



# BISHOP-IN-COUNCIL ANNUAL REPORT 2018-19

*Anglican Diocese of Canberra and Goulburn*



TABLE OF CONTENTS

Report from the Chair	3
CHAPTER 1: Overview	4
Background	4
Charter	4
Roles and Responsibilities	4
Authority and Independence of Committees	4
Relationship between the Bishop & Bishop-in-Council	5
Secretariat and Contact Details	5
CHAPTER 2: Membership	6
Bishop-in-Council Members	6
Meetings	6
CHAPTER 3: Committees of Bishop-in-Council	9
Ministry Executive	9
Finance Committee	10
Audit & Risk Management Committee	10
Property Development Commission	11
Anglican Schools Commission of the Diocese of Canberra & Goulburn	12
Public Issues Commission	12
CHAPTER 4: Pastoral Care & Oversight	13
Bishop's Ministry, Leadership and Pastrol Care	13
Bishop's Office Personnel	14
General Manager/Executive	14
Anglican Diocesan Services	14
Legal Committee	14
Professional Standards Unit	14
CHAPTER 5: A Time of Transiation	15
"Keep Calm and Carry On"	15
Episcopal Election Nominations Committee (EENC)	16
Welcome Bishop Mark	17
CHAPTER 6: Mission and Ministry Initiatives for the Diocese	18
Growth and Opportunities/ Vitality and Sustainability	18
Professional Standards/ Safe Ministry	20
National Redress Scheme	21
Provincial Matters	21
Remembering the Cost of Sacrifice	22
3D Vision	23
The Church and Society	23
Strengthening Missional Alignment	23
Discerning Future Mission	24
CHAPTER 7: Professional Standards	25
CHAPTER 8: Legal Committee	26
CHAPTER 9: Ordinances	27

REPORT FROM THE CHAIR



Dear sisters and brothers,

I am very pleased to be able to warmly commend this annual Bishop-in-Council Synod Report for 2018.

The past eighteen months have been a significant time of transition and change for the Diocese. In 2018 the Diocese farewelled Bishop Stuart and Mrs Jane Robinson after a decade of faithful Christ-honouring service. During the year the Diocese met in Synod on three occasions – once in ordinary session, once to consider matters arising from the Royal Commission into Institutional Responses to Child Sexual Abuse and once to elect a new Diocesan Bishop.

Throughout this period, capable and patient leadership was exercised by the Diocesan Administrator Bishop Trevor Edwards in partnership with the Bishop-in-Council and other Diocesan bodies and agencies.

When I arrived in the Diocese in April 2019 I was delighted to find the same generous collegiality and Christ-centred optimism I remember from earlier times. At the time of writing, I have chaired two meetings of Bishop-in-Council and we have begun to reflect on how we might advance three aspects of our collective mission:

- *Seeing* what matters to God, with an open-ness to mercy and compassion
- *Hearing* what matters to God, with an open-ness to conversation and witness
- *Feeling* what matters to God, with an open-ness to discipleship and transformation

The challenges and opportunities of resourcing and strengthening Christ's work in a diverse part of our nation are as compelling as ever. In seeking to be faithful to our call we remember that we serve the One who is able to do far more than we can ask or imagine. The report that follows is a testimony to the grace of God in this place and time.

With every blessing in Christ Jesus,

The Right Reverend Dr Mark Short  
*Bishop - Diocese of Canberra & Goulburn*



# Chapter 1

## OVERVIEW

### Background

This Synod report outlines the work undertaken by Bishop-in-Council during the 2018 calendar year. In addition, it reports on significant activities and decisions made by Bishop-in-Council to 30 June 2019.

### Charter

Bishop-in-Council is responsible to Synod as its Standing Committee and advances the mission of the Diocese. The functions and role of Bishop-in-Council are outlined in Part 8 of the Governance of the Diocese Ordinance 2000.

### Role and Responsibilities

Bishop-in-Council is responsible to Synod:

- a) for establishing strategies and goals for the mission and ministry of this Church in the Diocese and for the execution of those strategies and the attainment of those goals;
- b) for the nurturing and oversight, in consultation with the Bishop, of the well-being of ministry units;
- c) for the effective, efficient and economical management of the property and financial resources of the Diocese for the purposes of carrying out and sustaining the mission and ministry of this Church in the Diocese; and
- d) for the supervision of the affairs of Diocesan agencies.

### Authority and Independence of Committees

Bishop-in-Council is the Standing Committee of Synod and, in that capacity, exercises the powers and functions of the Synod as it delegates to the Council by ordinance.

Bishop-in-Council has the authority to appoint task groups or committees as necessary to assist it in the discharge of its functions. Provision shall be made by the Bishop-in-Council for the terms of reference, membership and procedures to be followed by such task groups or committees and to give powers.

