry Board Ordinance 2001* (cl 20) and the *Ministry Standards Ordinance 2017* (cl 86) for the period 1 July 2023 to 30 June 2024 (**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*.
4. The purpose of the SMB is to oversee safe ministry and ministry standards in the Diocese, namely through the promotion of safe ministry to children and other vulnerable persons and oversight of the Office of the Director of Safe Ministry (**ODSM**).
5. The members of the SMB over the reporting period were Dr Tim Channon, Ms Stephanie Cole, the Rev Steve Dinning, Archdeacon Anthony Douglas (appointed 26 March 2024), the Rev Tom Hargreaves, Bishop Peter Lin (resigned 22 March 2024), the Rev Gary O'Brien, Ms Beth Teuben, Ms Nicola Warwick-Mayo (Chair) and Dr Katie Watson.
6. The SMB has appointed Ms Beth Teuben to be Children's Advocate under clause 16 of the *Safe Ministry Board Ordinance 2001*.
7. The SMB met five times in the reporting period.
8. The SMB receives and monitors accounting reports for the ODSM. These accounts are included in the Synod Fund Reports provided to members of the Synod.

Office of the Director of Safe Ministry

9. The ODSM team consists of: Mr Lachlan Bryant, Director of Safe Ministry; Mr Stephen Coleman, Assistant Director of Safe Ministry; the Rev Belinda Burn, ODSM Chaplain; Mrs Stacie Pakula, Legal Officer/Executive Assistant to the Director; Ms Rosemary Angus, ODSM Team Administrator; Mrs Kylie Williams, Training Consultant for Safe Ministry; Mrs Ros Lloyd, Parish Consultant for Safe Ministry (appointed 2 August 2023); Mr Dane Ford, Web Developer for Safe Ministry (appointed 26 July 2023); Mrs Brenda Sheppard, Administrative and Safe Ministry Support; Ms Elenne Ford, Dispute Resolution Consultant; and Legal Assistants Mr Christopher Kim, Ms Marie Mathew (appointed 30 August 2023), and Ms Madeline Smithies (appointed 20 June 2024).
10. Archdeacon Neil Atwood retired during the reporting period after close to 10 years of service with the ODSM. Neil was the first Parish Consultant for Safe Ministry and ODSM Web Developer. Neil was responsible for various ODSM operations, including developing and maintaining our websites, helping to take safe ministry training online, and liaising with Safe Ministry Representatives. We are

thankful to Neil and his significant contribution over the years, and we wish Neil and Robyn all the best in retirement.

11. ODSM Legal Assistant Ms Isabella Newton completed her service with the office on 24 August 2023, and we wish her well in her future career.
12. In practice much of the work of the ODSM derives from the SMB, 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.

Safe Ministry website and Blueprint policy documents

13. The [Safe Ministry website](#) and the Safe Ministry Blueprint policy model were launched at the 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 this has not been done already.

Selection and screening of Clergy and Church Workers

14. The ODSM 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 mandatory for all church workers being licensed or authorised for ministry. The ODSM provides ongoing support and advice to office holders, parishes and organisations in this regard.

Screening of Ministry/Ordination candidates, Clergy and Authorised Lay Ministers

15. All candidates for ordination by the Archbishop are required to complete a comprehensive screening and disclosure through the CLQ. This is administered by Ministry Training and Development (**MT&D**) in consultation with the ODSM.
16. Ordination/ministry candidates undergo extensive assessment and screening by way of reference-checking, general psychological testing, interviews, chaplaincy supervision reports and Moore College reports. An ODSM 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.
17. All paid lay church ministers in the Diocese are required to apply for the Archbishop’s authority. This involves their completion of a comprehensive screening and disclosure through the CLQ with the applicable Regional Bishop or his representative. This process must be undertaken before a person commences in a lay minister position.

Screening of lay Church Workers

18. All workers in ‘child-related’ employment (including licensed clergy or authorised lay ministers and unpaid volunteers) must hold a Working With Children Check clearance and have completed Safe Ministry Training (see paragraph 26) and a Safe Ministry Assessment (see paragraphs 20-23). In addition, it is recommended that parishes seek full disclosure of any relevant history and fully complete reference checks with prior supervisors or employers.
19. Persons with a criminal conviction for an offence listed in Schedule 2 of the *Child Protection (Working with Children) Act 2012* (NSW) (including serious sexual offences and certain other offences involving children) cannot be appointed or elected as wardens, parish councillors, parish nominators or Safe Ministry Representatives.

