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**ANGLICAN CHURCH OF AUSTRALIA**

**DIOCESE OF GIPPSLAND**



**40<sup>th</sup> SYNOD**

**SECOND SESSION**

**19-21 May 2023**

**WARRAGUL, VICTORIA**

## **The Synod Book**

### **Section 2**

Issued by the Registrar  
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28 April 2023

**SECTION TWO**

**ANGLICAN DIOCESE OF GIPPSLAND  
SECOND SESSION OF THE FORTIETH SYNOD  
2023**

**WARRAGUL, VIC**

**BISHOP-IN-COUNCIL REOPORT TO SYNOD AND BUDGETS**

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## BISHOP IN COUNCIL

### REPORT TO SYNOD

This report covers the major matters dealt with by Bishop in Council since the last Synod in June 2022.

#### **1. MEMBERSHIP OF THE COUNCIL AS AT 1 APRIL 2023**

##### Ex Officio Members

The Vicar-General	The Ven. Graham Knott
The Dean of Sale	The Very Rev'd Keren Terpstra
The Archdeacon	The Ven. Sue Jacka
The Chancellor	Mr Roger Blythman
The Registrar	Mr Richard Connolly
The Members of the Trusts Corporation elected by Synod	The Hon Robert Fordham, AM (Retires 2024) Mr Tim Gibson (Retires 2024) Mrs Marion Dewar (Retires 2027) Vacant
Youth Representative	Ms Alisha Moyle

##### Members appointed by the Bishop - Three Clerical and Three Lay persons

		Appointed	Retires
Clerical	Vacant		
	The Rev'd Kathy Dalton	2023	2026
	The Rev'd Jo White	2022	2025
Lay	Mrs. Jaan Enden	2022	2025
	Mrs Alice Weatherall	2022	2025
	Dr Sandra Leggat	2023	2026

##### Members elected by Synod - Three Clerical and Six Lay Members of Synod

		Elected	Retires
Clerical	The Rev'd Lyndon Phillips	2021	2024
	The Rev'd Lyn Williams	2022	2025
	The Rev'd David Perryman	2021	2024
Lay persons	Mr Ian Maxfield	2022	2025
	Mr Marion Dewar	2022	2025
	Ms Val Jones	2022	2025
	Mrs Cynthia Grove	2021	2024
	Mrs Maryann Ashton	2021	2024
	Vacant		

## **2. SYNOD MOTIONS – 2022**

Reports on Synod motions passed in 2022 are to be found on pages **14-18** of this Paper.

## **3. STRATEGIC MATTERS**

Council met on five occasions since Synod 2022. The Council again spent considerable time on strategic issues during the year. The key issues progressed included:

### **3.1 Professional Standards**

#### ***Kooyoora***

Upon the retirement of Ms. Cheryl Russell, Director of Professional Standards, and Mrs Brenda Elford as Clearance Officer, both in 2022 initial steps were taken to recruit to these positions. It became clear that these roles have increased in complexity with changing compliance requirements. Being able to find the right person with all the requisite skills for each position was considered difficult, due to the labour market as well as the diverse skills required.

Kooyoora is an independent organisation providing a suite of professional standards services which enabled all the diverse skills sought to be met. A Service Agreement was implemented which provides for fee-for-service provision of professional standards services, including provision of a Director and Deputy Director of Professional Standards, fitness for ministry clearances and other services that may be required in response to specific matters.

The Diocese commenced its partnership with Kooyoora in November 2022. A Director and Deputy Director of Professional Standards were appointed by the Diocesan Corporation. The provision of clearance for ministry continues to be developed supporting the work of the Safe Ministry Authority and the Registry. As some changes will be required for clearance processes, information sessions and materials are being provided to parish Safe Ministry Officers to support them in their vital role.

#### ***Policies and Procedures***

In response to State Government and 2022 General Synod legislation, policies continue to be developed in response to:

a) Child Safe Standards (State legislation)                      *A Child Safety & Wellbeing Policy* was adopted by Council in response to the legal obligations arising from the commencement of the new Child Safe Standards. Information continues to be developed and provided to parishes to support the implementation of the Standards, including via *The Gippsland Anglican*.

b) Episcopal Investigations Act (General Synod)                      A requirement of passing the Episcopal Standards Investigations Amendments Bill by Gippsland's Synod in 2022 was the development of a *Grievance Policy*. The need to develop such a policy had already been identified. This was adopted by Council in December 2022.

All current policies are available on the Diocesan Website

### **3.2 Retirement Village operational management**

Since returning management of the Diocesan Retirement Villages (Clifton Waters Village & Botterill Court) to the Diocese and the dissolution of the entity GARLL (Gippsland Anglican Retirement Living Ltd) the villages have experienced increased occupancy rates and an improvement in resident satisfaction. The Diocese has also been able to operate at a surplus enabling the program of capital improvements on independent living units to continue. The focus of this capital works program has been to increase the standard of fit-out to resident units during periods of vacancy.

The demands on Registry staff in meeting the operational requirements of the Villages has taken a considerable amount of time, preventing other priority areas being addressed. Concurrently, the compliance requirements and risks associated with retirement village operations continue to become more complex, straining the capacity of Registry staff.