### Relationship between the Bishop and Bishop-in-Council

The Bishop presides at the meetings of Bishop-in-Council and a decision of Bishop-in-Council does not take effect unless the Bishop agrees to the decision. For further details please refer to the Governance of the Diocese Ordinance 2000.

### Secretariat and Contact Details

The Registrar is the Secretary to Bishop-in-Council and Ministry Executive and provides policy, operational and business management support and advice. Anglican Diocesan Services provides financial reporting, management and secretariat services. Bishop-in-Council can be contacted through the Registrar as follows:

Mr Trevor Ament - Registrar / General Manager

Address: GPO Box 1981, Canberra ACT 2601  
Phone: (02) 6245 7101  
Fax: (02) 6245 7199  
Email: trevor.ament@anglicands.org.au



New Deacons (L-R) Very Revd Phillip Saunders (The Dean); Revd Wendy Anderson (Gundagai); Revd Gaynor Elder (Pastoral Care Team – The Canberra Hospital); Bishop Trevor Edwards; Revd Heather Millard (Gungahlin); Revd Craig Rogers (South Wagga Wagga); Archdeacon Caroline Campbell





## Chapter 2

# MEMBERSHIP

### Bishop-in-Council Members

As specified in the Governance of the Diocese Ordinance 2000, the members of Bishop-in-Council are:

- a) the Bishop;
- b) the ex officio members;
  - (i) The Assistant Bishop/s;
  - (ii) The Dean;
  - (iii) The Archdeacons;
  - (iv) The Registrar;
  - (v) The Chancellor;
  - (vi) The Chair of the Finance Committee
- c) four (4) clerical and ten (10) lay members elected by the Synod;
- d) two (2) clerical and four (4) lay members appointed by the Bishop; and
- e) those persons who are members of the Council by virtue of being appointed a member of Ministry Executive.

The appointed members and the elected members hold office from the date of their appointment or election until the last day of the first session of the next Synod. Section 66 of the Governance of the Diocese Ordinance specifies the procedures for the filling of vacancies that may occur. The current membership of Bishop-in-Council is outlined on the following page.

### Meetings

Meetings are held every second month on a Friday, in the Board Room at Canberra Girls Grammar School, Deakin ACT. In 2018, six (6) regular meetings, one (1) special meeting, and one (1) electronic vote were held.

For the period 1 January 2019 – 30 June 2019 three (3) regular meetings and one (1) electronic vote have been held. (NB: the electronic votes are not included in the figures below.)

The membership of Bishop-in-Council comprises the following persons as at 30 June 2019:

Name	Title	No. Meetings Attended	No. Meetings Eligible to Attend
Bishop			
The Rt Revd Dr Mark Short	The Bishop (Effective 6 April 2019)	1	1
The Rt Revd Trevor Edwards	Assistant Bishop - (Effective 6 April 2019) Episcopal Administrator - (31 March 2018 - 6 April 2019)	8	9
Ex Officio Members			
The Rt Revd Dr Stephen Pickard	Assistant Bishop	7	10
The Very Revd Phillip Saunders	The Dean	3	10
The Ven Caroline Campbell	Archdeacon (Diaconate)	7	10
VACANT	Archdeacon (Goulburn and Southern Tablelands)		
The Ven David Ruthven	Archdeacon (North West, WaggaWagga, South West)	9	10
The Ven Dr Brian Douglas	Archdeacon (South Canberra)	6	10
The Ven Dr Wayne Brighton	Archdeacon (Chaplaincy)	10	10
The Ven Paul Cohen	Archdeacon (North Canberra) (Appointed 10 June 2018)	3	3
The Ven Carol Wagner	Archdeacon (South Coast)	5	9
The Ven Brian Roberts	Archdeacon (Queanbeyan, Monaro and Alpine Region) (Honorary Acting from 2018)	8	10
The Hon Richard Refshauge	Chancellor	7	10
Mr Trevor Ament	Registrar/General Manager	10	10
Mr Tim McGhie	Chair of the Finance Committee	10	10
Clerical appointed by the Bishop (term expires first session of 47th Synod)			
Revd Lynda McMinn		7	10
VACANT x 1			
Lay appointed by the Bishop (term expires first session of 47th Synod)			
Mr Neil James		6	10
Dr Ian Grant		7	10
Membership as Member of Ministry Executive			
Nil			

Elected by Synod (term expires at first session of 47th Synod):