Safe Ministry to Children Ordinance 2020

20. 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 engaging in ministry to children, including junior leaders aged 13 to 17.
21. The ODSM 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.
22. The Safe Ministry Check/Assessment process must be completed before a person is appointed to a role that involves ministry to children. Churches are encouraged to make the most of the Safe Ministry Check/Assessment process as a pastoral opportunity to engage with volunteer leaders with care and sensitivity regarding personal godliness and accountability and to address possible areas of sinful behaviour or past harm. Good systems for induction and the ongoing training of existing leaders strengthens the safe ministry of our churches and aligns with standard 5 and 7 of the Child Safe Standards.
23. For more information see the [Safe Ministry website](#).

Requirements and Expectations of Behaviour

24. [Faithfulness in Service](#) is the Diocesan code of conduct for personal behaviour and the practice of pastoral ministry for clergy and church workers.

Faithfulness in Ministry Conference

25. All licensed clergy and authorised lay ministers in the Diocese are required to attend the Archbishop's Faithfulness in Ministry Conference once every three years, which is organised and paid for by the ODSM. The next Faithfulness in Ministry Conference is planned to be held in 2026.

Regular and comprehensive training and support of Clergy and Church Workers

Safe Ministry Training – Safe Ministry Essentials/Refresher

26. 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).
27. Our Safe Ministry Training courses were updated in the reporting period to include further information on 'vulnerable people', including the difference in understanding adults as vulnerable people and the need to afford them autonomy in making decisions for themselves (unless it conflicts with their own or another person's safety), information on Protective Behaviours, and the inclusion of information on Children with Harmful and Problematic Sexual Behaviours. The case study, scenarios, activities and videos have also been updated.
28. The National Council of Churches' Safe Church Program (**the Program**) concluded in late 2023, after many years of the Diocese being a member and training provider under the Program. The Program provided training standards and allowed for training recognition between Program members. The SMB is considering the options for training recognition across different denominations now that the Program has ended.

29. The numbers of people who enrolled in online safe ministry training over the reporting period are as follows –

Online Safe Ministry Training	
Essentials	2,797
Essentials – Non-Anglican	407
Sub Total	3,204
Refresher	2,516
Refresher – Non-Anglican	141
Sub Total	2,657
Grand Total	5,861

30. 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.
31. Face-to-face training was offered at 24 locations across the Diocese 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	208
Refresher	96
Total	304

32. Costs charged for face-to-face training for Anglicans are \$50 for Essentials and \$25 for Refresher, and \$60 for Essentials and \$30 for Refresher for non-Anglicans.
33. We are grateful to our team of face-to-face trainers and online training presenters and producers who help the system to run smoothly and effectively.
34. For more information, please visit the [Safe Ministry Training website](#).
35. Apart from the website, the key contacts for Safe Ministry Training inquiries are –
- (a) Mrs Brenda Sheppard, Safe Ministry Training Administrator: brenda@safeministry.org.au.
 - (b) Mrs Kylie Williams, Safe Ministry Training Consultant: kylie@safeministry.org.au.

Training of Ministry/Ordination candidates, Clergy and Authorised Lay Ministers

36. 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. The Safe Ministry Modules were reviewed over the reporting period and the SMB has agreed to numerous changes to be made for updating content and references to Royal Commission recommendations.
37. 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.

Safe Ministry for Junior Leaders online course

38. Our Safe Ministry Junior Leaders course, for junior leaders in youth and children’s ministry aged between 13 and 17, was completed by around 500 junior leaders from parishes across the Diocese during the reporting period.
39. 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, involving a Training Mentor, while the course is

being conducted. The Junior Leaders Group Management System assists Training Mentors to manage the registration process and track participants' progress through the course.

40. 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.
41. The course is offered free of charge and is only available to those ministering in the Diocese of Sydney. See the [Safe Ministry website](#) for more information.

Domestic abuse awareness, response and prevention training course

42. The Know Domestic Abuse online course was launched at Synod in October 2019 by the ODSM 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.
43. The SMB encourages all people 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. The course will help clergy and church workers to understand and comply with the Sydney Diocese's *Responding to Domestic Abuse: Policy and Good Practice Guidelines*. The course is available free of charge.
44. There were close to 100 enrolments in the course during the reporting period and close to 43 people completed it.
45. See the [Safe Ministry website](#) for more information about the course.
46. For resources to help raise awareness of domestic abuse, visit the [Know Domestic Abuse website](#).

