

Bathurst Diocese

SHARING JESUS FOR LIFE

FIRST SESSION

OF THE

51ST SYNOD

SATURDAY 21 SEPTEMBER 2024

BOOK 1

BUSINESS PAPERS



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TIMETABLE

FOR SATURDAY 21ST SEPTEMBER
HOLY TRINITY PARISH AND COMMUNITY CENTRE, KELSO

8.45am	Gather and register
9.00am	Welcome, reflection and prayer
9.15am	President's address
9.50am	Launch Hope25
10.05am	Election of Chair of Committees Election of Secretaries Formal motions Notices of questions (not submitted prior to synod) Notices of motions (not submitted prior to synod)
10.30am	Morning tea
11.00am	Launch Anglicare Central West
11.15am	Presentation by Paul Sampson from BCA
11.25am	Introduction to and explanation of elections
11.35am	Consideration of finance motions (M7 – M9) Motion M7 – Audited Statements Motion M8 – Synod Management Fund Estimates for 2025 Motion M9 – Schedule of Synod Contributions for 2025
12.05pm	Motions of which notice has been given Questions of which previous notice has been given to be answered
12.15pm	Lunch
12.55pm	Consideration of other motions
2.25pm	Prayer
2.40pm	Adjournment of Synod

MOTIONS

PROCEDURAL MOTIONS

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 Secretaries of Synod

Mover: Dr Warwick Baines
Seconder: Archdeacon Jono Williams

Synod agrees to the appointment of the Rev'd Bob Cameron and Mrs Kath Thornhill as Secretaries of Synod.

M3 Chair of Committees

Mover: The Rev'd Bob Cameron
Seconder: Archdeacon Andrew Thornhill

Synod agrees to the appointment of Mr Mark Olsen as Chair of Committees.

M4 Elections of Boards and Committees

Mover: The Rev'd Bob Cameron
Seconder: Adrian Ahern

Synod agrees to the following procedures for the conduct of the 2024 Synod elections:

- 1) to conduct the ballots by electronic means, using the voting platform, Election Runner;
- 2) to open the ballots at 11am on Saturday 20th September 2024, and close them at 2:00pm on the same day;
- 3) to request that the Registrar advise the results of the elections to Synod members by email no later than 6pm on the same day;

and agrees to the suspension of so much of the Rules of Synod as would prevent the adoption of these procedures.

M5 Reports

Mover: Archdeacon Andrew Thornhill
Seconder: Lisa Milton

Synod moves that the reports, as included in synod book 1, be tabled and received.

M6 Permission for Presentations by People other than Synod Members

Mover: The Rev'd James Daymond
Seconder: Sue West

Synod gives leave for the Rev'd Andrew Ford to address synod on behalf of Anglicare and for the Rev'd Paul Sampson to address synod on behalf of BCA.

MOTIONS BROUGHT AT THE REQUEST OF BiC

M7 Finance and Accounts for 2023

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 2023.

M8 Synod Management Fund Budget Estimates for 2025

Mover: Dr Warwick Baines
Seconder: Mark Galbraith

Synod adopts the 2025 Synod Management Fund Budget Estimates.

M9 Schedule of Synod Contributions for 2025

Mover: Dr Warwick Baines
Seconder: Mark Galbraith

Synod adopts the 2025 Schedule of Synod Contributions.

M10 Professional Standards Ordinance Taskforce

Mover: Glenn Murray
Seconder: The Rev'd Bob Cameron

Synod receives the report of the Professional Standards Ordinance Taskforce and on the request of BiC, grants leave for the taskforce to continue meeting, with a view to bringing a new ordinance to the second session of the 51st Synod in 2025.

M11 Hope25

Mover: The Rev'd James Daymond
Seconder: The Rev'd Jonny Lush

That this Synod wholeheartedly supports the Anglican Church of Australia's project Hope25 – 'Hope in an Uncertain World' – sharing the hope we have in Jesus Christ, and encourages every parish and community to participate.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

M12 Anniversary of the Anglican Board of Mission

Mover: Sue West
Seconder: Jane Francis

That this synod:

1. Notes with gratitude that the Anglican Board of Mission (ABM) will celebrate its 175th Anniversary on 29 October 2025 and
 - a. Encourages the Diocese and its faith communities to both participate in events organised by ABM and to consider organising their own events in 2025 or 2026 to mark this achievement, highlighting particularly the involvement of members of this Diocese over that time.
 - b. Explores with ABM where God is calling this Diocese to participate in God's ongoing mission through ABM to complement the existing mission partnerships it has.
 - c. Asks the Bishop to write to ABM to convey the interest of this diocese in celebrating this significant anniversary with ABM.
2. Gives thanks for the over \$20,000 donated by the parishes, schools and church groups of this Diocese to the work of ABM and Anglicans in Development (AID) in 2023 and for the prayers said in support of our partners, particularly prayers for the peace of Jerusalem, Israel, Gaza and the Middle East;
3. Encourages parishes to consider supporting ABM (non-tax-deductible) Church to Church and Reconciliation Programs that work with First Nations peoples throughout Australia and partner churches overseas

M13 Future of Anglican Women's Association

Mover: Janice Keys
Seconder: Archdeacon Tim St Quintin

That Synod respectfully ask Bishop in Council to consider the future of Anglican Women's Association (AWA) within the Diocese.

M14 Annual Appraisal of Clergy

Mover: Janet Price
Seconder: Mike Middleton

Synod respectfully requests that the Bishop and Bishop-in-Council devise and implement a regular review of the ministry of our clergy, so that we may better support, equip, develop and encourage them in their work.

M15 Clergy Retirement

Mover: The Rev'd Bob Cameron
Second: The Rev'd Phil Howes

Synod, noting its motion in 2021 with regard to clergy retirement, requests that Bishop-in-Council review the current rules regarding the retirement of clergy in the diocese, with reference to (but not limited to):

1. the age of retirement of parish clergy;
2. options and processes for extensions of clergy appointments beyond the nominated retirement date; and
3. roles of the bishop, parish, and Bishop-in-Council in decisions to extend the appointments of parish clergy;

and asks Bishop-in-Council to bring a report with recommendations to the next ordinary session of the synod.

M16 Definition of Communicant Member

Mover: The Rev'd Sally Phelps
Second: The Rev'd Ben Mackay

Synod respectfully requests BiC to amend the necessary ordinances to clarify the definition of a communicant member in this diocese. Synod further requests the bishop to publish the outcome along with any explanatory notes and implications he deems helpful.

M17 Ministry handbook

Mover: The Rev'd Sally Phelps
Second: The Rev'd Roger Phelps

Synod thanks BiC and the ordinance review committee for its ongoing work on our ordinances and respectfully requests that as result of recent changes, the ministry handbook be now reviewed, updated and republished

M18 Sharing Ministry Resources

Mover: The Rev'd Sally Phelps
Second: The Rev'd Ben Mackay

Synod requests the registrar to give consideration to establishing a working group that assists the diocesan office in expanding the resources page of our website so that there is a means by which ministers, treasurers and churchwardens can share helpful resources, contact details, grants information and relevant financial advantages gained etc, which may be of benefit to other parishes.