Name	Parish	No. Meetings Attended	No. Meetings Eligible to Attend
Clerical			
Revd Canon Gillian Varcoe	F5	8	10
Revd Canon Paul Black	Canberra	7	10
Revd James Coats	South Tuggeranong	9	10
Revd Guerin Tueno	Arawang	7	10
Lay			
Emeritus Professor John Richards	Canberra	7	10
Mr Rupert Hammond	Ginninderra	7	10
Mr Wayne Harris	Hawker	5	10
Mr David Holmesby	Ainslie	10	10
Mr Mark Le Couteur	Wanniassa	5	10
Ms Belinda Moss	Jamieson	9	10
Mrs Margaret Wheelwright	Crookwell	8	10
Ms Anne McNaughton	Hawker	5	10
Dr John Shellard	Curtin	6	10
Mr Robert Nairn	Hawker	7	10

The following resignations from Bishop-in-Council occurred during 2018-2019:

Name	Title	No. Meetings Attended	No. Meetings Eligible to Attend
The Rt Revd Stuart Robinson	The Bishop <i>(Resigned 31 March 2018)</i>	1	1
The Rt Revd Dr Matt Brain	Assistant Bishop <i>(Resigned January 2018)</i>	7	7
The Ven John Barnes	Archdeacon (Goulburn and Southern Tablelands) <i>(Resigned 5 February 2019)</i>	6	7
The Ven Elizabeth Dyke	Archdeacon (Queanbeyan, Monaro and Alpine Region) <i>(Resigned 26 March 2018)</i>	0	1
The Ven Dr Erica Mathieson	Archdeacon (North Canberra) <i>(Resigned April 2018)</i>	1	1



St Peter's Weston Creek

# Chapter 3

## COMMITTEES OF BISHOP-IN-COUNCIL

### Ministry Executive

Ministry Executive was established by Synod to enhance the capacity of Bishop-in-Council to effectively plan and implement decisions concerning the mission and ministry of the Church in the Diocese, and the strategic application of Diocesan resources relating to that mission and ministry.

The Governance of the Diocese Ordinance 2000 outlines the functions and role of Ministry Executive.

During 2018, five (5) regular meetings and one (1) electronic vote were held. For the period 1 January 2019 - 30 June 2019 three (3) regular meetings and one (1) electronic vote have been held. (NB: the electronic votes are not included in the figures below.)

Members are appointed by the Bishop on the advice of Bishop-in-Council. The period of appointment of an appointed member expires on the last day of the first session of the next Synod following his or her appointment, unless terminated sooner.

The current membership of Ministry Executive comprises the following persons as at 30 June 2019:

Name	Title	No. Meetings Attended	No. Meetings Eligible to Attend
The Right Reverend Dr Mark Short	Chair / The Bishop <i>(Effective 6 April 2019)</i>	1	1
The Right Reverend Stuart Robinson	Chair / The Bishop <i>(Resigned 31 March 2018)</i>	2	2
The Right Reverend Trevor Edwards	Assistant Bishop - <i>(Effective 6 April 2019)</i> Episcopal Administrator - <i>(31 March 2018 - 6 April 2019)</i>	6	7
Members			
The Right Reverend Professor Stephen Pickard	Assistant Bishop	1	3
The Ven Dr Brian Douglas	Archdeacon	5	8
The Hon Richard Refshauge	Chancellor	6	8
Mr Trevor Ament	Registrar	8	8
Mr Wayne Harris		6	8
Mrs Margaret Wheelwright		5	8
Mr Mark Le Couteur		5	8



Finance Committee

The Finance Committee is established under the Finance and Annual Reports Ordinance 2003.

The role of the Finance Committee is to advise the Bishop-in-Council on the financial affairs and policies of the Diocese. In particular the Finance Committee:

- Evaluates proposals by Diocesan Organisations to borrow money;
- Advises Bishop-in-Council in respect to all matters relating to debt commitments in the Diocese, particularly changing terms of existing debt or new/additional debt;
- Reviews the Diocesan budget;
- Assesses financial risk exposures for the Diocese and develops appropriate strategies to manage these;
- Reviews financial controls and systems in the ADS; and
- Provides advice on matters referred to it by Bishop-in-Council, including matters relating to the financial affairs and policies of Diocesan Organisations.

The Finance Committee is accountable to Bishop-in-Council and has the authority to request any information it requires from any Diocesan Organisation to assist it with providing appropriate advice to Bishop-in-Council.

The Finance Committee has provided a separate report to Synod.

Audit and Risk Management Committee

The Audit and Risk Management Committee is established under the Finance and Annual Reports Ordinance 2003 (Ordinance).

The functions of the Committee are to determine whether the Diocese has appropriate controls in place which are working effectively to support good governance, compliance with legislation and other regulatory obligations.

The Audit and Risk Management Committee has provided a separate report to Synod.



Property Development Commission

The Property Development Commission (PDC) was formally established by Bishop-in-Council in April 2016 under the provisions of the Diocesan Property Development Ordinance 2016.