Translation of Materials and Resources

47. The ODSM has been working on translating key safe ministry materials and resources into other languages. So far, this work has involved the following documents being translated into the following languages –
 - (a) Faithfulness in Service code of conduct (Chinese and Arabic),
 - (b) Domestic Abuse – Flow Chart (Chinese, Korean, Arabic),
 - (c) Domestic Abuse – An Expansive Description of Domestic Abuse (Chinese, Korean, Arabic),
 - (d) Domestic Abuse – Doctrine Commission on The Use and Misuse of Scripture with Regard to Domestic Abuse (Chinese, Korean, Arabic).
48. To access these materials, visit the [Safe Ministry website](#) for Faithfulness in Service and the [Safe Ministry website](#) for domestic abuse materials.

Safe Ministry Representatives

49. Since 2008 it has been mandatory for each parish to nominate a Safe Ministry Representative (**SMR**). The role of SMRs in parishes continues to be pivotal in ensuring parishes comply with safe ministry requirements. ODSM Parish Consultant, Mrs Ros Lloyd, is responsible for supporting, resourcing and equipping SMRs in their role.
50. As at the time of writing, the Registry has been notified of 260 SMRs appointed by parishes (including ENC churches). This means there are nine vacancies for SMRs across the Diocese at the time of writing.
51. During the reporting period –
 - (a) monthly newsletters were sent to all SMRs providing information to support them in their role,
 - (b) four Zoom training sessions were run, aimed at new or recently appointed SMRs,
 - (c) two Parish Consultations were undertaken, and

- (d) the use of the ODSM’s centralised safe ministry database, Safe Ministry Records Online, has increased, and at the end of the reporting period 118 parishes were using it as well as 30 parishes from another diocese in regional NSW.
52. A Parish Consultation provides an opportunity for a review of the parish’s compliance with the Part 8 requirements of the *Safe Ministry to Children Ordinance 2020* and progress in implementing the Child Safe Standards under the NSW Child Safe Scheme. Key staff in the parish including the Safe Ministry Representative and the Senior Minister meet with the Parish Consultant for a discussion. A report outlining recommendations for improvement is provided to the parish. Planning is underway to increase the number of Parish Consultations in the coming year.

Communication with parishes

53. The ODSM continues to receive enquiries about child protection and safe ministry issues from clergy and church workers in parishes. Such calls or emails are received daily with staff members receiving at least a dozen enquiries per week and sometimes many more than this.
54. The Parish Consultant, for example, provided 320 occasions of support to parishes (by email or phone) over the reporting period. This included requests for support from Senior Ministers (12%), Safe Ministry Representatives (49%) and other church workers (18%). These requests for support mostly focused on the Safe Ministry Check, Safe Ministry Training and advice about Safe Ministry practices.
55. In late 2020 we started a closed Facebook Group just for SMRs. It currently has 152 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 SMRs helping newer ones with advice and information.

Timely and caring response to those affected by abuse

Archbishop’s meetings with survivors

56. Throughout the reporting period, Archbishop Kanishka Raffel made himself available to meet with survivors, to listen to them and relate to them pastorally and provide an apology on behalf of the Diocese as appropriate. There were two of these meetings during the reporting period.
57. These meetings are of immense value in almost all cases and survivors are appreciative of the effort made by the Archbishop and the ODSM Chaplain to facilitate these apologies.

Care of survivors of abuse and complainants

58. It is the role of the ODSM 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 provided to survivors from ODSM funds. A caring response is the first important step along the road to healing for survivors of abuse.

Domestic Abuse

59. In 2018 Synod first 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**). Recipients of assistance from the Fund have expressed their deep gratitude for the financial assistance and ongoing pastoral support. Over the reporting period there was a payment made to one ministry spouse through the Fund.

Hope and Healing service

60. The Hope and Healing service is an annual service of lament, hope and healing for survivors of abuse during which the Archbishop offers an apology.

61. The Hope and Healing service during the reporting period was held at 7:00 pm on 7 March 2024 at The Bridge Church, Kirribilli. Over 50 people attended the service, including many survivors of abuse. The Archbishop's public apology was very well received by many of the survivors in attendance.

Pastoral Care and Assistance Scheme

62. The Diocesan Pastoral Care and Assistance Scheme (**the 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.
63. There are two identical schemes, one for matters that fall largely within the responsibility of parishes and one for Care Leaver matters that are the responsibility of the Sydney Anglican Home Mission Society (**SAHMS**).
64. Between 1 July 2023 and 30 June 2024 there was one payment under the Scheme and one payment was funded under the SAHMS scheme.
65. The Diocesan Pastoral Care and Assistance Scheme is currently under review.