M19 Job Description for our Ministers

Mover: Mike Middleton
Seconder: Rod Wykes

Synod requests the ordinance review committee to consider amending the Parishes Ordinance 2023 to include a clear job description of a rector or priest-in-charge. Synod further requests the ordinance review committee to seek submissions for the same from synod members for their consideration

M20 Role description for our Members

Mover: Mike Middleton
Seconder: Rod Wykes

Synod requests the ordinance review committee to consider amending the Parishes Ordinance 2023 to include guidelines relating to the contribution to the life of a church, parishioners might be reasonably be expected to make. Synod further requests the ordinance review committee seek submissions for the same from synod members for their consideration.

QUESTIONS OF WHICH NOTICE HAS BEEN GIVEN

Q1 Communicant Members

Submitted by: The Rev'd Sally Phelps

With reference to the definition of a 'communicant member' (clause 103 of the Administration Ordinance 2023), the requirements to take part in a general meeting (clause 6.10 of the Parishes Ordinance 2023) and the qualifications to hold office (clause 7.1 of the Parishes Ordinance 2023) would the President please clarify who qualifies as a member of our churches in this diocese?

Q2 Clergy Retirement

Submitted by: The Rev'd Bob Cameron

What action has been taken since the Synod referred the following motion to Bishop-in-Council in September 2021?

Synod requests that Bishop-in-Council review the current rules regarding the retirement of clergy in the diocese, with reference to (but not limited to)

- i. the age of retirement of parish clergy;
- ii. options and processes for extensions of clergy appointments beyond the nominated retirement date; and
- iii. roles of the bishop, parish, and Bishop-in-Council in decisions to extend the appointments of parish clergy;

and asks Bishop-in-Council to bring a report with recommendations to the next ordinary session of the synod.

Q3 APT building maintenance

Submitted by: Mr Doug Milton

The Anglican Property Trust owns all the Church land and buildings in the Diocese. In a normal lease arrangement the property owner is responsible for the structural maintenance of the buildings. Please explain the obligations and responsibilities of both the Parish and the Anglican Property Trust regarding repairs and maintenance on the buildings.

Q4 Future strategy for building usability

Submitted by: Mr Doug Milton

Given that there is an increasing number of old buildings in the diocese that require significant structural work that is beyond the capacity of parishes to fund, what is the future strategy to keep these buildings usable?

NOMINATIONS FOR ELECTED POSITIONS

FIRST ORDINARY SESSION OF THE 51ST SYNOD – 21 SEPTEMBER 2024

1. BISHOP-IN-COUNCIL

The primary duty of Bishop in Council is to provide advice to the bishop in the exercise of his responsibilities in the administration of the diocese and to act as the standing committee of the synod.

Those considering election will need to be committed to the Lord Jesus and to the task of **SHARING JESUS FOR LIFE**. A range of skills and experience is required in the make-up of the council, including the ability to think strategically about the ministry of the diocese, recruitment, fundraising, and business acumen. Most important is personal integrity and the ability to work together to make decisions for the strategic advance of the gospel across central and western NSW.

Bishop-in-Council consists of the bishop, the archdeacons and the dean (all ex officio), and nine elected members of synod, **comprising three clergy and six lay persons**. In addition, the bishop may appoint one clergy and two lay persons (who are members of synod). The registrar attends and advises as secretary.

The **nominees for elected positions** to Bishop-in-Council are:

	Clergy Nominees (3)	Lay Nominees (6)
1.	The Rev'd Bob Cameron	Jane Francis
2.	The Rev'd James Daymond	Mark Galbraith
3.	The Rev'd Phil Howes	Ray Haigh
4.	The Rev'd Sally Phelps	Lisa Milton
5.		Glenn Murray
6.		John Power

2. ANGLICAN PROPERTY TRUST

Members of the Anglican Property Trust (APT) are trustees of all property and finances of the diocese. This includes responsibility for the Anglican Managed Investments Fund (AMIF). They are charged with being good and godly stewards of all that has been entrusted to the diocese. This involves making wise and strategic decisions, as well as advising Bishop-in-Council, on a range of property and investment matters including but not limited to: sales, rentals, insurance, maintenance, redress reserve, portfolio strategy and returns to deposit holders.

Those persons considering election will need to be committed to the Lord Jesus and to the task **SHARING JESUS FOR LIFE**. A range of skills and experience is required including business acumen, ideally some experience with property and/or finance, but more importantly personal integrity and the ability to contribute to making decisions for the strategic advance of the gospel across central and western NSW.

The APT consists of the bishop as chair, the diocesan archdeacon (or representative), and six elected members of synod, two of whom are to be clergy. The term of elected APT members is six years. The registrar attends and advises as secretary.

Only one lay position is up for election this year. The **nominees for elected positions** to the property trust are:

Clergy Nominees (0)		Lay Nominees (1)
1.	N/A	Stephen Holland

3. GENERAL SYNOD REPRESENTATIVES

These people represent the diocese at General Synod, which is the national gathering of the Anglican Church of Australia. The General Synod is the key policy making body for the national church and often faces very challenging discussions as representatives make their positions clear. It can often be a very taxing time but is nonetheless important at what is a critical time for the Anglican Church of Australia. General Synod has been meeting every three or four years, and usually begins on a Sunday night and goes through to lunch time the following Friday. The next meeting of General Synod is planned for 9-14 August 2026 and will be held in Melbourne. Those persons offering for election will need to be committed to the Lord Jesus and to the task of **SHARING JESUS FOR LIFE**. Anyone standing for election, must be available for the dates indicated. The cost of travel and accommodation is covered by the diocese.

The number of people we can send to General Synod is dependent upon the number of licenced clergy actively serving in the Diocese. At present, we can send the bishop, one clergyperson and one lay person (both of whom must be members of our synod).

The **nominees for elected positions** to General Synod are:

Clergy Nominees (1)		Lay Nominees (1)
1.	The Rev'd Phil Howes	Jane Francis
2.	Archdeacon Jono Williams	

4. PARISH APPOINTMENT BOARD

These clergy work with parish nominators when a parish is vacant, to nominate a clergy person to the bishop for appointment as priest-in-charge or rector. They serve an important role in ensuring that a person so nominated is a good fit both for the particular parish and for the diocese. Those persons considering election will need to be committed to the Lord Jesus and to the task of **SHARING JESUS FOR LIFE**.

The board comprises three clergy who are members of synod, elected by the synod. We also elect three reserves. The **nominees for elected positions** to parish appointment board are:

Clergy Nominees (6)	
1.	The Rev'd Bob Cameron
2.	The Rev'd Bec Choi
3.	The Rev'd Phil Howes
4.	The Rev'd Ben Mackay
5.	The Rev'd Sally Phelps
6.	Archdeacon Andrew Thornhill
7.	Archdeacon Jono Williams

5. BISHOP’S ELECTION BOARD

In the event that the bishop’s term has been completed, or the bishop has resigned or if for any other reason the office of bishop has fallen vacant, the bishop’s election board prayerfully considers who may best serve the diocese as our new bishop. This role doesn’t occur often but is very important when it does. Those persons considering election will need to be committed to the Lord Jesus and to the task **SHARING JESUS FOR LIFE**. They should also be people of prayer, wisdom and discernment as they seek the Lord’s will and interview candidates.

The board consists of **six elected clergy** and **six elected lay persons** who are members of synod. In addition, whenever an election occurs, three additional clergy and three additional lay people are elected as reserves, should any of the first six in either category be unavailable to serve when a vacancy occurs.

