

# BATHURST

# DIOCESE

*Sharing Jesus for Life*

**THIRD SESSION**

OF THE

**50TH SYNOD**

**SATURDAY 16 SEPTEMBER 2023**

**BOOK 1**



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# TIMETABLE

Saturday 16th September 2023

Holy Trinity Parish and Community Centre – Kelso

8:45am	Gather and registration
9:00am	Welcome and prayer
9:10am	President's address
9:40am	Formal motions (M1-M3) Notices of questions (not submitted prior to synod) Notices of motions (not submitted prior to synod)
9:50am	Consideration of finance motions (M4–M6)
10:30am	Morning Tea
11:00am	Presentations by Brandon Howard and Sue West of Anglicare and John Lovell of CMS
11:30am	Consideration of motions (M7-M12)
11:45am	Consideration of ordinances (M13-M15)
12:30pm	Lunch
1:15pm	Consideration of ordinances (M13-M15) continued
2:50pm	Consideration of late motions where applicable Answers to questions tabled in the morning session
3:15pm	Prayer
3:30pm	Adjournment of synod

# MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

## M1 Order of Business

*Mover: Dr Warwick Baines*

*Seconder: Mark Galbraith*

Synod adopts the Order of Business recommended by the Steering Committee, as tabled.

## M2 Reports

*Mover: The Rev'd Andrew Thornhill*

*Seconder: Lisa Milton*

That the reports, as listed in the Synod Handbook be tabled.

## M3 Permission for presentations by people other than synod members

*Mover: The Rev'd James Daymond*

*Seconder: Sue West*

Synod gives leave for Brandon Howard to address synod on behalf of Anglicare and for the Rev'd Canon John Lovell to address synod on behalf of CMS.

## M4 Finance and accounts for 2022

*Mover: Dr Warwick Baines*

*Seconder: Mark Galbraith*

Synod receives the audited financial statements and accounts for the Synod Management Fund, the Anglican Property Trust, the Anglican Managed Investment Fund and the Endowment of the See for the year ended 31 December 2022.

## M5 Synod Management Fund Budget Estimates for 2024

*Mover: Dr Warwick Baines*

*Seconder: Mark Galbraith*

Synod adopts the 2024 Synod Management Fund Budget Estimates.

## M6 Schedule of Synod Contributions for 2024

*Mover: Dr Warwick Baines*

*Seconder: Mark Galbraith*

Synod adopts the 2024 Schedule of Synod Contributions.

## **M7 Bishop's sermons and study resources**

*Mover: The Rev'd Andrew Thornhill*

*Seconder: Valmai Waterford*

Synod recognises the immense blessing to many across our diocese from Bishop Mark's weekly sermons, Bible studies and the Lenten Studies organised and provided through the period of Lent; and that we respectfully request and offer any support to enable him to continue faithfully proclaiming the Gospel through this teaching, as together we continue to share Jesus for life.

## **M8 The Ven. Brett Watterson**

*Mover: The Ven. Jono Williams*

*Seconder: The Very Rev'd James Hodson*

Synod congratulates the Ven. Brett Watterson for his appointment as Rector of the Parish of Nelson Bay and gives thanks to God for his and the Rev'd Michelle Watterson's faithful service to the Bathurst Diocese. We assure them and their family of our prayers during this time of transition.

## **M9 Safe families**

*Mover: The Ven. Jono Williams*

*Seconder: The Very Rev'd James Hodson*

Synod expresses sorrow and repugnance at all incidences of domestic violence or intimidation as being opposed to God's design and actively promotes a culture of safe families and in doing so urges:

- a. each parish to clearly display the "10 Commitments" on a notice board along with a contact number where help can be found;
- b. each parish to make available a copy of the booklet "Renew" to parishioners;
- c. the establishment of a working group in the diocese to encourage increased cultural awareness both inside and outside of our churches and reports annually to synod;
- d. the working group to operate with reference to existing Safe Churches procedures utilising their expertise;
- e. recognised ministry practitioners in this area to be invited to speak to clergy, LLM's and/or diocesan gatherings each year.

## **M10 Review of Professional Standards Ordinance 2007**

*Mover: The Rev'd. Ben Mackay*

*Seconder: Mark Olson*

Synod respectfully requests Bishop in Council to undertake a review of the Professional Standards Ordinance 2007, with such review to include:

- a. a survey of similar Ordinances in other dioceses;
  - b. consultation with the NSW Office of the Children's Guardian;
  - c. consultation with the Director of Professional Standards,
- and as a result of that review to bring recommendations to Synod 2024 (including any resultant legislation) of any proposed changes to the Professional Standards Ordinance 2007.

### **M11 Professional Standards Committee decisions**

*Mover: The Rev'd. Ben Mackay*

*Seconder: Mark Olson*

Synod directs the Office of the Director of Professional Standards to publish written reasons for decisions made by the Professional Standards Committee, appropriately redacted as necessary to prevent identification of complainant(s).

### **M12 Clergy Pastoral Supervision Policy**

*Mover: The Rev'd Andrew Thornhill*

*Seconder: Adrian Ahern*

Synod agrees to adopt the Clergy Pastoral Supervision Policy.

### **M13 Presentation of Parishes Ordinance 2023 and Administration Ordinance 2023 Amendment Ordinance 2023**

*Mover: The Rev'd Bob Cameron*

*Seconder: Adrian Ahern*

Synod agrees to:

- a. consider the Parishes Ordinance 2023 and the Administration Ordinance 2003 Amendment Ordinance 2023 *together*, and
- b. allow the Mover and Seconder to speak to both ordinances in one joint presentation of up to 20 minutes, and suspends so much of the Synod Rules of Debate as would prevent them doing so.

### **M14 Parishes Ordinance 2023**

*Mover: The Rev'd Bob Cameron*

*Seconder: Adrian Ahern*

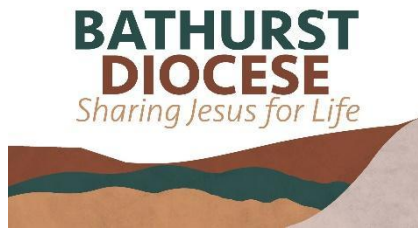
Synod grants leave for the introduction of the Parishes Ordinance 2023.

### **M15 Administration Ordinance 2023 Amendment Ordinance 2023**

*Mover: The Rev'd Bob Cameron*

*Seconder: Adrian Ahern*

Synod grants leave for the introduction of the Administration Ordinance 2003 Amendment Ordinance 2023.



# CLERGY PASTORAL SUPERVISION POLICY

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## 1. Introduction

### 1.1 Biblical Background

It is significant that Paul urges Timothy to “watch your life ... closely,” (1 Timothy 4:16) and he places it, in this verse, ahead of doctrine. That is because mature leadership is based upon character, not knowledge and skills. That is why almost all of the pre-requisites for consideration for church leadership listed in the pastoral epistles are issues of character, rather than knowledge or giftedness.

As a diocese, we want to do everything we can to encourage and support our clergy to make ongoing character development and growth toward spiritual maturity their highest priority – for their own sake, for the sake of their families and for the sake of their parishes.

### 1.2 Historical Background

In December 2017, the Royal Commission into Institutional Responses to Child Sexual Abuse released their final report,<sup>1</sup> which included a number of recommendations with respect to Professional Supervision:

***Recommendation 16.45***

*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.*

***Recommendation 16.5***

*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):*

- 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; and*
- c. Undergo regular performance appraisals.*

*At a national level, the Anglican Church of Australia has developed guidelines in this area and encouraged diocese to adopt a policy to give effect to these guidelines.<sup>2</sup>*

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<sup>1</sup> See the Final Report of the Royal Commission into Institutional Child Sexual Abuse (2017), Volume 16 ‘Religious Institutions.’

<sup>2</sup> See Part 4 of *Ministry Wellbeing and Development: Professional Development, Professional Supervision, Ministry Reviews* (2021) published by the Anglican Church of Australia.

## 1.3 Commitment

The Diocese is committed to implementing the above recommendations across its ministry locations and portfolios. The Clergy Pastoral Supervision Policy (**the Policy**) deals specifically with Pastoral Supervision (see above Recommendation 16.45 and 16.5b).