National Redress Scheme

66. 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 into the NRS.
67. The ODSM provides information, advice and support services to the Sydney Anglican National Redress Scheme Corporation, which is the entity through which the Diocese of Sydney has opted into the NRS as part of the National Anglican Participating Group.
68. For more information about the NRS visit <https://www.nationalredress.gov.au/> or call **1800 737 377**.
69. For more information about the National Anglican Participating Group, visit the [General Synod website](#).
70. 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

71. 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 abusereport@safeministry.org.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.
72. 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 ODSM is able to assist the complainant in reporting the matter to the Police.
73. There are seven Contact Persons servicing the Diocese. Five of them are spread across regions: Ms Jane Thomas (Illawarra), Ms Nicky Lock (Northern Beaches), Ms Rosemary Royer (Northern Suburbs), Mr Rob Carroll (Southern Suburbs) and Ms Sandy Morrison (Western Suburbs). Two of the Contact Persons, Ms Sarah Piper and Mr Richard Elms are not fixed to any one regional area.

74. The Contact Persons meet four times a year with the Director and Chaplain for training and coordination of their roles.

Just procedures to deal with respondents and persons of risk

75. When the ODSM receives a complaint alleging abuse by a member of the clergy or other church worker, the Chaplain follows this up and provides a caring response to complainants and victims of abuse. The Chaplain provides pastoral support and coordinates the provision of counselling in each case. The Chaplain works closely with the ODSM Contact Persons.

Ministry Standards Ordinance 2017

76. The *Ministry Standards Ordinance 2017 (the Ordinance)* commenced on 1 November 2017, replacing the *Discipline Ordinance 2006*. The focus of the inquiry under the Ordinance 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 Ordinance may include abuse against an adult or child, bullying, grooming, inappropriate pastoral conduct involving a child, failing to report a serious indictable offence, victimisation, and process failure, that is, failing to report, deal with or investigate sexual abuse or child abuse in circumstances where that is required by law or by the Ordinance. Misconduct also includes the matters specified in the *Offences Ordinance 1962* such as unchastity, conviction of serious criminal offences and possession, production or distribution of child exploitation material.
77. Where a complaint is received by the ODSM that includes an allegation of criminal behaviour, a report is made to the NSW Police, if the complainant has not already made a report.
78. The Director receives complaints against clergy and church workers of the Diocese and administers the complaints process under the Ordinance. Each matter usually involves a Contact Person taking an initial complaint, making a report and, if applicable, offering counselling to the alleged victim. The ODSM 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. Early or alternate resolution processes may be offered or required in certain cases, should it be considered suitable, such as in some matters involving allegations of bullying (subject to the requirements of the Ordinance).
79. 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 Ministry Standards Committee for review and recommendations. Unresolved matters can be referred to the Ministry Standards Board.
80. 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.
81. 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

82. The Director received 20 new complaints under the Ordinance during the reporting period.
83. The Director and Assistant Director each made one complaint in their own right under clause 9 of the Ordinance during the reporting period.

84. The Ministry Standards Committee met seven times and considered 27 matters in the reporting period.
85. No matters were referred to the Ministry Standards Board during the reporting period.

Ministry Standards Committee

86. There are five members of the Ministry Standards Committee. Under the provisions of the Ordinance, the Committee's function is to consider complaints and make recommendations to the Archbishop concerning these matters.
87. This Committee meets as required and is currently scheduled to meet every second month.

Adjudicator

88. Two matters concerning an unpaid lay respondent were referred to an Adjudicator for determination during the reporting period.

Dispute Resolution Consultant

89. Ms Elenne Ford, in her capacity as Dispute Resolution Consultant, assists to resolve disputes that have been referred to the ODSM, and in appropriate cases, allegations of bullying-type conduct that have made their way to the ODSM. Elenne has developed some resources for the ODSM and is also considering what training and education needs are required in this important area.

Parish Support Teams

90. Between 2007 and 2023, Parish Support Teams (**PST**) (formerly 'Parish Recovery Teams') were generally available to assist parishes where allegations of abuse or misconduct by clergy or church workers occurred. A PST worked in a parish to deal with the complex pastoral issues that arose after these matters came to light. The PST would aid those members of the parish who were affected and work towards the healing of the parish as a whole.
91. The PST model was reviewed during this and the previous reporting period. It was decided to conclude the use of the PST model and a new approach to supporting churches in times of crisis is being considered. We are thankful for the commitment and service of the PST members that served on this team for many years. We are grateful to Mr Tim Dyer for the excellent training he provided for the PST over many years.