The **nominees for elected positions** to Bishop’s Election Board are:

Clergy Nominees (9)		Lay Nominees (9)
1.	The Rev’d James Boardman	Jane Francis
2.	The Rev’d Bob Cameron	Mark Galbraith
3.	Dean James Hodson	Ray Haigh
4.	The Rev’d Phil Howes	Lisa Milton
5.	The Rev’d Ben Mackay	Glenn Murray
6.	The Rev’d Andy Martin	
7.	The Rev’d Roger Phelps	
8.	The Rev’d Sally Phelps	
9.	Archdeacon Tim St Quintin	
10.	Archdeacon Andrew Thornhill	
11.	Archdeacon Jono Williams	

6. PROVINCIAL SYNOD

The provincial synod meets rarely and only as needed to discuss policy specifically relating to the province of NSW. The province of NSW consists of the dioceses of Sydney, Canberra-Goulburn, Armidale, Bathurst, the Riverina, Newcastle and Grafton. Those persons considering election will need to be committed to the Lord Jesus and to the task of **SHARING JESUS FOR LIFE**. We are eligible to send the bishop plus one lay person and one clergy person to provincial synod.

The **nominees for elected positions** to Provincial Synod are:

Clergy Nominees (1)		Lay Nominees (1)
1.	Archdeacon Andrew Thornhill	Mike Middleton
2.	Archdeacon Jono Williams	

LIST OF SYNOD REPRESENTATIVES

SUMMONED BY THE BISHOP TO THE FIRST ORDINARY SESSION OF THE 51st SYNOD
UNDER THE ANGLICAN DIOCESE OF BATHURST ADMINISTRATION ORDINANCE.

CLERICAL AND LAY REPRESENTATIVES

Parish Clergy – Clause 300(1)

BATHURST

The Very Reverend James Hodson

BLAYNEY

The Reverend Wally Cox

BOURKE / BREWARRINA

Vacant

CANOWINDRA

The Venerable Jono Williams

COBAR

The Reverend James Daymond

COOLAH-DUNEDOO

The Reverend Ross Craven (Locum)

COONABARABRAN

Vacant

COONAMBLE

Vacant

CONDOBOLIN

Vacant

COWRA

The Reverend Ben Connelly

CUDAL-MOLONG

The Reverend David Blackmore

CUDGEGONG VALLEY

The Venerable Tim St Quintin

CUMNOCK

Vacant

DUBBO

The Venerable Andrew Thornhill

FORBES

The Reverend Roger Phelps

The Reverend Sally Phelps

GILGANDRA

The Reverend Stuart Border

GRENFELL

The Reverend Tim Smith

KELSO

The Reverend David Hayman (Locum)

NARROMINE

Luke Merriman

NYNGAN

Vacant

OBERON

The Reverend Jonny Lush

ORANGE

The Reverend Andy Martin

ORANGE EAST

The Reverend Bob Cameron

PARKES / PEAK HILL

The Reverend Ben Mackay

TRUNDLE

Vacant

WARREN

Vacant

WELLINGTON

The Reverend Carl Palmer

WEST WYALONG

Bishop Stuart Robinson (Locum)

Lay Persons Elected as Parish Representatives – Clause 300(2)

BATHURST

Jane Francis
Sue West

CUDGEGONG VALLEY

Carolyn Wagstaffe
Janice Keys

ORANGE EAST

Anni Gallagher
Helen Balcomb

BLAYNEY

Joy Ritchie
Sue Lane

CUMNOCK

Colin Cartwright
Ken Turner

PARKES / PEAK HILL

Mark Olson
Norma Garment

BOURKE / BREWARRINA

Cec Dorrington
Vacant

DUBBO

Dianne Phillis
Bruce Henderson

TRUNDLE

Cranley Gowing
Graham Coombs

CANOWINDRA

Kirstin Stevenson
Ross Burnett

FORBES

Janet Mulette
Keith Mulette

WARREN

Michael Job
Vacant

COBAR

Graham Watt
Vacant

GILGANDRA

Madeline Foran
Roger Whale

WELLINGTON

Jennie Palmer
Vacant

COOLAH-DUNEDOO

Graham Goodman
Jennifer Tunks

GRENFELL

Elizabeth Lotherington
Ronald Booth

WEST WYALONG

Marie Seckold
Susan Haines

COONABARABRAN

Merilyn Nevell
Michelle Menz

KELSO

Diane Fraser
Julie Flynn

COONAMBLE

Isabel McGlashen
Lois Cain

NARROMINE

Anthony Walsh
Ray Haigh

CONDOBOLIN

Sue Thomas
Jan Lewis

NYNGAN

Don Hamblin
William Marr

COWRA

Jenny Anderson
Liz Jansen

OBERON

Barry Lang
Darren Reed

CUDAL-MOLONG

Janet Price
Susan Blackmore

ORANGE

Mike Middleton
Rod Wykes

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
Mr Andrew Trafford	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 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 Bec Choi	Deacon, Blayney

Lay Persons Summoned by the Bishop – Clause 319

Mr Doug Milton	Member of the Bathurst Cathedral Parish
Mr Levi Kowalczyk	Youth Minister, Cudgegong Valley
Mrs Wendy Murray	Lay Stipendiary Worker, Cudgegong Valley Parish
Mr Kath Thornhill	Events Coordinator, Bathurst Diocese
Mr Steve White	Member of the Holy Trinity Orange Parish
Mr James White	Lay Stipendiary Worker, Coolah-Dunedoo Parish
Mr Eliot Harper	Member of the Blayney Parish
Mr Lew Hitchick	Diocesan Lay Director, Cursillo Movement

REPORTS

BISHOP-IN-COUNCIL REPORT TO SYNOD

Bishop in Council reports on its work since the September 2023 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 Third Ordinary Session of the 50th Synod:

17 October 2023	(via Zoom)
19 December 2023	(via Zoom)
20 February 2024	(via Zoom)
16 April 2024	(via Zoom)
15 June 2024	(Holy Trinity Parish Hall, Dubbo)
20 August 2024	(via Zoom)

2 – Members and Meeting Attendance

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

* Andrew Thornhill appointed Archdeacon on 3 February 2024, thereby relinquishing appointed clergy role.

* Karen Trafford resigned from BiC effective 15 November 2023. BiC chose not to fill the vacancy.

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
1/2024	Cudgegong Valley Parish (Triamble Church) Land Sale Ordinance 2024

4 – Key Points from Bishop in Council Meetings

17 OCTOBER 2023

General

- The Chair requested advice on the recalibration of the Ministry Development Officer (MDO) role following the appointment of the Rev'd Andrew Thornhill to Dubbo and agreed to write position descriptions for new unpaid roles that assumed responsibility for certain MDO tasks.
- The Registrar was on leave for this meeting.
- The minutes of the Third Session of the 50th Synod held on 16 September 2023 were authorised to be signed as a true and correct record of the proceedings of the meeting.
- With the approval of the Professional Standards Director, a special safe ministry category was approved for the bishop to give, at his discretion, retired priests without an ATO, permission to officiate a maximum of 5 times per calendar year.

Anglican Property Trust

BiC received the minutes of the APT meeting on 4 October 2023 as their report. Key points:

- Endorsed statement of advice of for the additional investment of \$1.8m from recent bequests.
- Update on outstanding cases provided which includes: 5 under the National Redress Scheme, 7 outstanding civil claims with an estimated outstanding liability of \$1.325m.
- Mandated the use of the property risk (every 3 years) and maintenance (every year) features of the Love My Church portal from 2024 subject to the provision of appropriate support facilitated by the diocesan office.
- Single licence planned for all diocesan cemeteries under CCNSW's new interment industry scheme.