The role of the Property Development Commission is to assist Bishop-in-Council to be good stewards of God's historic provision to the Diocese. As a Committee of Bishop-in-Council it assists in assessing and prioritising the possible developments that have the potential to assist with the delivery of the missional objectives of the Diocese.

The development of Diocesan assets is an important element of the strategy to generate new income streams for the Diocese. The missional purpose for these developments is to ensure the Diocese is in a position to meet financial obligations both now and into the future. This Commission will enable wise and effective decisions to be made concerning the land and capital entrusted to the Diocese.

The current membership of the Property Development Commission is as follows:

Position	Name
Chair	Ms Meg Brighton
Member	Mr Wayne Harris
Member	Mr Bruce Glendinning
Member	Ven Paul Cohen
Member	Mrs Karen Wright
Member	VACANT
Registrar/General Manager	Mr Trevor Ament
Committee Secretary	Ms Heather Walsh

Mr Ian Morison resigned from the PDC in August 2018.

**Work Program**  
The PDC initially identified five sites (Deakin, Campbell, Manuka, Kambah and Barton) suitable for possible development.

Within the ACT the focus during 2018-19 has been on progressing the Deakin and Campbell sites and working with the Parish of Manuka in regard to the St Paul's site. Meetings have been undertaken with various agencies and consultants.

Development applications for Deakin and Campbell have been lodged with ACTPLA with the approval of Bishop-in-Council. On 31 July 2019, the PDC received notification that the Minister had made a decision that it was not in the public interest to consider the Development Applications for the Campbell and Deakin sites to remove the concessional status from the Crown lease.

The Notifiable Instruments were placed on the ACT Government legislation register. An article regarding this decision was also published in The Canberra Times on 5 August 2018.

The PDC is actively seeking clarification on the reasons for the decision taken by the Minister, the impact of this decision on these and any other plans for developments within the ACT and the nature of any appeal process. As this becomes clearer the PDC will be in a position to consider what options are available and make further recommendations to Bishop-in-Council.

The PDC firmly believes the developments themselves and the intended use of the proceeds are consistent with the Diocese's mission to serve God and people and looks forward to further engagement with the Minister as we seek to partner in growing the wellbeing of the Canberra community.

The PDC has received approval from the Heritage Council for the proposed development at St Paul's Manuka. A Development Application is still to be lodged.

The PDC also gave consideration to options for the following sites:

- Chapman site
- Amaroo Street site (St John's Reid)
- St Stephen's Kambah

Regionally there have been a number of projects referred to the PDC which are being progressed including:

- Sapphire Coast Anglican Parish – Eden development options
- Bega Parish – Tathra redevelopment
- Jindabyne – redevelopment of block as part of Snowy Mountains Initiative
- Bungendore – redevelopment of horse paddock
- Goulburn – Wollondilly Gardens expansion (Anglicare)
- Wambiri/Manna Park – redevelopment options

### Anglican Schools Commission of the Diocese of Canberra and Goulburn

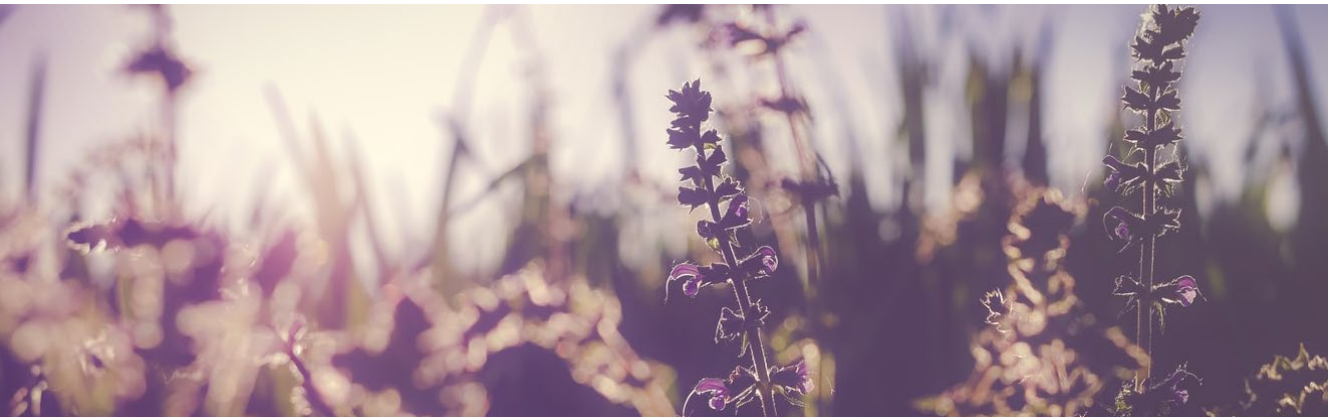
As a committee of Bishop-in-Council the Anglican Schools Commission of the Diocese of Canberra and Goulburn (ASCCG) functions closely with it to provide timely, accurate and relevant reports concerning the financial, educational and missional performance of the schools. The ASCCG has provided a separate report to Synod.