In recognition of this increasing complex operational environment, and upon the resignation of the Village Manager, Council considered its options and pursued the potential of partnering with a retirement village management service provider to operate Clifton Waters Village on behalf of, and in partnership with, the Diocese.

Ashleigh House, a not-for-profit aged care and retirement village service in Sale was engaged to provide village management services for the Diocese. The Diocese retains the obligations to meet capital development of the Village and individual residential units. This partnership commenced in January 2023, and the development of this partnership continues including migration of data management systems, financial controls and development of reporting and governance arrangements.

Council continues to be advised of the implementation of this partnership.

A further report regarding Anglican Retirement Villages is included in Book 3 – Reports.

### **3.3 Budgetary and financial strategic development**

The implementation of the 80% Income allocation policy adopted by Council in 2022, will likely result in surplus Diocesan operations in 2022/23 and 23/24 given favourable projected returns on property and share markets (due to rising interest rates). However, Council recognises that the increasing reliance on investment returns will not provide sufficient income in years of average investment returns, indicating a continuing structural deficit.

Work is continuing to implement the current strategic financial plan, which currently includes three focus areas:

- Ensuring our investments provide the most beneficial returns commensurate with a balanced risk appetite.
- An investment in philanthropy and fundraising efforts, and
- Exploring other income streams such as commercial trading activities.

Whilst the Registry continues to find ways to reduce expenditure, this is likely to only provide incremental gains, reflecting the need to generate more income to fund Diocesan operations. Commensurate with this, Council recognises that Gippsland's current parish

assessment rate is well below the national average of 13.2% and a rural provincial Diocese average of 12.6%. Council in adopting the budget for 23/24, will increase the parish assessment rate to 12.0%, with a 0.25% increase annually until 13% is reached. This incremental approach was foreshadowed at the 2021 Synod.

Council continues to focus on the strategic options available to address the structural budgetary deficit.

### **3.4 Risk Leadership Plan**

Council continues to respond to risk issues that emerge under the Risk Leadership Program adopted in 2022.

The key reforms that have come from the RLP in the past 12 months have been as follows:

#### *Trusts Corporation*

Since the adoption of income allocation policies of the Trusts Corporation, a significant shift has occurred in the move away from an embedded draw down of capital funds to finance Diocesan operations. The adoption of this policy now sees the budget being funded through positive cash flow which, for its first year in 2023, saw an income declaration being allocated which was 35% above projected returns (due to a favourable return on investments). Projections for 2024 are likely to be similar.

Some initial analysis has been done on identifying Diocesan properties that may be at risk of climate change related events, with the primary risk being that of flooding / inundation due to sea level rises and increased volatility of storm events in the Gippsland Lakes.

#### *Finance Committee*

The Finance Committee, in managing the Anglican Development Fund, increased the interest rates on loans and deposits to respond to the risk of fund withdrawals due to market interest rate rises. Deposits and loan balances have continued to be stable throughout the year.

#### *Insurance*

Insurance for Anglican Dioceses in Australia increased by an average of 10-15% in 2023 as the risk of climate change related events impacts on insurance markets. The Gippsland Diocesan insurance premium increased by only 8.5%.

Our insurance provider reviewed the insurance program provided to external users of church facilities revealing that our previous "Hall Hire Arrangements" were both non-compliant with financial services laws and failed to provide insurance cover for people and organisations that adopted these arrangements. The Diocese has had to implement new processes so that external users can continue to use church facilities, which has been able to be provided at no cost, with all administration and auditing being provided by the Registry.

### **3.4 Appointments / Retirements to Committees**

Since the last session of Synod the following retirements and appointments are noted:

- Dr Sandra Leggat has been appointed to Bishop in Council and the Diocesan Corporation.
- The appointment of Rev'd Kathy Dalton to Bishop in Council.
- The appointment of Ms Val Jones to the Executive Committee of Bishop in Council.
- The appointment of the Rev'd Heather Toms, Kim McFarlane, Debra Manning to the Professional Standards Committee
- The retirement of Dr. Chris Laming, Dr. Cath Connelly and Ms Moira Rainer from the Professional Standards Committee, including Moira's appointment as Acting DPS.
- The appointment of Mr Chris Beckman and Mr Richard Gjisbers to the Finance Committee.
- The appointment of Mrs Alice Weatherall to the Safe Ministry Authority and Bishop in Council.
- The appointment of Dr. Cath Connelly as Abbey Director.
- The appointment of Rev'd Rich Lanham to the Abbey Chapter.

## **4 FINANCIAL and ADMINISTRATIVE MATTERS**

Anderson, Munro and Wyllie conducted the audit for the previous three years. The accounts for 2021/22 are tabled at this session of Synod together with the audit reports which can be found in Section 4 of the Synod Papers.

### **4.1 Consolidated Financial Statements for 2021/22**

The financial statements represent a consolidation of the accounts of Bishop in Council, the Trusts Corporation, The Abbey, ADF, *The Gippsland Anglican*, Anglican Retirement Villages (since 1 April 2020) and the Church Book Room.