19 DECEMBER 2023

General

- Resignation of Brett Watterson as Archdeacon of the Northwest (to be filled by Andrew Thornhill from February 2024) and resignation of Karen Trafford as an elected lay member created a vacancy for an appointed clergy member and an elected lay member.
- The Registrar presented the 30 November 2023 YTD financial statements v budget. YTD surplus is \$139k but some major expenses and year-end adjustments were still to be reflected.
- Professional Standards Ordinance Taskforce established, to be led by the Rev'd Ben Mackay.
- Stipend and Clergy Welfare Commission—for the safety and welfare of our clergy and their families, it was decided that the minimum standards as previously published to remain without change on the understanding that the bishop may consider, upon request, a grace period of up to 12 months.

Anglican Property Trust

BiC received the minutes of the APT meeting on 6 December 2023 as their report. Key points:

- Update on outstanding redress cases which includes: 9 under the National Redress Scheme, 9 outstanding civil claims—the estimated outstanding liability is \$1.535m. Cash backed redress reserve stands at \$1.468m so more properties such as Peel need to be sold.
- Gilgandra Church stabilisation update, including Geotechnical Investigation Report, was discussed. The Bishop reported that the building committee are very positive about work being undertaken in 2024 that would allow them to use the building again.
- Recommendation to Bishop in Council for a 2024 insurance recovery from parishes of 23.75c per \$100 of property insured, with 1.62c of that rate allocated to the deductible subsidy fund.

Other

- Safe ministry—in consultation with the Director of Professional Standards and our insurer changes to screening guidelines approved, namely: referee requirements for certain roles, the addition of code of conduct requirements for all roles, and frequency of screening checks.
- On their resignations, BiC gave thanks to God for the significant contribution to both Bishop in Council and to the life of the diocese by Archdeacon Brett Watterson and Mrs Karen Trafford.
- Voluntary assisted dying—whilst we cannot agree to it, the Bishop stated that we need to pastorally care for those who engage with or are affected by it, and asked the Dean to write a one-page pastoral letter for distribution to clergy and parishes early in 2024.

20 FEBRUARY 2024

General

- Appointed clergy member vacancy filled by the Rev'd Sally Phelps.
- With the Bishop on long service leave, the meeting was chaired by the Dean.
- The 31 DEC YTD financials v budget of the Synod Management Fund (SMF) YTD surplus is \$88k compared to a budgeted surplus of \$6k. Key reasons for the stronger than expected performance is \$30k in interest, \$16k higher than budgeted income from the Charles Campbell Trust and \$20k lower spend on wages, salaries, and stipends in the Bishop's Office. But this is prior to audit adjustments, including to the professional standards provision.
- The Rev'd James Daymond and the Rev'd Jonny Lush attended the National Evangelism Workshop in Melbourne 12-14 February 2024 in preparation for the Hope 25 campaign which should provide additional impetus for implementation of the diocesan strategic plan.
- Professional Standards Taskforce—the Rev'd Ben Mackay acknowledged the work of the Diocese of Canberra Goulburn on their Professional Standards Ordinance but is of the view that the synod motion means the task can't be completely delegated to our DPS and so a diocesan taskforce is still required.
- In accordance with sections 428-431 of the Administration Ordinance 2023, Mark Galbraith was appointed as a BiC member of the Stipend and Clergy Welfare Committee.
- Clergy Pastoral Supervision Policy—now on the resources page of the diocesan website but a register of supervisors still to be developed.

Anglican Property Trust

BiC received the minutes of the APT meeting on 7 February 2024 as their report. Key points:

- Based on confirmed investment income for the year of \$323k, a total \$236k was available for distribution to deposit holders for 2023, after deducting operating expenses. Consequently APT endorsed the payment to all AMIF deposit holders of 2.2% interest on average balances for the 6 months to 31 December 2023, for a total of 3.7% return for the year.
- No change to redress cases from previous meeting.
- Submissions on the potential sale of properties were received from parishes of Cumnock and Cudal-Molong.
- Settlement for the purchase of a new rectory at 10 Menah Avenue Mudgee to occur on 16 February 2024.
- Approval granted to undertake independent valuation of Peel Church.

16 APRIL 2024

General

- Bishop returned from LSL. Archdeacon Tim St Quintin joined first meeting.
- The SMF audited financial statements for the year ended 31 December 2023 were presented and endorsed. Operating surplus \$93k v \$118k in the prior year, excluding removal of professional standards provision which has been moved to AMIF.
- Recruitment pathways—two ordinations on 20 April at Bathurst Cathedral—Joshua Taylor and Stuart Boardman. Luke Merriman commences at Narromine on 27 May as a lay stipendiary minister.
- Clergy Pastoral Supervision Policy—the Rev'd Phil Howes, who has oversight of this policy, reported that he was exploring the possibility of group supervision to reduce costs. The Chair confident that the 30 June 2024 deadline for all stipendiary clergy to have an approved pastoral supervisor would be met.
- The meeting respectfully declined the request from the Cudgegong Valley Parish for a third elected warden and requested that the Bishop write a pastoral letter that explains the role of a church warden and outlines provisions in the ordinance that allow parishes to appoint persons other than church wardens or parish councillors to positions of responsibility for churches.

Anglican Property Trust

BiC received the minutes of the APT meeting on 3 April 2024 as their report. Key points:

- The AMIF audited financial statements for the year ended 31 December 2023, including a cash back redress reserve, were presented and endorsed.
- Significant discussion on the weighting of cash investments given the expected downward movement in interest rates. APT agreed that given there is no current downward movement in interest rates and most cash investments are locked into a rolling schedule of 12-month term deposits, this issue could be revisited at a subsequent meeting.
- Redress cases—no change from the February 2024 APT meeting. Caseload includes: nine under the National Redress Scheme, nine outstanding civil claims—though some are unlikely to found against us, the estimated outstanding liability of \$1.535m but with the auditors believe the provision is currently sufficient but with no reserve for future cases.

- Based on independent valuation the Registrar was authorised to accept any offers for the Church at Peel equal to or greater than \$485,000.
- Endorsement of the draft Work Health and Safety (WHSE) Policy, Building Checklist and WHSE Site Checklist for trialling at selected parishes.

15 JUNE 2024

General

- Endorsement of the change in the diocese's Anglicare partner from the Diocese of Canberra Goulburn to the Diocese of Sydney.
- The 31 May 2024 YTD financial statements v. budget were presented. YTD surplus is \$12k which was on par with budget.
- From FY25 onwards, use of Xero cloud-based accounting software to maintain accurate records of all financial transactions and to prepare reports using embedded diocesan templates and the standard chart of accounts will be mandatory for all parishes. Cost for basic subscription plan and cost of audit (if records are adequately maintained) to be covered by the diocese.
- Approval granted for the diocese to contribute \$10,000 towards the Hope 25 campaign.
- Family Violence Taskforce—resources have now been distributed to parishes. The diocese will be funding travel and accommodation for the Rev'd Phil Howes to attend the National Conference in Melbourne later this year.
- Professional Standards Taskforce—BiC endorsed recommendation to adapt the Anglican Diocese of Sydney's Ministry Standards Ordinance for use in the Anglican Diocese of Bathurst.
- Cudgegong Valley Parish (Triamble Church) Land Sale Ordinance 2024 was approved
- Safe Ministry—changes to the safe ministry screening forms for volunteers in non-child related ministry roles to make them less onerous were approved.
- Parish Council meeting agenda template was endorsed with parishes encouraged to use it.