### Public Issues Commission

As a committee of Bishop-in-Council, the Public Issues Commission (PIC) has, as its purpose, to address the fourth and fifth marks of mission of the Anglican Communion, namely:

- To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.
- To strive to safeguard the integrity of creation, and sustain and renew the life of the earth.

The PIC has provided a separate report to Synod.



*Bishop Mark Short with students at the Leadership Forum*

# PASTORAL CARE & OVERSIGHT

## Bishop's Ministry, Leadership and Pastoral Care

The Bishop of the Diocese is elected by the Synod and is the spiritual, pastoral and executive head of the Diocese with wide-ranging legal and administrative responsibilities. The Bishop's roles include: oversight, leadership, vision, preservation of unity, pastoral care to the clergy and laity, teaching and defending the faith, preaching, mission and outreach, nurturing of the poor and needy, proclaiming of the gospel, hospitality, being the final decision-maker for professional standards and much more.

The Bishop is supported in these diverse responsibilities by the Vicar-General, Assistant Bishops, Dean of the Cathedral, senior clergy and staff of the Bishop's office. The Bishop works closely with the Diocesan Registrar, the Chancellor and staff of Anglican Diocesan Services in relation to all aspects of Diocesan administration.

The Bishop's Office and Anglican Diocesan Services are located in Canberra. Senior Clergy Leadership meetings are held every second month on the same Friday as Bishop-in-Council.

In specialist matters the Bishop consults with the relevant ministry units, Bishop-in-Council, the legal committee and appropriate Diocesan agencies. The Bishop is in regular communication with clergy and lay leaders of the Diocese through the monthly letter, Ad Clerum, and in contact with the wider Diocesan family through the Diocesan website ([www.anglicancg.org.au](http://www.anglicancg.org.au)), Anglican News, Pastoral Letters, parish visits and attendance at other functions.

The Bishop is the President of Synod, the Chair of Bishop-in-Council and Chair of the Property Trust, Ministry Executive and the ADS Board. No ordinance of Synod can come into force without the Bishop's assent. The Bishop is called to be an agent of change, as well as being the chief pastor and defender of the faith in the Diocese.



Bishop's Office Personnel

Position	Name
Diocesan Bishop <i>(Installed 6 April 2019)</i>	The Right Reverend Dr Mark Short
Episcopal Administrator <i>(31 March 2018 - 6 April 2019)</i> Assistant Bishop/Vicar General	The Right Reverend Trevor Edwards
Assistant Bishop	The Right Reverend Professor Stephen Pickard
Bishop's Executive Officer	Ms Bev Forbes
Archdeacon for Goulburn and Southern Tablelands <i>(Resigned 5 February 2019)</i>	The Venerable John Barnes
Archdeacon for Chaplaincy	The Venerable Dr Wayne Brighton
Acting Director for Ordination	The Reverend Peter Rose

Registrar/General Manager

The Registrar provides secretariat, executive support and strategic advice to Synod, Bishop-in-Council, Ministry Executive, the ADS Board, Property Trust, the Investment Advisory Committee, the Finance Committee and the Pelican Foundation.

The Registrar is also responsible for the implementation and coordination of policy decisions for these forums (e.g. permissions to incur debt; trust investment, management and advice to parishes; trust withdrawals). Other administrative functions overseen by the Registrar include: Coordination of the annual Synod; Parish Returns; Clergy Removals and general administration (including the production of the administrative circular).

Registrar/General Manager: Mr Trevor Ament  
Deputy Registrar: Ms Emma Body

Anglican Diocesan Services

Corporate services to the Diocese are provided through the Anglican Diocesan Services (ADS).

The ADS commenced operations on 1 July 2013 and is now in its sixth year. The ADS model consolidates core administrative functions within a single shared services entity to provide a framework that will enable continuous service improvements to all Agencies within the Diocese and drive efficiency benefits from the consolidation of the identified shared services. This will enable the Diocese and its partner agencies to better focus on their core business and mission.

Please refer to the Anglican Diocesan Services Synod report for further details.

Legal Committee

The Legal Committee is responsible for the drafting of Ordinances, the drawing up of legal documents and general advice on legal matters/questions. The Chancellor for the Diocese is the Hon Richard Refshauge.

Professional Standards Unit

Professional Standards Director: Reverend Peter Barnett.  
Please refer to the Professional Standards Report for further details.