## 1.4 Definitions

**Pastoral Supervision** is a relationship which provides a planned, regular and safe place where clergy can discuss and reflect upon events and issues relating to their ministry with an independent and experienced Pastoral Supervisors to promote better ministry practice and provide independent support for the clergy.

**Pastoral Supervisor** means someone who is approved by the Bishop to provide Pastoral Supervision in the Diocese, and who is:

- a senior member of clergy; or
- a person who has successfully completed a qualification or recognised training in Pastoral Supervision.

The **Goals of Pastoral Supervision** are to:

1. positively contribute to the spiritual, mental and emotional well-being and health of all clergy by providing independent, pastoral supervision and support;
2. enhance self-care among clergy by minimising the risk of burnout and maintaining a healthy work-life balance;
3. promote the development and competence of clergy, by encouraging them to operate in their parishes (or other specified ministry portfolio) with a strategic intent which is aligned with the diocesan mission;
4. provide a safe, supportive and independent environment for clergy to debrief and reflect on ministry experience and practice; and
5. form part of the Diocese's response to heightened community expectations for greater transparency, accountability and professionalism in all its practices.

## 1.5 Scope

This policy applies to all licensed, stipendiary clergy in the Diocese.

# 2. Policy Details

## 2.1 Pastoral Supervision

The Diocese recognises the wealth and breadth of ministry support networks that are available to clergy. It is with this in mind, that clergy are required to set up their own pastoral supervision by tapping into their own ministry support network, noting the policy requirements in this document.

Clergy who require assistance with this, in the form of referrals or other recommendations of suitable Pastoral Supervisors, should contact the Bishop or Ministry Development Officer.

## 2.2 The Diocese will

- develop and implement the Policy, in conjunction with Bishop in Council;
- communicate the requirements of the Policy to all relevant parties;
- assist all those requiring Pastoral Supervision to ensure they meet their requirements under the Policy;



- be responsible for the review and approval (or otherwise) of all Pastoral Supervision arrangements as required by the Policy; and
- maintain a register of clergy, their approved Pastoral Supervisor, and details of the supervisory arrangement (e.g. costs, commencement date).

## 2.3 Clergy will

- Ensure they understand the requirements in the Policy and the standards outlined in *Faithfulness in Service*; and continue to uphold these in their ministry, and use these as baseline expected standards where relevant in supervisory sessions; and
- work with the Diocese to ensure by **30 June 2024**, they have Pastoral Supervision (as outlined in the Policy) in place, via the following steps:
  1. Provide to the Bishop and Ministry Development Officer for review and approval, the name of the proposed Pastoral Supervisor and details of their relationship history with the clergy, prior to any supervisory arrangements being confirmed. The Bishop reserves the right to approve or deny any proposals at his discretion.
  2. Upon approval, engage with their Pastoral Supervisor and enter into an arrangement for Pastoral Supervision which ensures a minimum of 8 sessions are attended over the calendar year. Where the arrangement begins mid-year, ensure attendance of around 2 sessions per quarter.
  3. Provide to the Diocese, final details of this arrangement, including the name of the Pastoral Supervisor, their relationship history with the clergy, and any costs involved.

## 2.4 Pastoral Supervisors will

- be committed Christians who submit to the Bible as God's revelation to us: its words being divinely inspired, inerrant, infallible, and having ultimate authority in all matters of life; and who actively serve in the church of which they regularly attend;
- understand, and commit to the policy requirements set out in the Policy;
- be a current, or former vocational clergy (outside of the Diocese), who has experience with supervising other clergy (or is otherwise approved to be a Pastoral Supervisor by the Bishop);
- understand that the diocese does not provide any form of insurance for Pastoral Supervision;
- disclose any actual or potential conflict of interest to the diocese and clergy proposed to be supervised, prior to any Pastoral Supervision taking place;
- understand the intent behind the provisions of the Policy, including that experienced clergy have much experience and knowledge to offer less experienced clergy, and are therefore suitably positioned and motivated to faithfully use this experience to facilitate the growth of God's Kingdom, for His honour and glory;
- be prepared to discuss their suitability for the Pastoral Supervision of diocesan clergy with the Bishop or Ministry Development Officer; noting the possibility that any arrangement is at the discretion of the Bishop;
- ensure that Pastoral Supervision sessions cover the five **Goals of Pastoral Supervision**, as identified in the Policy;
- be available to engage with the supervised clergy between sessions, where any urgent matters require such engagement; and
- refer matters to the Bishop that arise during the Pastoral Supervision which in their opinion are not confidential, as well as those matters which need to be referred to the Diocese such as information

which points to a breach of *Faithfulness in Service* or any other code of conduct for clergy adopted in the diocese; or any other matter as is required by law or court order to disclose.

## **2.5 Costs**

Given the nature of the Pastoral Supervision relationships outlined in this policy (i.e., through clergy, or diocesan-provided ministry networks), the Diocese anticipates that supervision will be provided to clergy at no cost, or for an honorarium payment of an annual amount capped at \$400 (calculated at 8 x \$50 per session).

The cost of Pastoral Supervision will normally be covered in a split (50 - 50) arrangement between the clergy and their parish (or other ministry portfolio), up to the above capped amount (meaning parishes should expect to pay up to \$200 per annum for this requirement).

Clergy who wish to engage with a Pastoral Supervisory arrangement with a higher cost, will be required to cover any additional cost over \$200 per annum (noting that a parish may agree to contribute a further amount).

Where clergy or parishes are unable to meet the \$200 annual cost, they should discuss with the Bishop and Ministry Development Officer, to decide on a suitable cost arrangement.

## **2.6 Review**

The Policy will be reviewed before the end of the 2025 calendar year, to ensure that the learnings from the first year of the program are incorporated into the Policy.

Future reviews of the suitability and effectiveness of the Policy will determine whether the scope needs to extend to others in licensed ministry positions (e.g. stipendiary lay ministers; clergy with Authority to Officiate (ATO); other (non-stipendiary) licensed lay ministers).

## **2.7 Feedback**

Please direct any questions or comments about the Policy to the Ministry Development Officer, by emailing [mdo@bathurstanglican.org.au](mailto:mdo@bathurstanglican.org.au)

## BISHOP-IN-COUNCIL REPORT TO SYNOD

Bishop in Council reports on its work since the September 2022 sitting of the Synod and of the exercise in that period of delegated powers conferred on it.

### 1 - MEETINGS

Bishop-in-Council met on 6 occasions since the Second Ordinary Session of the 50<sup>th</sup> Synod:

18 October 2022	(via Zoom)
20 December 2022	(via Zoom)
21 February 2023	(via Zoom)
18 April 2023	(via Zoom)
24 June 2023	(Holy Trinity Parish Hall, Dubbo)
15 August 2023	(via Zoom)

### 2 – MEMBERS AND MEETING ATTENDANCE

Members	Position	Number of meetings	Number attended
Bishop Mark Calder	Chair (Ex-officio)	6	6
Archdeacon Joy Harris	Regional Archdeacon (Ex-officio)	2	1
Archdeacon Jono Williams	Regional Archdeacon (Ex-officio)	6	6
Archdeacon Brett Watterson	Regional Archdeacon (Ex-officio)	6	5
Dean James Hodson	Dean (Ex-officio)	6	3
Rev'd James Daymond	Elected Clergy Member	4	4
Rev'd Canon Tim Fogo	Elected Clergy Member	1	0
Rev'd Phil Howes	Elected Clergy Member	6	6
Rev'd Bob Cameron	Elected Clergy Member	6	5
Rev'd Andrew Thornhill	Appointed Clergy Member	6	6
Mrs Karen Trafford	Elected Lay Member	6	3
Mrs Lisa Milton	Appointed Lay Member	6	6
Mr Ray Haigh	Elected Lay Member	6	5
Mr John Power	Elected Lay Member	6	3
Ms Sue West	Elected Lay Member	6	5
Mr Jay Quince	Elected Lay Member	2	0
Mr Mark Galbraith	Elected Lay Member	6	5
Mr Glenn Murray	Elected Lay Member	2	2

### 3 – ORDINANCES PASSED SINCE THE LAST REPORT TO SYNOD

To date, Bishop-in-Council has passed the following Ordinances under powers delegated by Synod and copies are included in this report at **Appendix 1 of Handbook 1**:

No.	Title
1/2023	An Ordinance for the sale of Church Trust Properties in the Anglican Diocese of Bathurst August 2023
2/2023	Cudal-Molong Parish (Rectories) Land Sale Ordinance 2023

### 4 – KEY POINTS FROM BISHOP IN COUNCIL MEETINGS

#### 18 October 2022

##### General

- The chair outlined the wide range of roles that will need to be filled on Canon Tim Fogo's move to the Diocese of the Riverina— MDO, BiC member, General Synod rep, Provincial Synod rep, Diocesan Appointment Board member, Administration Ordinance Taskforce chair, Financial Sustainability Taskforce chair, APT member.
- The Registrar provided a verbal update on the key management letter recommendation that was recently implemented, namely recognition of \$90k in annual leave liability for all parish staff (ministers and clergy) with an offsetting receivable to make the liability visible to members of BiC and the parishes. Individual balances, as at 30 September have also been sent to relevant parishes.
- The **30 SEP YTD financials** v budget of the Synod Management Fund (SMF) were presented. Key variances and adjustments to format and process were highlighted, including that contributions from AMIF now exactly match settlement payments, care, and legal fees. YTD surplus is \$87k but this includes \$20k in unspent Anson Street Chaplain funds.
- The minutes of the Second Session of the 50<sup>th</sup> Synod held on 17 September 2022, as amended to address one minor typo, were authorised to be signed as a true and correct record of the proceedings of the meeting.

##### Anglican Property Trust

BiC received the minutes of the APT meeting on 5 August 2022 as their report. Key points:

- Recommendation of APT to BiC that the Orange Parish and the diocese each receive 50% of net proceeds from the sale of Holy Trinity Village Orange given that the catalyst for the village's sale was not redress, but challenges around regulatory compliance, was approved on the proviso that diocese's 50% share be entirely allocated to redress.
- The Registrar provided a verbal update on current redress cases and referred to the analysis presented at synod in which he demonstrated that funds from property sales provided to the SMF by the AMIF have largely matched redress payments since 2017 and that the cumulative 'gap' is largely because this did not occur prior to 2017. There are currently 8 cases before the National Redress Scheme (including 2 cases in which offers of \$157k have been made), and several open civil cases but no new cases since the last meeting. Funds paid for redress to date: \$6.015m, Funds raised for redress: \$5.393m.

##### BiC taskforces

1. **Strategic planning** - There was significant discussion in relation to the NCLS Diocesan summary profile, including the merits of the NCLS survey v. our own. Strategic planning

taskforce to consider how NCLS survey results could help to inform the diocesan strategic plan at their next meeting.

2. **Recruitment pathways** - Has not met but BCA keen to support a replacement for Steven Klouth at the cathedral as a training role. Cobar and Coonamble under consideration.
3. **Financial sustainability** - Meeting planned for 27 October, at which a new convenor will be sought.
4. **Ordinance review** - Meeting planned for 27 October, at which a new convenor will be sought.

## 20 December 2022

### General

- A range of vacant positions were filled:
  - Bishop in Council** - the Rev'd James Daymond was elected to fill a casual clergy vacancy. The subsequent resignation of Jay Quince means there is one lay vacancy.
  - Anglican Property Trust** - the Rev'd Ben Mackay was elected to fill a casual clergy vacancy.
  - General Synod representative** - the Rev'd Ben Mackay was elected to fill a casual clergy vacancy.
  - Parish Appointments Board** – Archdeacon Jono Williams joins the board from the reserve list, and the Rev'd Andrew Thornhill was elected to the reserve list. There remains one vacancy on the reserve list.
  - Bishop's Election Board** - the Rev'd Wally Cox joins the board from the reserve list, and the Rev'd Ben Mackay was elected to the reserve list. There remain two clergy vacancies on the reserve list and three lay vacancies on the reserve list. The ordination of James Daymond and the subsequent resignation of Jay Quince means that there are also two lay vacancies on the election board itself.
  - Provincial Synod representative** - the Rev'd Andrew Thornhill was elected to fill a casual clergy vacancy.
  - Provincial Synod Tribunal representative** - the Rev'd Bob Cameron was elected to this newly created body.
- It was also noted that the role of: **Administration Ordinance Taskforce chair** has been filled by the Rev'd Bob Cameron and **Financial Sustainability Taskforce chair** has been filled by Dr Warwick Baines.
- The **30 NOV YTD financials** v. budget of the Synod Management Fund (SMF) were presented. YTD surplus is \$107k but this includes \$20k in unspent Anson Street Chaplain funds.
- **Stipend and Clergy Welfare Commission:** tailored letters, outlining 2023 staff costs accompanied by a schedule of stipends and benefits by day, was sent to each parish. Loading on leave balances as at 31 December 2022 paid out. The commission plans to review remuneration of youth and children's ministers in 2023.

### Anglican Property Trust

BiC received the minutes of the APT meeting on 14 December 2022 as their report. Key points:

- Payment of 1% interest on average balances for the 6 months to 31 December 2022 to AMIF deposit holders.
- Redress paid to date: \$6.335m + (167k offers). Funds raised for redress: \$5.969m.
- Updated general insurance recovery invoice to each parish from January 2023 that itemise their share of each type of insurance (and brokerage) on the following basis:
  - Property—percentage share of value insured; Motor vehicle—total fleet premium divided by number of vehicles insured x number of vehicles parish holds; Brokerage— share of average Sunday attendance, all other policies—share of average Sunday attendance.

- APT endorse the application of the \$20,000 in insurance support, provided for in the 2023 SMF Budget, to support professional insurance valuation rather than provide a subsidy on premiums.
- Parish insurance invoices to be held at the 2022 rate, rather than reduce to the amount invoiced, to build an approximately \$24k reserve from which we can subsidise the deductible on claims.

#### Other

- BiC gave thanks to God for the significant contribution to both Bishop in Council and to the life of the diocese by Archdeacon Joy Harris and Mr Jay Quince as they move to new ministries outside of the diocese.

### 21 February 2023

#### General

- In addition to the remaining vacancies identified at the 20 DEC 22 meeting, there are up to three vacancies on the reserves list for the Professional Standards Committee. These vacancies and others are to be filled at the 18 April meeting with nominations to be received by 17 April.
- The **31 DEC YTD financials** v. budget of the Synod Management Fund (SMF) were presented. which incorporated most year-end adjustments and were the financial statements provided to the auditors. YTD surplus is \$121k but this is prior to audit adjustments, including to the professional standards provision.
- Administration Ordinance Review taskforce—met on 18 January 2023 and 13 February 2023 and will meet fortnightly to provide a draft to parishes for comment by April/May.
- The Rev'd Tracy Lauersen, **Convenor of the General Synod's Family Violence Working Group**, joined the meeting to discuss the **10 commitments for prevention and response to domestic and family violence in the Anglican Church of Australia**, as well as strategies and resources for parishes and diocese to implement them. BiC to discuss next steps at next meeting.
- Endorsed changes of signatories on all NAB and Macquarie Bank from Canon Tim Fogo to the Rev'd Andrew Thornhill, as Ministry Development Officer (MDO). Endorsed establishment of a new NAB account (with diocesan signatories) for Cobar parish who have requested that for the time being the diocese manages its finances.

#### Anglican Property Trust

BiC received the minutes of the APT meeting on 1 February 2023 as their report. Key points:

- Investment Performance Report showed total investment income of \$185k and a \$38k decline in investment value for FY22.
- Redress paid to date: \$6.335m +NRS offers made \$296k. Funds raised for redress: \$5.968m. Although the amount paid out in 2022 was comparatively low (\$336k) there remain several cases not yet included.
- Significant time spent reviewing the draft application of sale criteria to the property portfolio prior to its distribution to parishes. Registrar cross-referenced property database with insurance portal records before distributing to each parish with accompanying pastoral letter from the Bishop, emphasising that the process is to begin a conversation about how properties are best used for the cause of the gospel.
- Recent interaction with AIRS about properties worth more than \$2m being insured in Category B. Properties insured for only 5-10% of their replacement value are at significant risk of financial loss if there is major damage. Registrar to work with AIRS to strike a more appropriate balance between replacement and insured value for properties in some of our smaller parishes.