Annexed to the audited Consolidated Financial Statements are individual financial reports for each entity, including:

- Bishop in Council
- Trusts Corporation
- Anglican Diocese of Gippsland Administration Ltd
- Anglican Development Fund
- Anglican Retirement Living
- The Abbey Raymond Island
- Gippsland Ministry Foundation
- The Gippsland Anglican
- Church Book Room

The following comments are made on specific areas:

### **4.2 The Abbey**

As reported to last year's Synod the Abbey has experienced significant disruption to its accommodation services and program activities due to the Covid19 pandemic. Business support grants and JobKeeper payments provided during this period of lockdown have not

continued for 21/22. Access to Raymond Island was prevented due to ferry repairs in October 2022, which prevented any accommodation and Abbey programs being conducted. These factors contributed to The Abbey operating at a deficit for the first time in many years.

The Abbey is now operating normally as pandemic lockdowns have ceased and accommodation and Abbey programs have recommenced, with The Abbey reverting to its long term status of breaking even.

Members of Synod are referred to The Abbey report (in Section 3 of Synod Papers).

\$18,766.00 Deficit

#### **4.3 Church Book Room**

The Church Book Room is a comparatively small service provided by the Registry providing communion wafers and candles to parishes. A majority of parishes rely on on-line purchases for these supplies. The profit and loss outcome for the last financial years is as follows:

\$489.00 Surplus

#### **4.4 *The Gippsland Anglican***

Print and production costs increased significantly during 2021/22 due to supply chain issues. Similarly advertising revenue received by State Governments during the pandemic has now ceased.

*The Gippsland Anglican* is now produced as a magazine format, which is receiving very positive feedback. It remains one of the key communication strategies reaching members of our ministry centres and into the broader community, including the wider Anglican Church. The Editorial Committee is currently exploring ways of increasing revenue, including by a subscription drive to coincide with TGA's 120<sup>th</sup> year of publication in 2024.

\$34,727 deficit

#### **4.5 Anglican Development Fund – Gippsland**

The ADF remains an important facility to enable parishes to provide capital improvements to parish assets through providing market competitive rates. It also provides interest income for parish reserves invested in the Fund. The Parish Administration Act requires parishes to invest reserve funds in either the ADF or Trust Funds rather than making term deposits in 3<sup>rd</sup> party banks / building societies.

The ADF accepts deposit for investment from parishes, diocesan organisations, clergy and salaried employees. There is some limited capacity for the ADF to receive deposits from other people associated with the Diocese, with further information available from the Registrar.



As at 30 September 2020 the ADF reports:

Deposits:

2016-17 - \$4,324,930  
2017-18 - \$3,024,206  
2018-19 - \$2,131,726  
2019-20 - \$2,394,551  
2020-21 - \$2,464,888  
2021-22 - \$2,450,682

Loans to Parishes

2016-17 - \$1,183,849  
2017-18 - \$1,269,261  
2018-19 - \$1,076,172  
2019-20 - \$ 1,253,027  
2020-21 - \$1,113,203  
2021-22 - \$1,238,912

Operating Surplus

2016-17 - \$193,040  
2017-18 - \$157,927  
2018-19 - \$46,799  
2019-20 - \$79,952  
2020-21 - \$335,653  
2021-22 - \$87,359

**ADF Interest Rates**

<i>31 day deposits</i>	2.1%
<i>Term deposits to \$100,000</i>	2.15%
<i>Term deposits above \$100,00</i>	2.20%

**Parish Loans**

<i>Up to \$50,000</i>	6.49%
<i>Over \$50,000</i>	6.35%

**4.6 Gippsland Ministry Foundation**

The objects of the Foundation as set out in the GMF deed are:

- The provision of adequate training for ministry of clergy and laity.
- The support of Ministry within Parishes and areas of special Ministry principally within the Diocese of Gippsland.
- The development and growth of Parish and Diocesan structures to facilitate ministry within the Diocese.

The range of activities that the GMF may support is likely to increase in the foreseeable future as the number of Lay Readers, ordinands and persons entering discernment is increasing, encouragingly.

The current balance at end of year 21/22 was \$839,542  
The balance of the GMF at end-of-year 20/21 was \$818,835

#### **4.7 Anglican Retirement Villages**

The Villages are now operating in surplus. Of special note is that all operations are now funded through rental and maintenance income paid by residents and the contractual monies available through resident in-going contributions is not required with the consequential benefit being to address the liability currently owed to residents.

Operating surplus	\$216,586
Ingoing Contribution Liability	\$4,407,722
Capital Deposits held	\$907,187

#### **4.8 Anglican Diocese of Gippsland Administration Ltd (ADG Admin Ltd)**

The ADG Admin Ltd financial performance relates primarily to the cost of professional standards and employee Workcover insurance. It creates no income independent of an allocation from the Bishop in Council budget and Trusts allocations to meet redress costs. Corporation expenditure for the previous year totalled \$176,986 plus an additional redress cost of \$160,000 (including legal fees). A further redress payment of \$92,000 is anticipated over the next 12 months. It is expected that there will be additional savings through the service agreement with Kooyoora for the current year.

#### **4.9 Anglican Trusts Corporation of the Diocese of Gippsland**

The role of the Trust is to:

- Ensure that the Trust Seal has been affixed in accordance with the decisions of BIC;
- Receive advice of any new bequests or trusts in which the Diocese has an interest and to ask questions about the management of trusts;
- To meet when a new trustee is appointed to authenticate the seal and signatures.