Anglican Property Trust

BiC received the minutes of the APT meeting on 5 June 2024 as their report. Key points:

- Endorsed the investment of an additional \$230k in the La Trobe Australian Credit Fund.
- Renewed portfolio management agreement with Breakfree Investments for a further 12 months but requested the Registrar present a review report on the arrangement for consideration at the February 2025 meeting.
- Update on professional standards since previous meeting—1 NRS case has been paid, 1 NRS case notice of offer received (for \$90k, higher than anticipated), 1 new civil claim received. 1 civil case added (previously known but covered by insurance and likely not liable for).
- Draft position description for paid part-time WHS Coordinator endorsed for advertisement.
- Maintenance—request for funds received from Gilgandra to assist with church remediation. The Bishop reported that he had already responded explaining that APT and the National Anglican Church have no resources to fund parish maintenance.
- Approval granted for establishment of School Building Fund to receive tax deductible donations for building work on church properties used for children's ministry.

20 AUGUST 2024

General

- The 31 July 2024 YTD financial statements v. budget were presented. YTD surplus is \$9k, \$3k ahead of budget.
- BiC received the 2025 Synod Management Fund Draft Budget and commended it to Synod for consideration and approval.
- BiC received the 2025 Synod Contributions schedule, calculated in accordance with the Synod Contribution Ordinance 2022, and commended it to Synod for consideration and approval.
- Strategic planning taskforce—James Daymond continues to conduct workshops, every 6 weeks, with all almost parishes. Next step is to integrate parish strategic plans with the Hope25.
- Recruitment pathways taskforce—3 possible candidates spoken to in last few months.
- Administration Ordinance Taskforce—no proposed updates to be brought to synod this year. Bishop reported that using his powers under Clause 12.6.3 he had made a regulation that clarified Clause 9.17, specifically prohibiting the use of parish property for non-Christian worship, ritual or religious ceremony.
- Professional Standards Ordinance Taskforce—whilst work had progressed, a draft ordinance was not yet available to consider and will not be ready for synod this year.
- Stipend and Clergy Welfare Committee—endorsed recommendation for a 3.25% increase to minimum stipend.

Anglican Property Trust

BiC received the minutes of the APT meeting on 7 August 2024 as their report. Key points:

- Endorsed the payment to all AMIF deposit holders of 2.25% interest on average balances for the 6 months to 30 June 2024.
- Endorsed change in investment strategy from an equal one third allocation between Australian equity, Australian fixed interest and cash to a 50% allocation to Australian equity and a combined 50% allocation to fixed interest/cash.
- Update on professional standards—current number of cases: 8 NRS, 12 civil. Estimated outstanding liability of \$1.451m. Cash backed redress reserve stands at 30 June was \$1.36m but settlements in July of Peel and Carcoar (final portion) means reserve will move to around \$1.81m but, with exception of Mudgee rectory, no properties in the pipeline of any material value.
- Building condition updates received on Bourke Rectory (not suitable for living in) and Holy Trinity Church, Dubbo (significant remediation and therefore fundraising required). National Trust registration almost complete for Gilgandra, allowing them to receive tax deductible donations.
- APT approved the adjustment to nominated insured values of all APT properties for the insurance period 1 November 2024 to 31 October 2025 with reference to the 2023 insurance valuation reports (and CPI increases for rectories and other buildings provided by our insurers) at the following minimums: residences' full replacement cost, state heritage listed buildings at least 40% of replacement cost, local heritage listed buildings at least 20% 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

REVIEW OF PROFESSIONAL STANDARDS ORDINANCE 2007 REPORT TO SYNOD

This is a report of the working group established by Bishop in Council pursuant to a resolution of Synod 2023.¹

We refer to our earlier report to the BiC meeting on 15 June 2024 and note with thanks BiC's resolution 2024.3/12 at that meeting.²

Subsequently the working group has met again, and progress is being made on revisions needed to the Sydney ordinance for the purposes of our Diocese.

Further work to be done includes:

1. Ongoing revision of the Sydney ordinance;
2. Consultation with Anglican Diocese of Sydney, the Anglican Diocese of Bathurst's Director of Professional Standards, and the NSW Office of the Children's Guardian.

A draft Ordinance is not yet available for BiC to consider and will not be ready for Synod 2024.

As such, we would ask that BiC consider recommending to Synod 2024 that the working group continue its review, with the aim of providing a draft Ordinance to BiC at the earliest available opportunity.

The Rev'd Ben Mackay

For and on behalf of the Professional Standards working group

¹ Synod 2023 resolved that

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

1. a survey of similar ordinances in other dioceses;
2. consultation with the NSW Office of the Children's Guardian; and
3. consultation with the Director of Professional Standards;

and as a result of that review to bring recommendations to Synod 2024 regarding any proposed changes to the Professional Standards Ordinance 2007 (including any resultant legislation).

² **RESOLUTION 2024.3/12:** That BiC endorses the Professional Standards Ordinance Taskforce's recommendations to:

1. work with and adapt the Anglican Diocese of Sydney's Ministry Standards Ordinance for use in the Anglican Diocese of Bathurst; and
2. seek advice from the Anglican Diocese of Sydney, the Anglican Diocese of Bathurst's Director of Professional Standards, and if necessary, consult with the NSW Office of the Children's Guardian.

St Quintin/Hodson—carried

DIRECTOR OF ORDINANDS' REPORT TO SYNOD

It's been a joy to continue involvement with this aspect of our diocesan ministry over the past year. We have much to give thanks to God for!

In April the Rev'd Josh Taylor and the Rev'd Stuart Border were ordained as deacons. We give thanks to God for both. Their different journeys to this point is further testament to the depth and breadth of God's grace and sovereignty *in working all things for the good of those who love Him, who have been called according to His purpose (Romans 8:28)*.

The recent announcement of Josh and Jordan commencing ministry with their family in Gulgong next year is such exciting news; and we're encouraged to see the way God is continuing to use Stuart in the Gilgandra community, now as ordained clergy.

During the year Luke and Lauren Merriman met with the ordination discernment panel, alongside Luke's appointment to Lay Stipendiary Minister at Narromine. Luke's commissioning at Narromine in June was a wonderful occasion, while the process of discerning him for ordination to holy orders continues.

New enquiries about parish ministry (ordained or otherwise) continue to be somewhat sporadic, but still encouraging. God's faithfulness to our diocese and His transformative work in the hearts of our communities through our intentional parish and other diocesan ministry efforts in Sharing Jesus for Life is most certainly garnering attention!

While most enquiries are from lesser experienced potential ordinands (i.e. as opposed to those from more experienced and ordained clergy), we acknowledge the need to think strategically over the time horizon by partnering with suitable candidates who have a heart for rural ministry.

To this end, Bishop Mark was joined by some diocesan clergy in his visits during the year to Moore Theological College (MTC) and Sydney Missionary and Bible College (SMBC). We are grateful to these and other training institutions for their support in hosting our visits, promoting our ministry opportunities, and through other Gospel partnership initiatives. An example is the recent series of videos which were produced by MTC and being used by them in their various promotional media.