**18 April 2023**

### **General**

- Elections were held for range of vacant positions and the following were elected:
  - Bishop in Council – Glenn Murray
  - Bishop’s Election Board (lay) – Joy Ritchie, Mark Galbraith, Lisa Milton (1st reserve), Glenn Murray (2nd reserve), Roger Whale (3rd reserve)
  - Bishop’s Election Board (clergy) – the Rev’d Bec Choi (2nd reserve), the Rev’d Sally Phelps (3rd reserve)
  - Professional Standards Committee – Glenn Murray, two vacancies remain
  - Parish Appointments Board – no nominees, one vacancy remains
- The **SMF audited financial statements** for the year ended **31 December 2022** were presented and endorsed. Operating surplus \$118k v. \$24k in the prior year. There was an \$87k increase in the professional standards provision to cover cases expected to be settled in 2023.
- The **31 March 2023 YTD financial statements** v. budget were presented. YTD surplus is \$41k significantly ahead of budget, but the commencement of an Assistant Registrar means that the gap between budgeted and actual personnel costs would narrow in the future.
- Sam Sterland, Senior Researcher with the **National Church Life Survey (NCLS)** presented on the diocesan profile which was constructed from 549 responses across 16 of our parishes to the 2021 NCLS. Discussion about next steps to be undertaken as part of the strategic planning agenda item.
- **Administration Ordinance Review taskforce**—a 2-page report tabled on the work undertaken to date, work remaining and significant changes, accompanied by a full working copy of the ordinance. Next steps are to send chapters 5-7 and Schedule D to parishes for comment. Significant time will be set aside at the face-to-face BiC meeting in June for discussion.

### **Anglican Property Trust**

BiC received the minutes of the APT meeting on 5 April 2023 as their report. Key points:

- The **AMIF audited financial statements** for the year ended **31 December 2022** were presented and endorsed.
- **31 March YTD Investment Performance Report** showed total investment income of \$55k and a \$7k decline in investment value.
- On the recommendation of the auditor and the Registrar, APT endorsed the creation of a **cash backed redress reserve** in the AMIF of \$824,243 reflecting the accumulated value of net proceeds from property sales. This is in addition to the SMF professional standards provision of \$640,125 and is sufficient to cover the estimated \$750,000 in additional current civil claims which have been lodged but not yet determined.
- APT gave in-principle support for requiring all buildings in the diocese to be **valued for insurance purposes** in 2023, subject to the tender submissions received by valuers.

**24 June 2023**

### **General**

- The **31 May 2023 YTD financial statements** v. budget were presented. YTD surplus is \$42k which remains ahead of budget.
- **Strategic planning taskforce**—recently reconvened. The bishop plans to write to the ministry leader or a key person in each parish to encourage and graciously exhort them to expedite a parish strategic plan.
- **Recruitment pathways taskforce**— recently reconvened after a close to 12-month hiatus and agreed to pursue a range of strategies.
- **Financial sustainability taskforce**—the registrar and the bishop recently met with the current directors of the Episcopal Ministry Fund (EMF) about the possibility of the EMF constituting

the beginning of a 'Future Fund' to assist in supporting the operations of the diocese once the Sydney Gift comes to an end.

- **Administration Ordinance review taskforce**—significant time was devoted to a review of the proposed Parishes Ordinance and updated Administration Ordinance. Major discussion points were around 1 v. 3-year election terms for parish councillors (also the issue that most parish feedback received focused on), allowing nominations from the floor, deadlines for nominations and notice for meetings. The updated versions of both ordinances to be presented to Synod.
- **Family violence taskforce**—the Ven. Jono Williams and the Rev'd Phil Howes presented their report from the National Gathering on the Prevention of Family Violence that they attended on 29-30 May 2023. It will be re-presented with concrete recommendations at the next BiC meeting for tabling at synod.
- **Clergy Pastoral Supervision Policy**—draft was presented by the Rev'd Andrew Thornhill and discussed at length with several proposed amendments raised. It will be re-presented with amendments at the next BiC meeting.

#### **Anglican Property Trust**

BiC received the minutes of the APT meeting on 7 June 2023 as their report. Key points:

- APT endorsed the investment of an additional \$1m in cash received via a bequest consistent with APT's investment strategy: 30% in additional term deposits, 30% in Australian fixed Interest and 40% in Australian equities.
- With reference to the draft application of criteria to the property portfolio, several responses from parishes were received. There was an acknowledgement that APT should begin parish conversations in the second half of 2023.
- With reference to contributions to insurance valuations, APT approved parish charges of a maximum of \$90 for online valuations and \$175 for an onsite valuation.

### **15 August 2023**

#### **General**

- The **31 July 2023 YTD financial statements** v. budget were presented. YTD surplus is \$95k but some major expenses such as \$22k for insurance valuation and \$5k legal costs for new parishes ordinance still to come. Surplus remains ahead of budget.
- BiC received the **2024 Synod Management Fund Draft Budget** and commended it to Synod for consideration and approval.
- BiC received the **2024 Synod Contributions** schedule, calculated in accordance with the Synod Contribution Ordinance 2022, and commended it to Synod for consideration and approval.
- **Strategic planning taskforce**—a memo from the bishop has gone out to one key person in each parish to try and ascertain the impact/effectiveness of the strategic plan. There has been little response so far, but those who have responded have been most encouraging.
- **Administration Ordinance review taskforce**—input has been received from Sydney Diocese Legal Services and the Bishop's Chancellor, and that changes from the final review undertaken by the taskforce (who met on 4 August 2023) have been made.
- **Stipend and Clergy Welfare Commission**—BiC endorsed a 3.5% increase to minimum clergy stipends to take effect from 1 January 2024.
- **Signatories**—BiC approved the addition of Dean James Hodson as a signatory to all diocesan accounts to enhance cover during periods of leave.

#### **Anglican Property Trust**

BiC received the minutes of the APT meeting on 2 August 2023 as their report. Key points:



- APT endorsed the payment to all AMIF deposit holders of 1.5% interest on average balances for the 6 months to 30 June 2023.
- In relation to the draft application of criteria for property sales, APT endorsed the allocation of members to facilitate conversations with parishes.
- APT recommended and BiC approved ordinances for the sale of Peel and Warraderry churches (for redress) and the Cudal Hall, Cudal Rectory and Molong Rectory (for clergy housing).
- APT approved the adjustment to nominated insured values of all APT properties for the insurance period 1 November 2023 to 31 October 2024 with reference to the 2023 insurance valuation reports at the following minimums: residences' full replacement cost, state heritage listed buildings at least 33% of replacement cost, local heritage listed buildings at least 15% of replacement cost, other buildings at least demolition and removal of debris plus 30% cost escalation.

**Dr Warwick Baines**

Registrar and Bishop in Council Secretary

24 August 2023

## **NORTH WESTERN ARCHDEACONRY REPORT TO SYNOD 2023**

Over the last twelve months with the rest of the Diocese, the Northwest parishes have been Sharing Jesus for Life.

It is a great Blessing that Bush Church Aid support a new full-time position of ministry at Cobar, with James and Brittany Daymond ministering in that community.

In other parishes the ministry teams of clergy and licenced lay ministers continue to provide the ministry of Word and Sacrament to the wide flung communities.

The dedication of the part time and retired clergy assisting parishes and the honorary ministry of licenced lay ministers is a great encouragement for the work of the Gospel.

The provision of training and support through the hard work of Bishop Mark and the Ministry Development Officer, the Reverend Andrew Thornhill are a great help to those “on the ground”. The sermon videos and liturgical resources are also greatly valued.

The visits of Bishop Mark to many parishes and the recent encouragement of the Cursillo group to Coonamble have been highlights of the year.

With my leaving the diocese at the end of this year, it provides space to consider how ministry is conducted in this region into the future, particularly in relation to the Company of the Good Shepherd.

I would like to thank Bishop Mark for letting me share in this ministry and to the clergy, licenced lay ministers, and parish communities, thank you for the great work that you continue to do in Sharing Jesus for Life!

Yours in Jesus,

**The Ven. Brett Watterson**

Archdeacon

24 August 2023

## EASTERN AND WESTERN ARCHDEACONRIES REPORT TO SYNOD 2023

It is my pleasure to present this report for the Eastern and Western Regions of Bathurst Diocese.