The Trusts Corporation budget relates primarily to the investment and trust management operations of the Diocese. These activities are separate from the on-going diocesan management activities. The following is noted in relation to the Trusts Corporation financial position for 2021.

- Dividends increased from the previous year following strong performance on the stock market to \$332,675 (up by \$104,627).

The Trusts Corporation membership comprises -

The Bishop	Ex-officio & Chair
The Chancellor	Ex-officio
The Registrar	Ex-officio

Members: Hon. R Fordham, AM, Mr Tim Gibson, Mrs Marion Dewar and Mr David Gittins (as consultant) and James Sullivan (as consultant).

### **Trust Corporation – Interest Rates**

The following rates are current :

Parish Trusts	2.50%
Diocesan Trusts	2.50%
Clergy Car Replacement Funds	2.50%
Clergy Car Loans	5.25%

(Effective from 1 October 2018)

#### **4.10 Finance Committee**

This Bishop in Council Committee oversees the financial management of the Diocese and provides advice to the Council on financial and administrative matters. It typically monitors expenditure of the Bishop in Council budget.

The membership of the Committee currently comprises Mr Richard Gjisbers (Acting-Chair), the Bishop, the Registrar (as Secretary), the Ven Clem Watts, Mr. Chris Beckman, and is supported by the Diocesan Finance Officer Mrs Annette Hollonds and Executive Support, Kevin Broughton.

The Committee meets monthly, and the main issues considered include:

#### ***Strategic Financial Plan***

The Committee actively generates proposals for increasing revenue streams and reducing expenditure costs. The recruitment of a Diocesan Development Officer, Libby Willems has successfully seen an award of a 3 year grant of \$210,000 to support the ministry of Revd Kathy Dalton in the Deadly Spirit Project.

Former Melbourne Registrar, Ken Spackman has been engaged as consultant to review the property portfolio of the Trusts Corporation and ADF to make recommendations for any adjustments required to achieve maximum available returns.

#### **Reduction of expenditure**

The Registry continues to undertake cost cutting measures as it transitions its work environment to digital and cloud computing. A review of auditing, accounting and financial management systems is currently underway.

#### ***Parish Financial Overview***

The Finance Committee monitors the ability of parishes to meet their stipend and assessment costs. The favourable position that many parishes faced following a shift to electronic giving and JobKeeper support during the pandemic is now dissipating. The Committee will continue to report to Council of any emerging concerns.

***Insurance*** As previously reported, the Diocesan insurance costs increased by 8.5%, which continues to remain below national insurance rises.

**Retirement Villages** The Registry team prepares the budget and conducts financial administration of the Villages. The financial performance of the Villages are reported to the Finance Committee and Trusts Corporation and we receive regular reports on the village community life. The engagement of Ashleigh House (as reported in Book 3) will continue to be monitored.

## 5. PARISH MATTERS

The Trusts Corporation and Finance Committee provide the following reports to Synod:

*Parish of Bass / Philip Island* A significant land development project to create three vacant building blocks at Bass to sell as surplus land including the rented rectory is being funded through an ADF funding facility. This project seeks to address the parish's ADF loan debt and provide for a substantial base to fund missional activities for the future. This project is being supported through the Registry.

*Parish of Corner Inlet* The Corner Inlet parish has sold St Thomas' Toora and purchased a shop front retail premises. This provides the parish with income from rental accommodation, opshop sales as well as providing a community meeting space.

*Parish of Croajingolong* The Rectory at Cann River remains on the market, with several buyers expressing interest.

*Parish of Moe / Newborough* – The Parish has received consultant advice from Provincial Officer Bishop Andrew Curnow regarding the consolidation of parish property. The parish council and membership is considering its response to this report. The parish has developed a scope of works for the refurbishment of its precinct at Anzac Street to contain an op-shop and its Listening Post community centre.

*Parish of Traralgon* – The parish has sold its surplus land adjacent to the Rectory and has completed the subdivision of surplus land at Glengarry

**“The year of the Gutter”** The gutter vacuum cleaner remains available for use by parishes. Cleaning gutters each year, will see the insurance excess reduce from \$20,000 to \$5,000 for storm water damage. Many parishes have made use of the commercial vacuum with reports that it is very effective and easy to use. Further information about this program is available from the Registrar.

The Council commends this report to Synod



Richard Connelly  
Registrar

**Report regarding gender equity on Diocesan bodies for 2022/23**

<b>Rank</b>	<b>Body</b>	<b>Male number / %</b>	<b>Female number / %</b>
<b>1</b>	<b>Synod (House of Laity)</b>	25 / 33%	50 / 66%
<b>2</b>	<b>Professional Standards Committee</b>	1 / 14%	6 / 86%
<b>3</b>	<b>Safe Ministry Authority</b>	3 / 50%	3 / 50%
<b>4</b>	<b>Licensed Clergy</b>	12 / 37%	20 / 63%
<b>5</b>	<b>Bishop in Council **</b>	9 / 36%	16 / 64%
<b>6</b>	<b>Abbey Chapter</b>	4 / 50%	4 / 50%
<b>7</b>	<b>ADG Admin</b>	4 / 57 %	3 / 43%
<b>8</b>	<b>Trust Corporation</b>	6 / 75%	2 / 25%
<b>9</b>	<b>Finance Committee</b>	5 / 100%	0 / 0%

The above report arises from Synod motion 232/19 Equal Representation, from which Council will report annually regarding the gender representation on Diocesan bodies.