Chapter 5

A TIME OF TRANSITION

"Keep Calm and Carry On"

2018-19 was a significant time of transition for the Diocese given the changes to episcopal leadership. As reported in last year's annual report Assistant Bishop Matt Brain resigned in January 2018 to take up the role as the 10th Bishop of Bendigo, where he was installed on 17 February 2018; and Diocesan Bishop Stuart Robinson laid up his pastoral staff on 31 March 2018, in a service at St Saviour's Cathedral.

Bishop Trevor Edwards formally assumed the role of Episcopal Administrator of the Diocese on 31 March 2018, a role he would (unknowingly at the time) hold until 6 April 2019. The theme of *"Keep Calm and Carry On"* was adopted acknowledging that there was naturally a degree of anxiety in the Diocese about this time of transition. As disciples of Christ, Bishop Trevor urged members to the Diocese to make prayer a priority personally and corporately, as well as remaining absolutely focused on seeking first God's kingdom in all we do and looking to God, trusting him and living for him. The diminution of episcopal resourcing saw a number of changes initiated in terms of personnel to ensure that vital Episcopal functions continued with minimal disruption.

As a Diocese we owe a debt of gratitude to Bishop Trevor for his immense contribution and sacrificial service to this Diocese particularly during 2018-19 as Episcopal Administrator. Bishop Trevor's calm guidance, wisdom and experience, particularly during this time of transition, provided a level of certainty in otherwise uncharted waters. Bishop Stephen Pickard's support and episcopal ministry on top of his full-time role as Director of the Australian Centre of Christianity & Culture was also gratefully appreciated, as was the work and contribution of the Dean and Archdeacons, in addition to the workloads they carry in their primary ministry responsibilities.

The Reverend Peter Rose was appointed as Acting Director of Ordination on a part-time basis during this interim period. In 2018 the discernment and selection processes were reworked to ensure that (1) they were both attainable and sustainable going forward with the resources available and (2) that candidates continued to receive appropriate care and supervision.

The clergy and lay leadership of the Diocese are to be commended for their efforts in assisting to cover various responsibilities during the interregnum. In addition, the ministry of our retired clergy, who continue to provide invaluable locum and other ministry coverage, should be acknowledged with gratitude.

Whilst resources may have felt stretched at times and it may have seemed that the Diocese had lost more people than it had gained, 2018 saw numerous examples of new clergy entering the Diocese. New Rectors were appointed, from various other locales, at Manuka, Hackett, Temora, Tumut and YDAM, amongst others. In addition, four new Deacons and two Priests were ordained.

2018-19 also saw numerous confirmation services held in which a mixture of adults and young people publicly affirmed their faith in Christ, as a direct result of intentional ministry that had been occurring.



Episcopal Election Nominations Committee (EENC)

The main strategic focus of 2018 was on the process of electing our next Diocesan Bishop.

On 3 March 2018 the Episcopal Election Nominations Committee (EENC) was elected by Synod and began discharging its functions under Schedule 1 of the Governance of the Diocese Ordinance. The primary task was the preparation of the Diocese Profile, including selection criteria reflecting the qualities and experience needed for the new Bishop.

Eight consultation workshops were held throughout the Diocese from 20 April to 6 May 2018 and an online survey was available from 20 April to 14 May 2018. Data gathered was then used to inform and guide the selection criteria. This process enabled the Diocese to reflect on the past decade, acknowledge our present and consider those things that we value most as we look with hope and optimism towards the future.

The Diocesan Profile and Selection Criteria were completed on 20 June 2018, with Synod members then invited to propose names of prospective nominees. At the Synod held in September, the EENC provided an update on the process to date and Synod members considered and weighted the 24 selection criteria in preparation for the Electoral Synod in November. Each prospective nominee who met the selection criteria was put forward to Synod, with the final nominee information distributed to members on 25 October. Synod members were then able to submit questions until 1 November.

The Electoral Synod was held on 8-10 November 2018, where the Reverend Dr Mark Short was elected as the 11th Bishop of Canberra and Goulburn.

The Reverend Dr Mark Short was consecrated and installed in St Saviour's Cathedral, Goulburn on 6 April 2019.

General feedback on the conduct of the Electoral Synod was overwhelmingly positive. The EENC has provided a report to this Synod reflecting on the Episcopal Election process. A presentation on this will be provided at Synod.



EENC from left to right:

The Reverend James Coats, Dr Ingrid Moses, The Venerable David Ruthven (Chair),  
The Reverend Anna Boxwell, Mr Greg Mills (Deputy Chair) & Canon Robert Arthur.



WELCOME +MARK

On 6 April 2019 at St Saviour's Cathedral, Goulburn, the Diocese consecrated and installed the Reverend Dr Mark Short as its 11th Diocesan Bishop. A total of approximately 1200 guests from around the Diocese and the country gathered to welcome the new Bishop.