The past twelve months have been a time of significant change across these two regions. We have welcomed a number of workers to be a part of the harvest including; Jonny Lush - Oberon, James Boardman - Bathurst, Ben Connelly - Cowra, Tim Smith - Grenfell and Andy Martin - Holy Trinity, Orange. We have farewelled Tim Fogo - Kelso, Joy Harris - Canowindra, Matthew Brooks-Lloyd - Cudgegong Valley, Brian Schmalkuche - Trundle, and James Daymond - Cudgegong Valley who has moved to Cobar in the North West region of the diocese. Within the regions, Steve Klouth moved from Bathurst to West Wyalong, Glenn and Wendy Murray moved from West Wyalong to Cudgegong Valley, and I moved from Cudgegong Valley back to Canowindra also accepting the role of Archdeacon of the Western Region. We give thanks to God for the clergy and LLMs that have faithfully assisted in parishes that are searching for clergy across the region including Coolah-Dunedoo, Cudgegong Valley, Kelso, Cumnock, Condobolin, and Trundle.

A number of parishes have taken the opportunity to *Share Jesus for Life* in various situations. Bathurst Cathedral welcomed a group of students from Moore College to undertake some outreach and learn about ministry in the rural context. A group of young people from Wollongong visited Grenfell parish and shared in some evangelistic activities including holding a stall at the Henry Lawson Festival. Some of our parishes are conducting Alpha and Christianity Explored courses which are showing encouraging responses. Forbes, Canowindra, and Cudal-Molong were each affected by the storm water event in November which has led to providing care in very trying circumstances, especially in Eugowra where they were able to provide a worship space to the other Christian communities whose buildings were substantially damaged by what has been described as an inland tsunami. Anglicare has been active in partnership with several of our parishes in assisting those who have been affected by the storm damage and the current cost of living crisis. Canowindra's co-operative agreement with the Uniting Church is also reaching out to those in need.

I have been told that there has been growth in most of the parishes - both spiritual and numerical - across the two regions, which is very encouraging. This has been made possible by a few generous benefactors - including BCA - who have contributed to the work of most our parishes, and we thank God for them.

All the ministry that occurs across East and West is supported by our dedicated parishioners who volunteer to help in many ways and especially in prayer. Without these faithful servants of Christ, our parishes would not be witnessing the Gospel as strongly as they are.

Your brother in Christ,  
**The Ven. Jono Williams**  
Archdeacon  
24 August 2023

## MINISTRY DEVELOPMENT OFFICER REPORT TO SYNOD 2023

I've spent considerable time this year in the book of Acts. And throughout, I'm struck by the frequent reminder that through everything, God's work continues. These reminders are often in the form of sharp, succinct summaries (e.g., Acts 11:21; 12:24; 15:41 etc.), and they provide great encouragement in reaffirming the assurance of God's sovereignty over all through the reign of our Lord and Saviour Jesus.

This was evident in the circumstances leading to my taking on the MDO role and continues to be evident to me each and every day; I'm grateful to God for the opportunity to serve Him and His people in this way.

As I reflect on the past 8 months, the **diocesan conference** in May is a highlight, and a more detailed reflection on this can be read in the dedicated report.

Another highlight has been the fortnightly **training sessions with new clergy** in the diocese. While the aim is to better equip these people with practical resources and information (and I trust this is being achieved), the informal fellowship, sharing of prayer points, and times of open prayer have been such a blessing. God continues to be gracious to us, in His provision of faithful, committed people who desire to serve Him across our diocese, (often at great personal cost). But we need more! Let's be unceasing in our prayers to this end.

This year we commenced regular sessions (over zoom) with all stipendiary clergy, aimed at helping to grow all clergy in Christian maturity and character, as well as doctrine and practice. Based around Paul's exhortation to the young pastor Timothy to *watch your life and doctrine closely* (1 Timothy 4:16), the aptly named "**416 Program**" involves bi-monthly (six per year) meetings intended to foster God's transforming work in us to make us more like Christ. So far this year, input from the diocesan ministry consultant the Rev'd Kevin Simington, along with the Rev'd Dr Keith Farmer, has been very helpful in prompting personal reflection, group discussion and informal fellowship, despite our geographical spread.

Bishop Mark has run a number of online **training sessions** this year for our **Licensed Lay Ministers**. These commenced after a full review of all licensed lay ministry across the diocese: an onerous, but very necessary process, and all those involved are to be thanked for persevering and committing to the process. Topics covered with our LLMs include role clarity, pastoral care, leading corporate worship, and assisting with Holy Communion. All sessions have been recorded and made available to view, along with resources tabled in the sessions. Planning is underway for future sessions, and all LLMs and clergy are always encouraged to participate.

The **clergy and lay-workers retreat** in May was again held in St Clements conference centre in Galong. Teaching from the Rev'd Pete Stedman from the book of Acts served to encourage and challenge the 33 in attendance about the difficult and blessed nature of church leadership. We were also greatly served by two practical sessions from Fiona Simpkin, addressing anxiety in ministry relationships. The retreat aims to refresh and encourage clergy and lay-workers across our diocese through Bible teaching, gathered worship, quiet individual reflection and informal fellowship. This year's retreat certainly met those aims and was well-attended including many new faces.

Next year's retreat is scheduled for 4<sup>th</sup> to 7<sup>th</sup> November 2024, again at St Clements in Galong.

On 4<sup>th</sup> March, James Boardman was **ordained as Deacon**, having recently commenced as Student Assistant at the Bathurst Cathedral.

On 22<sup>nd</sup> July, the Rev'ds Jonny Lush, Tim Smith and James Boardman were **ordained as Priest**, with their respective ministry to continue at the Parishes of Oberon, Grenfell, and the Bathurst Cathedral.

It's been a privilege to be part of the discernment and preparation of these three clergy, and to hear already of the way God is using them in His church, across our diocese. We give thanks to them, and to God for them; along with the wisdom and counsel of Dr. Sho Howes, Mrs Lisa Milton, the Rev'd Bob Cameron, the Rev'd Kevin Simington and of course Bishop Mark, as members of the Ordination Panel.

A focus of the MDO role across the second part of this calendar year (and likely into the next) is to collate a **pool of shared resources** accessible to all parishes and make these available electronically via a central access point. Watch this space...!

Further, **next year** will need to see the formal implementation of the proposed Pastoral Supervision policy across the diocese, and I'll be involved with assisting clergy with setting up the necessary arrangements for their ongoing development.

I also anticipate a greater focus on helping the implementation of the diocesan strategic plan, particularly with those parishes without clergy.

The Minister's Handbook requires a review and reissue, and of course there'll be the diocesan conference and clergy retreat to organise, along with the continued focus on developing and assisting all those set apart for ministry across our diocese via the programs already in place.

I take this opportunity to thank Bishop Mark, our registrar and business manager Dr Warwick Baines, diocesan administration assistant Louise Hickey, and assistant registrar Alissia Galbraith for their tremendous support and encouragement throughout the year. I also continue to be greatly sustained by the support of many wonderful people across our diocese: too many to mention individually; thank-you, and praise God for you.

May we be people who proclaim the kingdom of God and teach about the Lord Jesus Christ – with all boldness and without hindrance (Acts 28:31), as together we continue the task of ***Sharing Jesus for Life***.

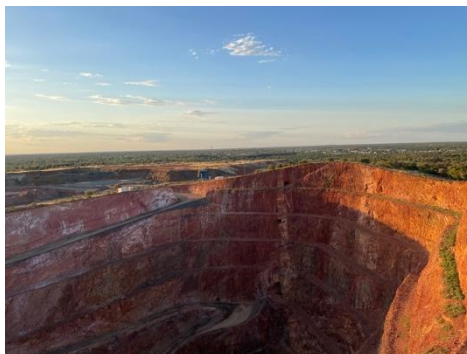
**The Rev'd Andrew Thornhill**  
Ministry Development Officer  
24 August 2023

## EVANGELIST REPORT TO SYNOD 2023



I would like to take this opportunity to thank the Synod for your support, encouragement, and prayers for the ministry that I have had the privilege to do at Narromine and Mudgee from 2017-2022. As I have now commenced ministry at Cobar as Priest-in-Charge and no longer specifically occupy the role of “Evangelist” in the diocese, I would like to mark the transition with an expression of my gratitude to you.