*\*\* Bishop in Council includes a range of appointed, elected and ex officio roles where gender is not able to be considered given existing appointments. This is itself is subject to potential gender biases in recruitment and appointment of executive roles such as the Bishop and Registrar, for example. However, the roles able to be filled by election (by Synod) and appointment are filled in the following proportions: 2 males (12%) and 15 females (88%).*

## Report into Formal Motions of 2022 Session Synod

Bishop in Council Report to Synod in relation to 2022 Session Synod Motions

### **245/22 Safe Ministry and Parish Administration Act**

Resolves that this Synod:

In light of our collective responsibility to safeguard vulnerable people including children in our parish activities, this Synod requests Bishop in Council to review the legislative changes necessary to the Parish Administration Act to ensure Parish Councils at each meeting consider their compliance with safe ministry requirements for all church workers and volunteers and have appropriate risk assessments for all parish activities.

In response to this Motion, Council recommends to Synod the Parish Administration Act (Amendment) Bill 2023.

### **246/22 Climate Change**

PREAMBLE

In recognition of the Synod's adoption in 2009 of the 'Protection of the Environment Canon 2007' and in the light of the increasingly significant impact of climate change globally, there is now a compelling urgency for all people, and people of Christian faith particularly, to prayerfully and diligently seek the wellbeing of the earth and all creation.

That this Synod makes action on climate change a major focus for the Diocese of Gippsland over the coming three-year cycle of Synod, with parishes and all Diocesan Bodies making a commitment to:

1. Learn about climate change, including its current and anticipated future impacts
2. Study the theology of creation and other relevant theology
3. Act to reduce emissions from church buildings and vehicles and to adopt patterns of church life that work towards this end
4. Encourage individuals to reduce household emissions
5. Pray for the wellbeing of all creation..

*'Creator God, giver of life  
You sustain the earth and direct the nations  
In this time of climate crisis  
Grant us clarity to hear the groaning of creation and the cries of the poor  
Challenge us to change out lifestyles  
Guide our leaders to take courageous action  
Enable your church to be a beacon of hope  
Foster within us a renewed vision of your purposes for your world  
through Jesus Christ our Lord  
By and for whom all things were made. AMEN*

Prayer offered by Archbishop of York Stephen Cottrel, prior to COP26.

Council referred a response to this motion to the newly formed ACTinG Committee (Acting on Climate Together in Gippsland). Whilst a further report is provided in Book 3, Reports from Diocesan Organisations, the following summary is provided:

1. A range of communication avenues were provided to promote the education and increasing awareness for Gippsland Anglicans of issues relating to climate change and sustainable living. This included webinars, print, email and text bulletins, social media and web materials and articles in *TGA*.
2. Many of these communication pieces explored issues of eco and environmental theology, with the collation and distribution of resources on the Diocesan website.
3. Various tools were explored to assist parishes and individuals understand carbon emission levels. Initial steps have been taken to form partnerships with Sustainability Victoria and Solar Vic to access State subsidies for energy and emission reduction technology with several parishes being supported to attract grant funding for solar PV installations.
4. A creative encouragement for individuals to reduce household emission was distributed to ACTinG supporters in the form of Christmas and Easter electronic cards.
5. Enabling greater access for parishes to the tax deductible instrument available through Anglican Earthcare Gippsland for environmental initiatives.

The work of ACTinG will continue to promote emission reduction strategies, the promotion of sustainable living practices and our collective response to caring for God's creation.

#### **247/22          Family Violence**

This Synod, noting the adoption of the "Ten Commitments for Preventing and Responding to Domestic and Family Violence" by the 18th General Synod of the Anglican Church of Australia, and acknowledging the long term and complex nature of the problem of family violence affecting those within our church communities and the broader community

1. Adopts the "Ten Commitments for Preventing and Responding to Domestic and Family Violence"
2. Requests the Bishop to progress the work of the Ten Commitments in this Diocese by establishing a working group, authority or commission for this purpose, or by using some other means as they judge appropriate.
3. Requests that the progress of our Dioceses prevention and response to family violence be monitored and reported back to Synod in subsequent years.

Significant work in responding to this motion has been deferred while work prioritising the implementation of the Child Safe Standards occurs across the Diocese. Responding to the Family Violence 10 Commitments has some overlap with the Child Safe Standards

Providing bystander training to clergy will be offered as professional development later this year. This also forms part of compliance with the Ministry Wellbeing and Development Policy regarding professional development. This training has overlap into the realm of family violence and the Child Safe Standards.

A working group has been established, chaired by the Vicar General. Membership of the steering group is still being developed. Several people have expressed an interest in championing the 10 Commitments across the Diocese. The Diocesan Staff team retains this work as a standing agenda item.

Articles in TGA, the distribution of resources, messaging from the Bishop and other means will be used to promote awareness of the 10 Commitments. The key message in the 10 Commitments on Family Violence is that our church must be a safe place for all.