Mark Short was the National Director of The Bush Church Aid Society, and formerly Rector of Turvey Park and Archdeacon of Wagga Wagga. Mark (51) is married to Monica and they have two sons. Mark's other interests include bushwalking, train travel and reading.

Mark holds a Bachelor of Theology with Honours from Moore Theological College awarded in 1997. He was ordained a Deacon in 1996 and a Priest in 1997, both at St Saviour's Cathedral in Goulburn. Following Ordination he was Deacon Assistant and Assistant Priest in the Parish of Temora, before becoming the Lucas-Tooth Scholar and undertaking a PhD at the University of Durham, UK. During his time in Durham he was an Honorary Assistant at St Nicholas Church of England. From 2002-2011 he was Rector of the Parish of Turvey Park and Priest-in-Charge of the Parish of Tarcutta. In 2007, he became Vocations Director Archdeacon, coordinating and overseeing the tri-Diocesan vocations process for new ordinands. From 2009-2011 he was Archdeacon of Wagga Wagga where he shared in the oversight of 20 parishes, Anglicare and School Ministry across that region.

Bishop Mark concluded his consecration service by saying *'It's often said that it takes a village to raise a single human life... Monica and I are so aware of the contribution so many of you have made to our lives. You have shaped us in so many ways... Let the adventure begin.'*

He plans to approach the new role in three ways: being open to the needs and opportunities within communities; listening to people's questions about faith; and being attentive to what it meant to be a follower of Jesus.



# Chapter 6

## MISSION AND MINISTRY INITIATIVES FOR THE DIOCESE

Over recent years Bishop-in-Council has reported on the various challenges facing the church both locally and nationally, as well as the opportunities that this presents. Throughout 2018-19, Bishop-in-Council has continued to pursue various mission and ministry initiatives, as well as encouraging and supporting the agencies and ministry units of the Diocese to embrace missional opportunities and enhance connections and engagement with local communities.

### Growth and Opportunities / Vitality and Sustainability

As reported previously, we live in a period of significant change and the Diocese of Canberra and Goulburn, as part of the Anglican Church of Australia, is a church in transition with various presenting challenges. The issues of 'Vitality and Sustainability' continue to remain key considerations that our Diocese grapples with, in both rural and urban settings.

Yet despite this, there are numerous good news stories of positive engagement occurring.

A number of regional ministry units have been looking at ways to better utilise or create amenities to reach and increase engagement with local communities, for example:

- Christ Church Cootamundra - Church Hall refurbishment
- St Edmund's Gunning – Hall renovation
- Braidwood – Hall renovation project
- Sutton Road Mission District – St Peter's Sutton church hall development
- All Saints' Collector – amenities building
- St Philip's Bungendore – op-shop and possible expansion to service the Captains Flat area

2018 also saw the creation of a new ministry unit - the South Sudanese Anglican Ministry (SSAM) Chaplaincy Unit.

During 2018-19, some ministry units have been exploring options to cater to increased growth in congregation numbers, whilst other units during this period have had time to reflect and re-consider options for what the future of ministry may look like.

At present there are a number of parishes and ministry units in transition. Our Archdeacons continue to work diligently in caring for vacant parishes, seeking to find creative ways to sustain ministry and enhance our witness to Christ in areas where social and demographic changes have sometimes made even just maintaining our presence problematic or where conflict has sadly and severely impaired our life together.

The Exploratory Ministries Chaplaincy Unit (EMCU) continues to provide flexible and agile structures to support exploratory and pioneering ministries and mission, particularly in rural areas where inherited traditional models are no longer able to be supported. In 2018, in conjunction with BCA as an initiative of their 100th anniversary, the new Snowy Mountains Initiative was launched and will provide a new outreach to the expanding Jindabyne/Snowy Mountains community.

### SNOWY MOUNTAINS INITIATIVE

The Anglican Church has been a major part of the Monaro and Snowy Mountains region for well over a century. In fact, BCA Organising Missioner and founder SJ Kirkby visited the area around the Snowy Mountains early in his travels. In 1936 a BCA mission was established in Delegate-Bonang. As with so many other places, Christian presence in the region has continued to shrink with two generations of families missing from churches. It is these people who make up the majority of the population and they need to hear the lifesaving message of the gospel of Christ.

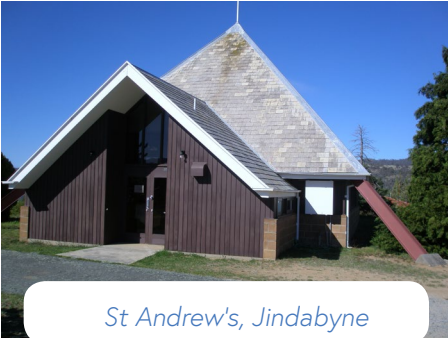


Jindabyne in particular is a town with an enormous need for the gospel. The town is experiencing rapid growth with new housing developments in several areas, one of which will accommodate an extra 1000 people. There is a current permanent population of 4500 with up to 5000 seasonal workers and visitors plus those seasonal workers who select cheaper accommodation options further east in Berridale and Cooma.