I would emphasise that the work of evangelism is not ceasing in my ministry at Cobar. Far from it, it is just that this ministry will take place through the office of Priest-in-Charge. The style and content of the ministry that I have reported to you over the years will still be front and centre of my ministry at Cobar, but with some variation as is relevant to the local context.



Fort Bourke Hill Lookout, Cobar township in distance

Please do pray for us at Cobar. The area size is around eleven million acres and reaching miners is challenging with the 12-hour shift system around the clock seven days a week. Please pray that God would open peoples’ hearts to Jesus, that we would have opportunities to share him, and that we would be clear and bold as we do so.

**The Rev’d James Daymond**

Priest in Charge, Cobar

24 August 2023

## **NORTHSIDE CHAPEL - FORBES REPORT TO SYNOD 2023**

Greetings from Northside Chapel. We continue to witness to and serve the community in the north of Forbes in the name of Jesus.

As the floods of November last year impacted our town, Northside Chapel was able to help other organisations such as the Salvos and Forbes Shire Council distribute goods to those who needed it. We also were able to be a meeting place for people while the town was split by floodwaters. For a few days we were the only place to have barista coffee and milkshakes for the kids on the northwest part of town.

During 2022 we changed our Wednesday program to two age groups with the hope that it would be easier for our volunteer team. This has been successful, so we are continuing that this year.

In January 2023 we began the process to become incorporated. This has gone smoothly so now we are Northside Chapel Incorporated. We hope to be able to grow in ways that we haven't been able to previously. One avenue that is now open to us is that we can apply for grants to help increase our activities in areas like youth ministry, etc.

Our annual 3-day Kids' Camp took place in July. God directed our camp in marvelous ways, sometimes making things happen that you would not expect to see at an event for kids.

Camp at Northside has always been like a culmination of everything we do all year, a time when great progress can be made in these kids' faith journey. Camp is not just about singing praise songs, telling Bible stories, and reading the bible. For us it is also about allowing times for the Holy Spirit to work in these kids' hearts.

Jason and Glenda Hare came from Queensland to help us this year and their gifts of leading worship made for an amazing time. One Holy Spirit moment at camp should be celebrated. On the second day we'd enjoyed a wonderful praise time finishing with the song "One thing remains", which says this about God's amazing love:

'Your love never fails, never gives up, never runs out on me.'

The Spirit then led us to talk about the sufferings of Christ, how they were the necessary punishment for our sins. Christ's love was tested to the utmost on the cross and it never failed, never gave up and never ran out. After suffering there He said, 'it is finished', and then He died. What was finished? Well, lots of things. His life, the punishment, and ultimately every sin of everyone who believes and seeks forgiveness. We then said 'put your hand up in you want to believe in Jesus', every hand was raised! We then were able to lead them in a prayer for forgiveness. A very special moment.

So camp was an indescribable few days, sharing time and God moments with these precious young people.

It has been a joy to work with the parish of St. Johns here in Forbes and the wider Diocese over the years and we appreciate and thank you greatly for all your support and help. As we are now incorporated, we move into a more independent season albeit still receiving financial support from our two local church supporters of which we are incredibly grateful.

So, once again thank you for your support and prayers.

Love in Christ

**Rex Taylor**

24 August 2023

## THE CHURCH AND INDIGENOUS CULTURE REPORT TO SYNOD 2023

The aim of the working group is to research, produce and make information available to the Bishop in Council, Synod, diocese and beyond to assist in the better understanding and incorporation of Indigenous Culture within the life of the church.

Since its conception around five years ago, the CAIC working group has provided material to encourage parishes to prayerfully consider how to better understand and incorporate Indigenous Culture within the life of the church. The hope being, that we may better connect and respect First Nation's people as we seek to together *Share Jesus for Life!*

This has included material provided by *Australians Together*, which not only outlines the historical experience of First Nations people but offers a biblical response for our journeying together as one people in Christ Jesus.

The use of Acknowledgement of Country, Indigenous artwork, and Reconciliation Action Plans (Bush Church Aid) has been encouraged and examples provided for use.

This is my final report as the convenor of the Church and Indigenous Culture working group. It is my hope that at Synod I can announce who is taking on this role into the future.

*"I pray that they may be one, Father, just as you are in me, and I am in you." John 17. 21*

**The Ven. Brett Watterson**

24 August 2023



## DIOCESAN CONFERENCE REPORT TO SYNOD 2023

But you are a chosen people, a royal priesthood, a holy nation, a people belonging to God, that you may declare the praises of him who called you out of darkness into his wonderful light. (1 Peter 2:9)

*All creatures of our God and King  
Lift up your voice and with us sing  
O praise Him! Alleluia!*

With these words: from God, and then our response to Him, our diocesan conference for 2023 began.

With the theme of *The church I'd love to join*, the 180 people who attended were both encouraged and challenged in thinking through whether our own churches are churches that people would love to join.

Following morning prayer, the Rev'd Mark Smith brought the keynote address, opening God's Word and teaching us from 1 Peter 2:4-12. This epistle was originally written to encourage discouraged and dispersed Christians in the first century, we too were encouraged by the reminder that the church is Jesus' church: created by him; populated by people called by Him; and purposed for His praise.

Following morning tea, the first three sessions helped us to think about the place of Bible Teaching in our church activities; whether our churches are welcoming, loving communities; and how we minister to children.

Encouragingly, over 20 of the attendees were children and youth, and special mention of gratitude must go to Warwick Baines, Sandy Simington, Rachael Bell, Tom Owen, and Hannah Howes for organising and taking care of our younger people across the day.

Lunch provided opportunity for informal fellowship, and a browse of the well-stocked bookstall which was wonderfully operated by Glenn and Wendy Murray.

The afternoon sessions included topics such as contemporary services, music in church and sharing Jesus in word and deed. James Daymond's suggestions of "quick and easy" ways to share Jesus (e.g., asking someone "would you like to come to church?"), and "more bold" ways of sharing Jesus (e.g., reading a Bible in public settings) were especially helpful with James' humour and passion combining well to encourage and challenge us all in the important call to *share Jesus for life* in our towns and communities.

Handouts from each session have been subsequently distributed across the diocese and are intended to prompt discussion and planning in Parishes, alongside the diocesan strategic plan.

Special thanks to Macquarie Anglican Grammar School in Dubbo for hosting us, to all the session coordinators and participants, and to everyone who attended and subsequently provided feedback on the day.

Plans are already under way for next year's conference: **Saturday 18<sup>th</sup> May 2024**, to again be held at the same location in Dubbo: I hope to see you there!

**The Rev'd Andrew Thornhill**  
Ministry Development Officer  
24 August 2023

## CURSILLO REPORT TO SYNOD 2023

In the past twelve months, we farewelled two long-serving members of the secretariat at the end of 2022 – Robyn Hull (Coonamble) and Ruth Wright (Tottenham) and this year welcomed new members Phil Mackie (Gilgandra) and Erika Chesworth (Dubbo).

- In the last 12 months we have: held our first mixed-gender three-day Cursillo retreat (October 2022);
- held two successful Diocesan Cursillo Gatherings, in Gilgandra (November '22) and Parkes (April '23);
- and conducted our first Drive, Care & Connect weekend (July '23).

**Mx1**, our first mixed-gender Cursillo weekend, was a long time in the making, with team leaders Graham and Ruth Wilson (Mudgee) initially forming a team in early 2020. Covid intervened twice over the next two years, forcing postponements.

Graham and Ruth Wilson courageously agreed to a third attempt at Mx1, but we had to find an alternative venue. We met at the church in Parkes and stayed a local motel.

The result was a very positive experience for all who took part – 15 participants and 17 team members. Feedback from participants has been very favourable, with many commenting on the love and warm acceptance they experienced from everyone throughout the weekend.

The **Cursillo Gathering** in Gilgandra a month after the three-day Cursillo offered a great opportunity for a reunion for those who had attended the Cursillo, as well as some encouraging talks from local members of the Cursillo community and some very uplifting singing.

A similar gathering in Parkes in April this year again brought over 60 people together for a day of encouragement, worship and refreshing of friendships that have linked so many of us from the various parishes of the diocese.