In July we hosted a ministry information session over zoom, aimed at informing and encouraging potential lay and clergy about ministry in our diocese. As well as engaging with 10 such people at the session, we continue to engage with them through formal and informal follow-up; and of course through much prayer! (More on this shortly.)

Our training program for new ministers continues: fortnightly zoom sessions which sees new stipendiary clergy – along with others, as appropriate – gather over a two year time-frame to discuss specific topics associated with rural parish ministry; to share and pray about ourselves and our ministry; and to be strengthened in our faith through God's Word, as each session commences with a Bible reading and brief reflection.

We continue to refine the program's curriculum and to be blessed greatly by guest speakers on various topics: both from within, and from outside our diocese. Our current intake will soon 'graduate,' and we look forward to recommencing the program in early 2025 with a new group of participants.

The recruitment pathways taskforce continued to meet throughout the year: along with Bishop Mark and myself, Mrs. Lisa Milton; the Rev'd's Sally Phelps, Ben Mackay, James Boardman and Phil Howes have provided wise insight, creativity and dedicated time to this great need facing our diocese: thank-you and thank God for you!

We read in Matthew 9:37-38:

³⁷ Then he said to his disciples, "The harvest is plentiful but the workers are few. ³⁸ Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

We often use these verses to be reminded and motivated about praying for more Gospel workers. And it's right that we do pray this way. And I'm also drawn to the preceding verse 36, which takes us to the heart of our Lord Jesus: His motivation for urging such prayer from his followers.

³⁶ When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd.

We see many in our region that are harassed and helpless; and we have many parishes still without a shepherd.

May we be people of urgent, insistent prayer over these matters, as we continue to seek God's guidance and provision of Gospel ministry workers who can continue the work of sharing Jesus for life.

Archdeacon Andrew Thornhill

Director of Ordinands

STRATEGIC PLANNING TASK FORCE REPORT TO SYNOD

Nearly every parish leader in the diocese is now engaged in strategic planning! The Strategic Planning Task Force has met every two-months this year to support and enable this to happen so that parishes are as effective as possible in *Sharing Jesus for Life*.



A major function of the task force has been to oversee and work alongside the Strategic Planning Facilitator in his work of encouraging each parish to develop a Parish Strategic Plan (PSP). The Strategic Planning Facilitator began his role on 1 January 2024. He set about contacting each parish to find out where they were up to in strategic planning. Parishes were then invited to join zoom workshops with like-stage parishes and a training program was devised.

Zoom workshops have been held in May, June, July, and September (two more rounds are scheduled until the end of 2024). In these workshops, parish leaders have been encouraged to write a PSP on one-page that comprises objectives that are simple, clear, concise, concrete, and achievable. Further training will involve how to integrate a PSP into parish life, how to go about implementing the PSP, and when and how to adjust the PSP.

The Task Force has also been planning for *Hope25*, the national Anglican evangelistic campaign from Easter to Pentecost (April to June) in 2025. The Strategic Planning Facilitator and the Rev'd Jonny Lush were able to represent the diocese at the National Evangelism Workshop in Melbourne in February 2024 to learn more about the campaign and assist with its implementation.



The Rt Rev'd Richard Condie, Chair of Ministry & Mission Committee overseeing *Hope25* with the Rev'ds Jonny Lush and James Daymond

The Task Force and Strategic Planning Facilitator have sought to carefully encourage parishes via the Zoom workshops to think about what they can do during *Hope25*.

The Task Force and Strategic Planning Facilitator will seek to encourage parishes to particularly focus on developing their personal evangelism skills in the lead up to this campaign so that church members are as effective as possible in *Sharing Jesus for Life*.



The National Evangelism Workshop for *Hope25* in Melbourne



The Rev'd James Daymond
Chair of Task Force & Strategic Planning Facilitator

DIOCESAN EVENTS REPORT TO SYNOD

“I know that you can do all things; no purpose of yours can be thwarted.” (Job 42:1-2)

I have recently been studying the book of Job and have been struck anew at how big God is! What a wonderful encouragement to know that God is working out his purposes in our diocese. It has been exciting to witness God’s work in and through our parishes this year as we travel great distances to share and fellowship together at diocesan events.

The Diocesan Conference in May was a wonderful day of fellowship as nearly 180 from 26 parishes gathered together to be challenged by prayer. Macquarie Anglican Grammar School generously hosted us again and the newly appointed principal, Alison Mitchell, warmly welcomed us to the school. The Rev’d Peter Rodgers, former CMS International Director, challenged us to consider the God to whom we pray. We then looked at principles from Biblical prayers and how these can help shape our own prayer lives. In the afternoon, James Daymond, Amanda Martin and Bec Choi gave practical tips on how to pray individually, in groups and corporately. One of the highlights of the day was listening to our young ones as they earnestly prayed to our Father for each other and our diocese. Gratitude goes to all who helped out on the day, with a special mention to the volunteers from Dubbo Presbyterian who assisted with our kids and youth programs. Next year’s conference will be held a little earlier on Saturday 22 March. Guest speaker, Pete Stedman from Norwest Anglican Church, will be posing the question, “What does a missional church look like?” Save the date!

Another great event was the annual Diocesan Camp, held in August with slightly warmer temperatures! Nearly 150 people from 16 parishes made the trip to Ridgecrest. The format of the weekend was similar to previous years with prayer and praise on Friday evening, teaching sessions on Saturday morning, free time on Saturday afternoon and fun and games on Saturday evening (followed by a Q&A session). Our very own Andy Martin (Orange) taught from 1 Thessalonians. We were encouraged to live in the light of eternity even as we experience suffering; loving each other as we do so. It was great to have a cohort from the Bridge Church in Sydney to run our children’s program this year. Other highlights from the camp were a “Growing a family of faith” workshop facilitated by Naomi de Vries, Children’s and Families Minister at The Bridge Church, and sharing communion together as a diocesan family on Sunday morning. As usual, mealtimes were another focal point of the camp with delicious food and great conversations. With numbers at maximum capacity this year, we may have to reconsider what future years look like! Stay tuned for next year’s dates and details.

The next main diocesan event for the year is the inaugural Diocesan Women’s Conference on Saturday 19 October. This is a free event to be held at the Bathurst Cathedral. The guest speaker for the conference is Clare Deeves. Clare is an assistant minister at an Anglican church in Perth and also lectures in Church History at Trinity Theological College. She is a gifted speaker and will be teaching from the book of Hebrews on how Jesus is better! All women are welcome to attend and can register at <https://www.bathurstanglican.org.au/events/>.

Though it can be a struggle to attend diocesan events throughout the year, they are a wonderful way to encourage each other as we *SHARE JESUS FOR LIFE* in our parishes, diocese, and communities.

Mrs Kath Thornhill

Event Management, Bathurst Diocese

CHAPLAIN TO LLMS REPORT TO SYNOD

Jesus said, “You are the salt of the earth. But if the salt loses its saltiness, how can it be made salty again? It is no longer good for anything, except to be thrown out and trampled underfoot. You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.” (Matthew 5:13-16)

I give thanks to God for the LLMs that have been salt and light across Bathurst Diocese. Our LLMs faithfully minister in their parish communities by supporting their clergy, leading worship (especially in parishes without clergy) and visiting people in their homes, hospitals and aged care facilities, including offering Extended Communion and pastoral care.