## **248/22 Ministry Wellbeing and Development**

This Synod, noting the adoption of the “Ministry wellbeing and development” policy, guidelines and resources by the 18th General Synod of the Anglican Church of Australia in response to Recommendation 16.5 of the Royal Commission into Institutional Responses to child sexual abuse, which stated

*“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 ..*

- a. undertake mandatory, regular professional development, compulsory components being professional responsibility and boundaries, ethics in ministry and child safety
  - b. undertake mandatory professional/pastoral supervision
  - c. undergo regular performance appraisals”
1. Adopts the “Ministry wellbeing and development” policy ,guidelines and resources”
  2. Requests the Bishop to progress the work of the policy in consultation with the Ministry and Mission Commission of the Anglican Church of Australia

A working group has been formed to progress the implementation of the Ministry Wellbeing and Development Policy (MWDP) including Bishop Richard, Ven. Graham Knott, Very Revd. Keren Terpstra, Ven. Sue Jacka and Revd. Dr. Tim Gaden. The group meets monthly.

It is understood that the majority of stipendiary clergy already receive some sort of supervision particularly those ordained within the last 10 - 15 years. It is an expectation that a candidate for ordination or a priest moving into the Diocese to commence a parochial appointment or chaplaincy receives supervision regularly. From this base of strong participation in supervision, it is envisaged that the majority of the work to be done in meeting compliance with the policy will be about reporting processes for supervision and professional development.

To implement the policy, it is envisaged that an ordained officer will be employed/appointed initially for at least one day weekly although the group recognises this is insufficient. Protocols will need to be developed around best practice for retention of confidential records for each person who is required to be part of the process.

The policy seeks to have a minimum of 6 supervision sessions occur annually and 10 hours of professional development and a Ministry Review.

Initial steps in implementing the policy will be to:

- Develop a list of pastoral supervisors (together with brief biographies) ready to work with Gippsland clergy.
- Establish a fair process to assist clergy with the cost of pastoral supervision at a rate to be determined. A shared commitment to supervision may be met by the costs met equally by the parish, the individual clergy and the Diocese.



- Allocate Diocesan funds to meet the funding of supervision and employment costs may come to approximately \$40,000.
- Appointment of an appropriate person to fulfill the role, requiring Bishop in Council support. A position description has been developed, with the appointment being a precursor to commencing implementation.

Other issues to be resolved prior to commencement of the implementation phase:

- Reporting and oversight of the program and appointee to be resolved.
- Identification and on-board training of those providing ministry reviews.
- Safe Ministry compliance with supervisors working across Diocesan boundaries.

#### **249/22 Clerical Synod Members**

That this resolves to request Bishop in Council to consider the need for and desirability of legislative amendments to the Synod Act in order to better reflect the changing face of ministry and to be more inclusive of clergy serving in the range of authorised capacities at Synod, and to bring any recommendations for consideration to the next session of Synod.

Preliminary work has been conducted in response to this motion, including a review of similar legislation in other Dioceses and scoping the forms of ministry envisaged to be captured by any reforms to the Synod Act.

A review of the current Synod Act has also occurred with several matters identified that may be referred for amendment to reflect current practices and to provide clarity. Initial work has commenced in drafting proposed amendments to the current Act, but is not yet in a finalised form to present to Synod. This is likely to occur in 2024, prior to the commencement of the next Synod. In the meantime, we continue to take a maximally inclusive approach in terms of who is invited to attend and speak at Synod.

#### **250/22 Gippsland Anglican Young Adults (Family) Movement**

This Synod requests Bishop in Council to consider the following:

1. Establishment and launch of an official foundation to establish and support its vision, constitution, partnerships, liturgical development and work.
2. Bishop in Council to support the need for various financial sponsorship and income streams, and other practical supports for the commitment and work required in a formal and recognised role.
3. Networking across Parishes (as appropriate) and enabling the work towards re-establishment of a Youth Synod or conference in the Diocese, while annually reporting to the Gippsland Anglican Synod (pursuant to the Synod Act (1997)).

Preliminary work has commenced in response to this motion, with Council supporting the endeavours of the growing network of younger people in our congregations to:

- Hold worship gatherings
- Formalise leadership networks, and
- Develop partnerships that will promote this ministry endeavour.