We thank the people of Gilgandra and Parkes for hosting these gatherings, and arranging the speakers, musicians, and catering.

In July, we launched our **Drive, Care & Connect** initiative – a concept aimed at building stronger links with the more isolated parishes of the diocese. Planned and led by Stuart Border (Gilgandra), the pilot project saw a team totalling ten people (not all at any one time, as some had to work around other commitments) arrive in Coonamble on Friday morning, July 7, for a day-and-a-half of minor maintenance and odd jobs on and around St Barnabas' Anglican Church, interspersed with times of conversation over a cuppa, prayer, worship and testimony.

The weekend achieved the objective of strengthening connections with a small outlying parish, assuring them that in spite of the distances there are many in the diocese who love and value them. Similar ministry is planned for next year.

We've planned a **'Regener8'** weekend at Ridgecrest on the October long weekend. The format uses video-based Bible study with small groups building fellowship and community as they share in praise, discussion, and prayer.

I take this opportunity to record my thanks and appreciation to all members of the Diocesan Cursillo Secretariat for their conscientious endeavours in contributing to the mission of God in this Diocese.

**Lew Hitchick**

Diocesan Lay Director, Anglican Cursillo Movement  
24 August 2023

## **DIOCESAN CAMP REPORT TO SYNOD 2023**

The annual camp was held at Ridgecrest on the weekend of August 11<sup>th</sup>-13<sup>th</sup> with over 120 people from 15 parishes registered. It was wonderful to not only see the length and breadth of the diocese but also all age ranges present and sharing in being God's family together.

The Rev'd Ian Powell was the speaker this year taking us on a dive through the book of Jonah and plumbing its depths well beyond the surface level of our Sunday School recollections. Everyone felt suitably buoyant and ready to take up an oar after the four talks.

We followed the same pattern as previous years with a time of welcome, prayer and praise on Friday evening. On the Saturday, 2 sessions in the morning, free time in the afternoon, prayer time for the diocese and following dinner - a cross generations game night (along with cheering on the Matildas) all wrapping up the evening with a Q & A session with our speaker. On Sunday morning, one normal session and then a shorter one with communion preceding lunch and then we all headed home.

Apart from opening up God's word together, the main aspects of camp are being family friendly, discussion groups that follow the talk, many people involved, and all with a relaxed friendly "vibe". This year the kids' programme was led by Rachael Bell (Bathurst) and Jo Watts (Orange East). Levi Kowalczyk (Rylstone) and Becca Howes (Bathurst) lead the High Schoolers. A good number of people commented on how good it was to see so many young people in our diocese. A great array of music and musicians was put together by Steve Klouth (West Wyalong). James Daymond (Cobar) again organised a prayer time for the diocese. Roger Phelps (Forbes), Bec Choi (Blayney) and Andy Martin (Orange) led the sessions so well, with plenty of others being interviewed, sharing "pick a passage", reading the Bible, and leading us in prayer.

Organising this camp is not that difficult for me as there are now so many people who so happily and so capably step into various roles. Mostly though, it's because Louise Hickey does so much of the work including setting up of all the difficult things. Big thanks also to Warwick Baines directing the financial and internet parts. The challenges for next year will be how to accommodate any growth that occurs at the same rate as the last 2 years and how best to locate a creche. Dates for 2024 will be confirmed in the coming weeks.

### **The Rev'd Phil Howes**

Senior Associate Minister for Families and Young People

24 August 2023

**THIRD ORDINARY SESSION 50<sup>th</sup> SYNOD - 16th SEPTEMBER 2023**

CLERICAL AND LAY REPRESENTATIVES SUMMONED BY THE BISHOP TO THE THIRD  
ORDINARY SESSION OF THE 50TH SYNOD UNDER THE ANGLICAN DIOCESE OF  
BATHURST ADMINISTRATION ORDINANCE

**PARISH CLERGY – Clause 300(1)**

BATHURST The Very Reverend James Hodson	FORBES The Reverend Roger Phelps The Reverend Sally Phelps
BLAYNEY The Reverend Wally Cox	GILGANDRA Vacant
BOURKE-BREWARRINA Vacant	GRENFELL The Reverend Timothy Smith
CANOWINDRA The Venerable Jonathan Williams	KELSO The Reverend Anastasia Webster-Hawes (Locum)
COBAR The Reverend James Daymond	NARROMINE Vacant
CONDOBOLIN Vacant	NYNGAN Vacant
COOLAH-DUNEDOO The Reverend Ross Craven (Locum)	OBERON The Reverend Jonathan Lush
COONABARABRAN The Reverend Andrew Thornhill	ORANGE The Reverend Andrew Martin
COONAMBLE Vacant	ORANGE EAST The Reverend Bob Cameron
COWRA The Reverend Ben Connelly	PARKES The Reverend Ben Mackay
CUDAL - MOLONG The Reverend David Blackmore	TRUNDLE Vacant
CUDGEGONG VALLEY Vacant	WARREN Vacant
CUMNOCK Vacant	WELLINGTON The Reverend Carl Palmer
DUBBO The Reverend Brett Watterson	WEST WYALONG The Reverend Steven Klouth

## LAY PERSONS ELECTED AS PARISH REPRESENTATIVES –Clause 300(2)

BATHURST Ms Sue West Vacancy	CUDGEGONG VALLEY Mrs Janice Keys Mrs Coral McFarland	ORANGE EAST Ms Anni Gallagher Vacancy
BLAYNEY Mrs Sue Lane Mrs Elizabeth Russ	CUMNOCK Mr Robert Gilmour Mrs Pat Gilmour	PARKES - PEAK HILL Mrs Norma Garment Mr Mark Olsen
BOURKE-BREWARRINA Mr Cec Dorrington Vacancy	DUBBO Mrs Therese Garnsey Mrs Debbie McLean	TRUNDLE Mr Cranley Gowing Mr Ray Williams
CANOWINDRA Ms Kirstin Stevenson Mrs Pamela Byrnes	FORBES Mrs Gwen Barnard Mrs Beryl Mason	WARREN Mr Michael Job Mrs Ruth Wright
COBAR Vacancy Vacancy	GILGANDRA Mr Stuart Border Mr Roger Whale	WELLINGTON Mrs Jennie Palmer Vacancy
COOLAH - DUNEDOO Mr Graham Goodman Mrs Jennifer Tunks	GRENFELL Mrs Elizabeth Lotherington Mr Ron Booth	WEST WYALONG Mrs Marie Seckold Mrs Susan Haines
COONABARABRAN Mr Brett Dicks Miss Marilyn Nevell	KELSO Mrs Diane Fraser Ms Julie Flynn	
COONAMBLE Ms Lois Cain Mrs Val Waterford	NARROMINE Mr Ray Haigh Mrs Trichelle Taylor	
CONDOBOLIN Mrs Jan Lewis Vacancy	NYNGAN Mr William Marr Mr Donald Hamblin	
COWRA Ms Elizabeth Jansen Mrs Christine Croudace	OBERON Mr Andrew Trafford Vacancy	
CUDAL-MOLONG Mrs Susan Blackmore Mrs Janet Price	ORANGE Vacancy Vacancy	

### **OFFICIAL MEMBERS OF SYNOD – Clause 316**

The Right Reverend Mark Calder	Diocesan Bishop
Dr Warwick Baines	Bishop's Registrar
Mr Adrian Ahern	Bishop's Chancellor

### **OFFICIAL MEMBERS OF SYNOD BY VIRTUE OF THEIR RESPECTIVE OFFICES – Clause 317, 403**

Mr John Power	Trustee
The Reverend Gloria Shipp	Indigenous Ministry Co-ordinator
Mr Andrew Boog	Chair, Professional Standards Committee
Mr Mark Galbraith	Bishop in Council member
Mr Glenn Murray	Bishop in Council member
Mrs Karen Trafford	Bishop in Council member
Mrs Lisa Milton	Bishop in Council member

### **APPOINTED MEMBERS**

#### **STIPENDIARY/NON-STIPENDIARY CLERGY RESIDENT IN THE DIOCESE – Clause 318**

The Reverend Kevin Simington	Ministry Consultant
The Reverend Phil Howes	Associate Priest, Family & Youth Ministry
The Reverend James Boardman	Assistant Priest, Bathurst Cathedral
The Reverend Rebecca Choi	Deacon, Blayney

#### **LAY PERSONS SUMMONED BY THE BISHOP – Clause 319**

Mrs Wendy Murray	Lay Stipendiary Worker, Cudgegong Valley
Mr Doug Milton	Member of the Bathurst Cathedral Parish
Mr Lew Hitchick	Diocesan Lay Director, Cursillo Movement
Mrs Joy Ritchie	Member of the Blayney Parish
Mr Levi Kowalczyk	Youth Minister, Cudgegong Valley
Ms Elizabeth Watterson	Youth Minister, Dubbo
Mrs Joanna Watts	Children's Minister, Orange East

## **APPENDIX 1**

### **AN ORDINANCE FOR THE SALE OF CHURCH TRUST PROPERTIES IN THE ANGLICAN DIOCESE OF BATHURST AUGUST 2023**

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AN ORDINANCE to authorise and direct the sale of certain lands and associated assets and property of Church Trust Property in the Anglican Diocese of Bathurst in order to satisfy the obligations of the Diocese of Bathurst with respect to matters of Redress and to provide for the disposition of the proceeds thereof.