I have been informed that there have been several enquiries from people applying to be LLM in their parish, which is very encouraging.

There have been a number of LLMs that have resigned recently for various reasons. Their service over many years is greatly appreciated.

This year, we have had the opportunity to gather our LLMs over Zoom to learn about funerals and ministry with the dying and their families, Biblical theology and outback & isolated ministry. LLMs have participated in these forums both live and by viewing the recorded sessions.

It has been a privilege to serve as Chaplain to LMMs this year. Not only have we had the zoom gatherings, but a number of LMMs have contacted me personally for assistance and resources and it is a joy to encourage and enable these people in Sharing Jesus for Life.

Archdeacon Jono Williams

Chaplain to LLMs

CLERGY SUPPORT & DEVELOPMENT REPORT TO SYNOD

There is always so much more that could be done, but it has been great to hear some of the many good things that are going on around our diocese. While it is dangerous to neglect our own spiritual nourishment as clergy, the majority of activities in this role are directed toward the areas of ministry skills.

In January, a survey was conducted among the clergy to choose from a variety of areas that would be helpful to have some further discussions or upskilling on. The results shaped the ongoing zoom clergy forums throughout the year and are designed to begin to address specific situations we find ourselves in, and allow the sharing of existing experience and wisdom amongst the clergy. So far the following topics have been covered: Parish councils and governance, roadblocks to growth, time management and big picture planning. There are a good variety of ministry settings that we are all involved in, so it has been very helpful and encouraging to hear of the different ways people are going about it with the one common commitment of working for God and His Kingdom. In September we'll be joining in with the new clergy programme looking at the important topic of conflict.

As someone in the survey noted, prayer is the best support. The aim is that each week we can have some more specific and up to date prayers that we can join together in as we pray as a diocese across our Sunday services. The dates and parishes are taken from the diocesan prayer diary <https://www.bathurstanglican.org.au/wp-content/uploads/2023/12/Prayer-Diary-2024.pdf>.

Gathering further resources in various media and notices of other useful online seminars to pick and choose from as the interest arises is another area for further development. The excellent work of Andrew Thornhill and those who put together the annual Diocesan Conference remains so very important also as we all learn and grow side by side from across the diocese. God is at work and that is wonderful to be involved in as we share Jesus for life in our part of His world.

The Rev'd Phil Howes

Clergy Support & Development

ORDINANCE REVIEW PANEL REPORT TO SYNOD

The Ordinance Review Panel was established by Bishop-in-Council in October 2021 to review the Administration Ordinance 2003-2018. Over the next 20 months it undertook that review, which culminated in two new ordinances being passed by the Synod at its session in 2023: the Parishes Ordinance 2023 and the Administration Ordinance 2023.

Since that time the Panel has not met, but is scheduled to meet at the time of writing. The current members of the Panel are: Warwick Baines, Sue West, John Power, Ben Mackay and Bob Cameron. Advice and comments are also sought as needed from the Bishop and the Bishop's Chancellor.

Having completed a substantial review resulting in significant changes to our primary operating ordinance (now ordinances) the work of the Panel will now be:

- considering further substantial changes to sections of the two ordinances as above – this could lead to the creation of new ordinances to deal with specific areas of operation;
- considering new matters not yet dealt with in the ordinances, but which may be prudent to include because of changes in the practice of ministry, in secular law or in society generally; and
- correction of minor errors and consistencies identified by Panel members or brought to its attention by others.

During the entire process of review to date, members of Synod have provided comment on changes that have been proposed to the ordinances, as well as suggestions regarding matters that have not so far been considered. Such input is encouraged by the Panel, as we are well aware that there is more improvement to be had in our governing instruments. We are also open to adding one or two new members to the panel, particularly if they have expertise that would be relevant to the work, noting that participation in this committee is not confined to members of Bishop-in-Council.

It should be noted that another working group has been established by Bishop-in-Council with the specific task of reviewing the Professional Standards Ordinance 2007, which makes provisions for dealing with allegations of misconduct by church workers. This review group is chaired by the Rev'd Ben Mackay, and is hoping to bring a report and proposed bill for a new ordinance to the September 2025 session of Synod.

The Rev'd Bob Cameron

Chair of Ordinance Review Panel

FINANCIAL SUSTAINABILITY TASKFORCE REPORT TO SYNOD

The focus for financial sustainability since the last synod has been at the parish, rather than diocesan level. To that end, with the support of the diocesan bookkeepers, Xero files have been established with 14 parishes using the diocesan chart of accounts.

In late April 2024 Ms Alison Burge was appointed as the Parish Bookkeeping Support Officer. Working with the Registrar on a casual basis, Alison's key duties are to:

- consult with parish treasurers via email, phone, or online meeting, after the implementation of their parish's Xero file
- identify common implementation issues and assist the Registrar in developing appropriate responses and accompanying resources to and for all parishes

At its meeting held on 15 June 2024, Bishop in Council approved motions to mandate from the financial year beginning 1 January 2025 onwards :

- the use of Xero cloud-based accounting software for all parishes (basic subscription cost to be covered by the diocese)
- the inclusion of all parish financial records in the diocesan audit program and, subject to the provision of sufficient and appropriate supporting documentation and revenue threshold, exempt parishes from the requirement to engage their own auditor.

In August 2024 the Registrar completed a project with the diocesan bookkeepers to develop a comprehensive parish treasurer's manual, which outlines detailed steps for each key Xero related process, including setting budgets, and standard count sheets. Hard copies of the manual have been mailed to all parish treasurers and an additional copy for each parish is available at synod. A PDF version of the guide available via [this link on the diocesan website](#).

Towards the end of 2024 the Registrar will begin work to convene a reference group that will lead work on the development of a Bathurst Diocese Future Fund. The key objective of such a fund is to assist with diocesan financial sustainability beyond 2030, when the current Sydney Diocese support is due to expire.

Dr Warwick Baines

Registrar | Business Manager

SAFE FAMILIES WORKING GROUP REPORT TO SYNOD

This group was formed as a result of a motion at the 2023 Synod, and reports to Bishop in Council. Those on the working group are made up of clergy and lay people. We have great reason to be thankful to God for people who have an understanding of matters in this space from their professional work. They are Ms Kirstin Stevenson (Family and Community Worker Cowra / Canowindra), Mrs Olla Hockey (Family law Orange), the Rev'd Sally Phelps (Forbes), the Ven Jono Williams (Canowindra), and the Rev'd Phil Howes (Bathurst).

Commencing January 2024, the working group initially met monthly to discuss and assess the needs in the diocese and what could be achieved with the result of a focus on three key areas: Awareness, Education, and Resourcing. We have overseen the delivery of the book "Renew: An Australian Guide for Christian Women Survivors of Domestic Abuse" and "10 Commitments" posters produced by the Family and Cultures Commission of General Synod <https://www.tencommitments.org.au>. Some spare copies of these will be available at Synod.

The remainder of 2024 will see attendance at the national conference in Melbourne, sourcing and adapting more information posters for use in parishes, hearing from those who have provided DV assistance in churches and looking to arrange a zoom meeting between the Family and Culture Commission and clergy/LLM's of our diocese.