INCOME	BUDGET 21/22		Budget	Budget 23/24
	Budget	Actual	22/23 Budget	
Assessment receivable	381,874.78	365,271.24	400,000.00	\$ 400,000.00
Rent 453 Raymond St	28,860.00	30,115.00	29,602.00	\$ 29,602.00
Lay Readers			190.00	
Indigenous Ministry Income	59800.00			
ARL admin assistance.	44,000.00	28,800.00	44,000.00	
ARL Mangmnt Fee	20,000.00	26,400.00	20,000.00	\$ 32,000.00
Trusts Management Fee	129,999.96	130,000.00	130,000.00	\$ 130,000.00
TGA - Advertising	-		16,500.00	\$ 10,000.00
TGA - Sales	-		23,000.00	\$ 20,000.00
Trusts Allocation to BIC	340,000	340,000.00		\$
80% Trust Property rental;	0		61,000.00	\$ 99,210.00
80% Trust Dividend Income	0		129,700.00	\$ 295,000.00
80% ADF Dividend Income	3000		121,000.00	\$ 140,000.00
80% ADF Loan Allocation	0		28,000.00	\$ 51,415.00
Parish accounting			700.00	
Fundraising / Philanthropy / Donations	40000	20,000.00	22,000.00	\$ 115,000.00
Sundry Income (BCA, etc)	44000			
<b>TOTAL INCOME</b>	<b>1,091,534.70</b>	<b>997,672.80</b>	<b>1,025,692.00</b>	<b>1,322,227.00</b>
<b>EXPENDITURE</b>				
<b>Administration costs</b>				
Accounting - Consultancy	-\$8,000.00	\$6,356.50	-\$8,500.00	-\$ 8,000.00
Accounting Fees	-\$26,500.00	-\$25,393.60	-\$25,000.00	-\$ 15,000.00
Allocations to ADG Admin Ltd	-\$200,000.00	-\$200,000.00	-\$180,000.00	-\$160,000.00
Audit Fees	-\$12,000.00	-\$17,250.00	-\$12,000.00	-\$18,000.00
Bishopscourt	-\$13,363.31	-\$16,028.70	-\$12,000.00	-\$12,000.00
Bishopric Expenses		-\$15,000.00		-\$15,000.00
Bank Interest and Charges	-	-\$34,056.96	-\$29,000.00	-\$35,000.00
Books & Stationery	-\$5,000.00	-\$11,683.40	-\$7,000.00	-\$7,000.00
Cleaning & Grounds	-\$5,000.00	-\$398.23	-\$3,500.00	-\$30,000.00
Computer Upgrades	-\$4,000.00	-\$13,076.48	-\$5,000.00	-\$5,000.00
Diocesan Website	-\$660.00	-\$840.00	-\$660.00	-\$800.00
Energy Costs - Chapter House	-\$3,215.00	-\$1,679.57	-\$3,000.00	-\$3,000.00
Insurance	-\$40,000.00	-\$30,688.80	-\$45,000.00	-\$35,000.00
Legal Expenses	-\$4,520.00	-\$700.00	-\$4,000.00	-\$ 4,000.00
Loss of Sale of NCA	-	-\$3,230.00	-\$23,000.00	\$
Maintenance Contracts- Computer	-\$10,000.00	-\$15,318.79	-\$5,000.00	-\$12,000.00
Miscellaneous Expenses	-\$1,000.00	-\$862.77	-\$1,000.00	-\$1,000.00
Parish Accounting Services	-\$660.00	-\$363.65	-\$700.00	-\$700.00
Payments re *McD	-\$1,000.00	-\$51.20	-\$1,750.00	-\$100.00
PFR / Fundraising / op shop	-\$50,000.00	-\$1,775.44	-\$50,000.00	-\$50,000.00
Postage Expenses	-\$2,500.00	-\$2,628.58	-\$5,000.00	-\$3,000.00
Purchase EVx2 ADF loan costs				-\$29,000.00
Rates - 453 Raymond St Sale	-\$933.14	-\$950.00	-\$950.00	-\$1,000.00
Registry - Telephone	-\$5,000.00	-\$12,207.77	-\$1,000.00	\$
Registry Computing Facilities	-\$7,500.00	-\$10,038.73	-\$7,500.00	-\$7,500.00
Registry Expenses	-\$10,000.00	-\$9,661.47	-\$10,000.00	-\$10,000.00
Rent - Chapter House	-\$18,000.00	-\$18,000.00	-\$18,000.00	-\$18,000.00
Rental Prop Exp Raymond St	-\$1,200.00	-\$2,980.86	-\$1,800.00	-\$1,800.00
Synod Expenses-Diocesan	-\$3,000.00	-\$849.09	-\$3,000.00	-\$3,000.00
<b>Total Administration Costs</b>	<b>\$434,758.31</b>	<b>\$445,560.50</b>	<b>\$417,360.00</b>	<b>-\$484,900.00</b>