#### **PREAMBLE**

Declare that section 26 of the Anglican Church Trust Property Act 1917 empowers BIC to direct that Church Trust Property be sold or otherwise dealt with to honour the obligations of the Diocese of Bathurst to settle claims of redress, regardless of the terms of trusts on which such property is held.

Declare that there is available Church Trust Property, both real and personal, which can be utilised to honour the obligations arising from these claims.

Declare that the Current BIC Members take such action, by ordinance or otherwise, to settle claims of redress limited to Church Trust Property.

AND WHEREAS the pieces or parcels of land and property described in the schedule hereto attached are vested in the Anglican Church Property Trust Diocese of Bathurst (APT)

AND WHEREAS it has become and is inexpedient to carry out or observe the particular trust or trusts upon which the portion or portions of land comprising the schedule hereto was or were granted or conveyed and is or are held and it is expedient to vary the same

AND WHEREAS Bishop-in-Council has been empowered pursuant to sections 40, 32 and 26 and other provisions of the Anglican Church of Australia Trust Property Act 1917 to act for the Synod during the recess of the Synod, to manage the property of the Diocese and to vary inexpedient trusts and in the name of the Synod to enact appropriate ordinances.

NOW BISHOP-IN-COUNCIL ON BEHALF OF THE SYNOD OF THE DIOCESE OF BATHURST ORDAINS AS FOLLOWS:

#### **DECLARATION OF OPINION**

1. It has become and is inexpedient and impossible to carry out or observe the particular trust or trusts upon which the portion or portions of land and property listed in the schedule hereto was or were granted or conveyed and is or are held; and
2. It has become inexpedient and impossible to carry out the trusts upon which the said land is held, and it is expedient to vary the same.

### **POWER TO SELL**

3. It shall be lawful under and by virtue of the powers aforesaid to sell the said piece or pieces of land and property described in the Schedule hereto attached or any one or more of them, or any part or parts thereof or any improvements thereon by public auction or by private contract and for such sum or sums and upon such terms and conditions as may be determined by the Anglican Property Trust Diocese of Bathurst and the Bishop-in-Council Diocese of Bathurst.

### **HOW SALE TO BE CARRIED OUT**

4. The Anglican Property Trust Diocese of Bathurst is hereby authorised and directed to execute and do all necessary deeds, conveyances, transfers, assurances, and other instruments, acts and things for giving full and complete effect to the provisions of this Ordinance according to its true intent and meaning.

### **DISPOSITION OF PROCEEDS**

5. The monies arising from any such sale shall be paid to the Anglican Church Property Trust and after provision has been made for costs and charges relating thereto shall be held or applied by the said trust in the manner following: that is to say to pay matters of redress both secured and unsecured upon the said piece or pieces of land and property described in the Schedule hereto attached and following upon the satisfaction of such debts to pay any surplus remaining in the manner determined by Bishop-in-Council Diocese of Bathurst.

### **SHORT TITLE**

6. This ordinance may be cited for all purposes as "An Ordinance for the Sale of Church Trust Properties in the Anglican Diocese of Bathurst August 2023"

### **LAPSING OF ORDINANCE**

7. This Ordinance shall lapse on 15 August 2026 unless by that date contracts for sale have been entered into for the sale of the lands and properties in the Schedule

### **SCHEDULE**

8. All that parcel of land and property at Church Street Peel comprising Lot 7, Section 12, DP 758833 and Lot 8, DP 650677, Local Government Area of Bathurst, Parish of Peel, County of Roxburgh, New South Wales.
9. All that parcel of land and property at 2105 Gooloogong Road, Warraderry Lot 1, DP 377654, Local Government Area of Weddin, Parish of Warraderry, County of Forbes, New South Wales.



## **CUDAL-MOLONG PARISH (RECTORIES) LAND SALE ORDINANCE 2023**

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AN ORDINANCE to authorise and direct the sale of certain lands and associated assets and property of Church Trust Property in the Parish of Cudal-Molong in the Anglican Diocese of Bathurst with respect to accommodation of a resident minister.

### **PREAMBLE**

WHEREAS the piece or parcel of land described in the schedule hereto is vested in the Anglican Property Trust Diocese of Bathurst and held for the Parish of Cudal-Molong.

AND WHEREAS it has become and is inexpedient to carry out or observe the trust applicable to all the said land,

AND WHEREAS it is expedient that the said land be sold,

AND WHEREAS Bishop-in-Council has been empowered pursuant to sections 40, 32 and 26 and other provisions of the Anglican Church of Australia Trust Property Act 1917 to act for the Synod during the recess of the Synod, to manage the property of the Diocese and to vary inexpedient trusts and in the name of the Synod to enact appropriate ordinances.

NOW BISHOP-IN-COUNCIL ON BEHALF OF THE SYNOD OF THE DIOCESE OF BATHURST ORDAINS AS FOLLOWS:

### **DECLARATION OF OPINION**

1. It has become and is inexpedient and impossible to carry out or observe the trust applicable to all the said land; and
2. It is necessary to vary the trust so that the land be sold and that the proceeds from the sale of land be held on trust for the Anglican Diocese of Bathurst and the corpus and income applied to be used that is towards accommodation of a resident minister.

### **POWER TO SELL**

3. It shall be lawful under and by virtue of the powers aforesaid to sell the said pieces of land and property described in the Schedule by public auction or by private contract and for such sum or sums and upon such terms and conditions as may be determined by the Anglican Property Trust Diocese of Bathurst and the Bishop-in-Council Diocese of Bathurst.

#### **HOW SALE IS TO BE CARRIED OUT**

4. The Anglican Property Trust Diocese of Bathurst is hereby authorised and directed to execute and do all necessary deeds, conveyances, transfers, assurances, and other instruments, acts and things for giving full and complete effect to the provisions of this Ordinance according to its true intent and meaning.

#### **DISPOSITION OF PROCEEDS**

5. The monies arising from any such sale shall be paid to the Anglican Church Property Trust and after provision has been made for costs and charges relating thereto shall be held or applied by the said trust in the manner following, first towards accommodation of a resident minister and second for property maintenance in the Parish of Cudal-Molong.

#### **SHORT TITLE**

6. This ordinance may be cited for all purposes as “Cudal-Molong Parish (Rectories), Land Sale Ordinance 2023”.

#### **LAPSING OF ORDINANCE**

7. This Ordinance shall lapse on 15 August 2026 unless by that date contracts for sale have been entered into for the sale of the lands and property in the Schedule.

#### **SCHEDULE**

8. The parcel of land and property known as the Cudal Parish Hall at 26 Toogong Street, Cudal, Lot 7, Section 11 DP 758311, Local Government Area of Cabonne, Parish of Boree Cabonne, County of Ashburnham, New South Wales.
9. The parcel of land and property known as the Cudal Rectory at 28 Toogong Street, Cudal, Lot 6, Section 11 DP 758311, Local Government Area of Cabonne, Parish of Boree Cabonne, County of Ashburnham, New South Wales.
10. The parcel of land and property known as the Molong Rectory at 42 Edward Street, Molong, Lot 12, DP 1127953, Local Government Area of Cabonne, Parish of Molong, County of Ashburnham, New South Wales.