The working group are keen to hear of what support and information parishes would find helpful. As our society continues to grapple with this horrendous subject, we as Christ's church have the opportunity to show the loving intention of God for the good order of society and as a symbol of God's unending love for His people, and of the union between Christ and His Church. Another way we can share Jesus for life.

The Rev'd Phil Howes

On behalf of the Safe Families Working Group

CURSILLO MOVEMENT REPORT TO SYNOD

The Cursillo Movement in the Diocese of Bathurst operates under the authority of the Bishop, to encourage lay people to recognise that as members of God's Church, we are all called to be active participants in God's mission.

For most people, the Cursillo journey starts with a three-day experience of Christian community, referred to as a Cursillo weekend. This includes some teaching, some time in praise and worship, some time in small group discussion and prayer, and for most, a deep experience of the love of God flowing through the people around them.

It has been said that Cursillo exists to establish small groups in parishes, and certainly one of the goals of the movement is to replicate the experience of a close community when the participants return home from their weekend. It is through such groups that the movement has had considerable impact on the life of this diocese over the last 40 years as lay people have prayed together, studied God's word and applied their learning to their everyday lives.

In July this year we conducted Mx2 Cursillo weekend in Wellington, using the parish halls and church facilities with the 25 participants (both men and women) staying in a nearby motel. This was an experimental two-day Cursillo, while still allowing opportunities for building fellowship and community through discussions, prayer, praise and corporate worship. Fitting the whole program into a normal weekend reduced the cost considerably and made the event more accessible.

Other activities this year have included a continuation of Cursillo's 'Drive, Care and Connect' initiative, with a follow-up trip to Coonamble in June when a small team undertook some painting, cleaning up and maintenance work on the parish hall. Once again, the visit brought real encouragement to the small congregation, and strengthened friendships that reach beyond parish boundaries. Plans are under way for similar visits to other small outlying churches before the end of the year.

The Cursillo Movement operates on the understanding that all baptised Christians are part of the body of Christ, as shown in I Cor. 12, and that all have a part to play in the ministry of the church. While it is a lay-led movement, with the purpose of encouraging lay people to engage more fully in the mission of God, Cursillo can only fulfil this purpose in partnership with, and with the support of, the local clergy.

I would like to reassure anyone in that position that the movement is made up of various members, 'all baptised by one Spirit so as to form one body' (1 Cor. 12: 13), and invite you to attend a Cursillo weekend to find out more about how the Cursillo community can support and extend your ministry as we all seek to share Jesus for life.

I would also like to take this opportunity to express my appreciation to the members of the Diocesan Cursillo Secretariat, who have so conscientiously supported the work of the movement in our region over the past year.

Mr Lew Hitchick

Diocesan Lay Director, Anglican Cursillo Movement

INDIGENOUS GOSPEL MINISTRY (WALKABOUT MINISTRIES) REPORT TO SYNOD

I travelled to Coonabarabran in August 2023 to conduct a wedding on the Burra Bee Dee Mission (located around 12km outside of Coonabarabran). The bride had a connection to the Mission, and they were blessed with nice weather for the outdoor wedding.

In September Eddie and I attended several events for NAIDOC week: We cut the cake to officially open NAIDOC week in Nyngan at the Winangali Walk Meeting Site. We attended St Joseph's Catholic School NAIDOC Liturgy and celebration. Eddie performed a smoking ceremony and we both spent time with the kids talking about our lives in Nyngan when we were younger.

Eddie also performed a smoking ceremony for unveiling of the signage acknowledging the massacre which took place on the Bogan River in October 1841 as well as information on local flora and fauna. The Bogan Shire Council and Nyngan Local Aboriginal Lands Council worked together on the project with 'the hope of uniting the community by recognising the event and fostering an understanding and hope for the community to move forward as one and to allow spiritual healing for the people of Wangaaypuwan Country.'

The Elders group in Nyngan continues to meet fortnightly and is growing, which is very encouraging. The group in Dubbo continue to meet weekly. They continue to have health professionals visit as well as other community members calling in to do craft or have a yarn.

The 2023 Reconciliation lunch was held in September in Nyngan. Once again Ken Phillis from Dubbo did an excellent job as MC and our guest speaker for the day was Auntie Raylene Weldon - a proud Wiradjuri, Wailwan and Gomeroi woman, who became involved in Aboriginal Education and Aboriginal Affairs at a very young age. She provides advocacy and consultancy to the community, and interagency within the Nyngan area. The Nyngan Elders group helped with the catering for the day and a group of dancers from the local school provided entertainment.

I continued taking Sunday services in both Warren and Nyngan once a month until November when I had a brief stint in hospital. I also baptised eight children (4 in Warren, 1 in Nyngan and 3 in Dubbo) during July to September.

Once again ill health prevented me from travelling to the NATSIAC Gathering in 2023, however as a life member I continue to keep up to date with its activities.

In February 2024 Eddie and I took a group of Elders from Nyngan to Lightning Ridge for 2 nights. Some very spiritual discussions were held around the campfire each night.

Instead of a Women's camp this year we held a men's camp on the 16th, 17th and 18th August near Miandetta. This was a relaxed weekend bringing together both Aboriginal and Non-Aboriginal men to share our culture, knowledge, and journeys so that people could connect with others in a relaxed environment, away from the outside world and know they are not alone.

I continue to be thankful for all the support given to this ministry from ABM which enables these programs to continue.

The Rev'd Gloria Shipp
Walkabout Ministries

APPENDIX 1: ORDINANCE PASSED

CUDGEGONG VALLEY PARISH (TRIAMBLE CHURCH) LAND SALE ORDINANCE 2024

AN ORDINANCE to authorise and direct the sale of certain lands parcel of lands known as St Matthew's Church, at 2402 Triamble Road, Triamble, comprising Lot 15 in Deposited Plan 1125856 in the Local Government Area of Mid-Western Region, Parish of Triamble, County of Wellington, New South Wales.

PREAMBLE

WHEREAS the piece or parcel of land and property described in the schedule hereto attached are vested in the Anglican Church Property Trust Diocese of Bathurst (APT) and held for the Parish of Cudgegong Valley.

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 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 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: that is to say to pay matters of redress both secured and unsecured upon the said piece 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, which includes 10% of net proceeds payable to the parish.

SHORT TITLE

6. This ordinance may be cited for all purposes as “Cudgegong Valley Parish (Triamble Church) Land Sale Ordinance 2024”

LAPSING OF ORDINANCE

7. This Ordinance shall lapse on 15 June 2027 unless by that date a contract for sale have been entered into for the sale of the lands and properties in the Schedule

SCHEDULE

8. The parcel of land and property known as St Matthew’s Church at 2402 Triamble Road, Triamble comprising Lot 15 in Deposited Plan 1125856 in the Local Government Area of Mid-Western Region, Parish of Triamble, County of Wellington, New South Wales.

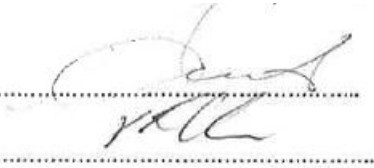
I CERTIFY that the above Ordinance is in accordance with the Ordinance as reported

N/A

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Chair of Committees

WE CERTIFY that this Ordinance was passed by the Bishop-in-Council of the Diocese of Bathurst this 15th June 2024



Secretaries of Synod

I ASSENT to this Ordinance



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Bishop of Bathurst

Date **15th June 2024**