Guidelines for parishes regarding persons of concern

92. Guidelines for parishes have been developed in circumstances where there is a person who has been convicted, accused, is reasonably suspected of or has admitted to child abuse or sexual offences (a person of concern). The guidelines require these situations to be reported to the ODSM. Steps are then taken by the rector and the wardens to develop a Safety Plan in consultation with the ODSM where the person of concern seeks to attend church, to ensure that safety considerations have been met and appropriate boundaries and supervision have been put in place.
93. For more information visit the [Safe Ministry Website](#).

Cooperation with NSW Government agencies and other Churches

94. The Professional Standards Interdenominational Network (**PSIDN**) continues to provide a helpful forum to discuss common issues and topics relevant to safeguarding across Christian denominations in NSW and the ACT and provides valuable relationship building opportunities that facilitate cooperation across denominations. The PSIDN includes ongoing attendance by representatives of NSW Police and the OCG. Highlights during the reporting period included attendance and a presentation by the Children's Guardian for NSW, Mr Steve Kinmond OAM and regular engagement from the OCG on the Reportable Conduct Scheme and the Child Safe Scheme. Other presentations

included: 'Conducting Reportable Conduct Investigations' from Ms Michelle White (formerly of the OCG now Michelle White Consulting & Training), 'Learning from *Savet v Rosebank College (2023) NSWSC*' from Mr Sam Burnett, Partner from Prolegis Lawyers and 'Restorative Responses to Harm and Conflict' from Ms Ann Tydd, Director of OneResolve.

95. The National Network of Directors of Professional Standards from Anglican Dioceses across Australia (**the Network**) meets together each quarter. These meetings are mainly held online. 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.

Royal Commission recommendations, Reportable Conduct Scheme and Child Safe Standards

96. The ODSM and SMB are continuing to monitor and implement several key Royal Commission Recommendations. Particular areas for ongoing consideration include age-appropriate protective behaviours training for children, professional supervision (or 'pastoral supervision') and ongoing professional development for pastoral ministry staff.
97. The NSW Government expanded the Reportable Conduct Scheme to include faith-based organisations from 1 March 2020 under the *Children's Guardian Act 2019* (NSW). The *Reportable Allegations and Convictions Ordinance 2022* clarifies the application of the Reportable Conduct Scheme to the Diocese. The Ordinance makes it clear that the Archbishop is the Head of Entity for the Diocese and that allegations of reportable conduct should be reported to the Archbishop or his delegate – in this case, the ODSM.
98. Members of the clergy and church workers should ensure they are both familiar and compliant with the reporting requirements of the Reportable Conduct Scheme in their practice of ministry and seek advice or clarification from the ODSM if they have any questions or inquiries about them or a particular situation in which they are uncertain whether the requirements apply. There has been a small but growing number of these matters that the ODSM dealt with since the introduction of the scheme.
99. The Child Safe Scheme has been incorporated into the *Children's Guardian Act 2019* (NSW) and requires religious bodies to implement the Child Safe Standards (**the Standards**). Work is continuing, at the direction of the SMB, to review current diocesan policy and practice in light of the Standards and an updated Diocesan Child Safe Policy is underway. Parishes are encouraged to consider how to implement the Standards in their own context and to access resources referenced in Safe Ministry Training, linked on the [Safe Ministry Website](#), and produced by the [Office of the Children's Guardian](#). The Standards are principle-based and implementation will be unique to each organisation even within the broader policy structures of the Diocese.
100. Some of the frequent questions over the reporting period received from parishes about the Standards have been –
- (a) Clarification on the language used in the Standards and how they apply to churches, e.g., equity.
 - (b) The responsibility individual parishes have in implementing the Standards.
101. Churches are encouraged to utilise the OCG's Child Safe Standards – Self-Assessment Tool ([OCG Website](#)) to support them in implementing the Standards along with the Resource developed by the ODSM: the *Child Safe Standards – Implementation Resource for Churches* that was published in May 2024 ([Safe Ministry website](#)).
102. Two important additional resources are currently under development by the ODSM:
- (a) Responding to Problematic and Harmful Sexualised Behaviours in Children – A Guide for Churches.
 - (b) Increasing the Personal Safety of Children in Churches.

On behalf of the Safe Ministry Board and the Office of the Director of Safe Ministry.

NICOLA WARWICK-MAYO
Chair
Safe Ministry Board

LACHLAN BRYANT
Director of Safe Ministry
Office of the Director of Safe Ministry

6 August 2024