<b>Allocation Costs</b>				
Assessment General Synod	-\$30,290.04	\$32,000.00	-\$31,000.00	-\$32,000.00
Assessment General Synod Spec.	-\$8,480.88	\$10,000.00	-\$8,500.00	-\$10,000.00
Clergy Removal Expenses	-\$10,000.00	\$20,000.00	-\$20,000.00	-\$20,000.00
Clerical Allowance (Arch / Deans)	-\$ 62,394.04	\$67,500.00	-\$65,260.00	-\$67,500.00
Committee Expenses-Synod	-\$3,021.50	\$3,000.00	-\$3,000.00	-\$3,000.00
Conference & Subscription Exp	-\$8,902.46	\$8,000.00	-\$8,000.00	-\$8,000.00
Lambeth Conference Expense	-\$1,500.00	\$1,500.00	-\$1,500.00	-\$1,500.00
Consultancy Expenses	-\$5,000.00	\$2,000.00	-\$2,000.00	-\$2,000.00
Fee For Service Expenses		\$1,750.00	-\$1,750.00	-\$1,750.00
Aboriginal Min. Superannuation	-\$6,058.44	\$6,500.00	-\$6,200.00	-\$6,500.00
Aboriginal Min.Stipend & Allowance	-\$52,830.21	\$65,000.00	-\$62,000.00	-\$65,000.00
NATSIAC	-\$2,000.00	\$-	-\$2,000.00	
St. Paul's Cathedral Maint. Pr	-\$2,750.00	\$2,850.00	-\$2,750.00	-\$2,850.00
Travelling Expenses-General	-\$400.00	\$1,500.00	-\$500.00	-\$1,500.00
Victorian Council of Churches	-\$4,000.00	\$4,000.00	-\$4,000.00	-\$4,000.00
G.A Print / Production		\$40,000.00	-\$30,000.00	-\$40,000.00
G.A. Editor		\$42,500.00	-\$40,000.00	-\$42,500.00
Sundry Allocation Costs	-\$	-\$52,536.01		-\$55,000.00
	44,000.00			
<b>Total Allocation costs</b>	<b>-\$241,627.57</b>	<b>-\$282,838.85</b>	<b>-</b>	<b>-\$ 363,100.00</b>
			<b>\$288,460.00</b>	
<b>Staffing costs</b>				
Bishop (stipend, travel & expenses)	\$105,174.29	-\$143,711.26	-\$133,000.00	\$133,000.00
Diocesan salaries / stipend	\$224,485.00	-\$262,282.27	-\$203,000.00	\$260,262.00
Staffing - Casual		-\$ 20,300.00	-\$20,300.00	-\$10,000.00
Office Staff Superannuation	-\$34,239.41	-\$18,000.00	-\$18,000.00	-\$37,500.00
<b>Total staffing</b>	<b>-\$ 363,898.70</b>	<b>-\$ 444,293.53</b>	<b>-\$</b>	<b>-\$ 440,762.00</b>
			<b>374,300.00</b>	
<b>Total Expenditure</b>	<b>\$ 1,071,960.09</b>	<b>\$1,170,714.31</b>	<b>\$1,080,120.0</b>	<b>\$1,288,762.00</b>
			<b>0</b>	
<b>BIC - Income &amp; Expenditure</b>	<b>\$ 32,364.57</b>	<b>-\$ 173,041.51</b>	<b>-\$ 54,428.00</b>	<b>\$ 33,465.00</b>

EXPLANATORY MEMORANDUM

The purpose of this Bill is to enable parish councils to have responsibility for ensuring compliance with safe ministry requirements of parish activities and meet compliance requirements and obligations arising from policy directions of Bishop in Council.

The genesis of this Bill arises from a motion (Motion 245/22) raised at the 2022 Synod which resolved that:

*In light of our collective responsibility to safeguard vulnerable people including children in our parish activities, this Synod requests Bishop in Council to review the legislative changes necessary to the Parish Administration Act to ensure Parish Councils at each meeting consider their compliance with safe ministry requirements for all church workers and volunteers and have appropriate risk assessments for all parish activities..*

In consultation with Bishop in Council and the Diocesan Corporation the following amendments to the Parish Administration Act are proposed in response to this motion, noting that for consistency with the Victorian Child Safe Standards as expressed in the Child Safety and Wellbeing Policy endorsed by Bishop in Council in October 2022, a whole of organisation approach is required to provide for safe places for children and vulnerable people.

*The parish council shall ensure that all activities of the parish occur*

- (a) in compliance with all Safe Ministry protocols of the Diocese and any relevant State and Federal legislation in force, including the Child Safe Standards, and*
- (b) within risk guidelines as specified by the Bishop in Council from time to time.*

It is the intention of this amendment that Parish Councils and governing bodies of Diocesan entities (The Abbey, for example) ensure that all church workers are compliant with safe ministry requirements and that appropriate risk assessments occur for parish activities. It is noted that many parish councils in the Diocese already have Safe Ministry as a standing agenda item at each Council meeting at which the clearance for ministry for all church workers involved in parish activities has occurred.

- Clause 1 Cites the title of the Bill.
- Clause 2 Provides that the new amendments to the Parish Administration Act 1994 come into operation on the date on which the Bishop assents to the amending Act.
- Clause 3 Replaces section 29A (6) in the Parish Administration Act 1994 with the requirement of parish councils to ensure parish activities comply with safe ministry requirements and other risk guidelines as specified by the Bishop in Council from time to time.
- Clause 4 Replaces the existing numbering for s29A(6) as s29A(7) to ensure continuity in the operation of the section of the Act.

## ABILL

relating to the general duties of parish council and for other purposes.

BE IT ENACTED by the Bishop, the Clergy and the Laity of the Anglican Church of Australia within the Diocese of Gippsland in Victoria duly met in Synod according to law as follows:

### *Short title*

1. This Act may be cited as the ***Parish Administration (Amendment) Act 2023***.

### *Commencement*

2. This Act comes into operation on the date on which it receives the assent of the Bishop.

### *General duties of parish council*

3. After section 29A (5) of the **Parish Administration Act 1994** insert –
  - (6) *The parish council shall ensure that all activities of the parish occur*
    - (a) *in compliance with all Safe Ministry protocols of the Diocese and any relevant State and Federal legislation in force, including the Child Safe Standards, and*
    - (b) *within risk guidelines as specified by the Bishop in Council from time to time.*

### *Consequential amendment of s29A*

4. For section 29A (6) of the **Parish Administration Act 1994** replace numeral 6 with numeral 7.

I certify that the wording of the Bill is the wording agreed to by the Committee

Mark Woods  
Chairman of Committee

We certify that this Act was passed by the Synod of the Diocese of Gippsland this Twentieth day of May 2023.

Marion Dewar  
Assistant Secretaries of Synod

Revd Kate Campbell

I assent to this Bill

+Richard, Gippsland  
Bishop 20 May 2023