BCA together with the Diocese of Canberra & Goulburn and the Parish of Berridale & Snowy Mountains seek to establish a viable community of faith and ministry in this growing area. To establish this church we need to gather and nurture existing Christians in the area who have lost connections with the church, as well as reach out to those who have not heard the gospel. It is through these people that a vibrant local Christian community can be established with a Christ-centred church which is sustainable into the future.

This Snowy Mountains Ministry Initiative forms the basis of our Centenary Appeal. To establish a new church in this area requires your prayers and if you are able, your financial support... It is our prayer that through your generosity the good news of Jesus will ring out from the mountains.

- Article from by BCA, The Real Australian Autumn 2019.



St Andrew's, Jindabyne



2018-19 also saw Embracing Ministries continue to grow and flourish in providing ministry to children with disabilities, and their parents and siblings.



*Photos Courtesy of Embracing Ministries*

Professional Standards/Safe Ministry

Bishop-in-Council continues to work hard to ensure that Diocesan policies and practices are aligned with the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse and with what is rightly demanded by our communities.

Furthermore, the Diocese remains committed to being 'victim-centric' to ensure that we care for people in the short term and the longer term (the rest of their lives, in some cases). In addition to financial care and assistance packages, 'process support', 'pastoral support', and access to 'professional support' is also offered. Whilst it is incumbent upon us to offer this level of care to those affected, the financial costs to the Diocese are (and will continue to be) very significant.

In March 2018, the Synod unanimously assented to the 10 child protection canons made by the Seventeenth Session of the General Synod in 2017 pertaining to child protection. A focus since this time has been the implementation of the various requirements of the Safe Ministry to Children Canon and the continued review and refinement of our safe communities and professional standards policies and procedures to ensure a safe church for all.

Regrettably, policies and protocols alone do not guarantee a safe ministry environment. What is needed is a change of culture to be willing to be open and accountable. To this end the development of a system of professional pastoral supervision is being re-examined. However, if the Diocese is to adequately address this need then a cohort of people will need to be trained in this Diocese to provide this ministry to others. This topic will be further explored at Synod at which there will be a presentation on Professional Supervision.

Our Professional Standards and Safe Ministry Unit staff continue to serve us well and are to be commended for their work on these matters. Further details can be found in the Professional Standards Report to Synod and the ADS Annual Report.

National Redress Scheme

The National Redress Scheme commenced on 1 July 2018.

In September 2018 Synod unanimously endorsed the decision to join the National Redress Scheme via the Anglican Representative (NRS) Ltd, the Anglican Company established by General Synod to provide one easy access point for survivors of child sexual abuse perpetrated by Anglican institutions.



A considerable amount of work was undertaken to identify and address various matters in relation to the Diocese's participation in the NRS via the Anglican Company.

On 8 February 2019 Bishop-in-Council considered and unanimously passed the National Redress Scheme Participation Ordinance 2019 ("the Ordinance") which enabled and required the Diocese of Canberra and Goulburn and all relevant bodies associated with the Diocese to participate in the Scheme through the Anglican Company. The participation of the Diocese in the Scheme also included representation of all ministry units in the Diocese. Anglican Diocesan Services was the corporate entity appointed under the Ordinance to act on the Diocese's behalf in relation to the Scheme through membership of the Anglican company.

On 17 April 2019 the Minister for Families and Social Services formally declared Anglican Diocesan Services (on behalf of the Anglican Diocese of Canberra and Goulburn) as a participating institution in the National Redress Scheme (the Scheme) and a member of the Anglican Participating Group in accordance with the Scheme legislation.

A notifiable instrument confirming the declaration has been finalised and posted on the Commonwealth Legislation website here: <https://www.legislation.gov.au/Details/F2019N00043>.

Participation in the Scheme officially commenced on Thursday 18 April 2019 and since that date the Safe Ministry Unit has been able to receive and respond to Requests for Information under the Scheme.

It is important to note that this scheme does not replace our current redress processes. It is an additional mechanism for seeking redress for those victims who do not wish to approach an institution directly.

Provincial Matters

On 14-15 November 2018, for the first time in many years, the NSW Provincial Synod met in Sydney. Under the leadership of our Metropolitan there has been a sea change in inter-Diocesan relationships. Whilst much of the business was mostly procedural, there was a renewed commitment to listening to each other and learning how to be more effective in mission.

A key agenda item was the future of the Diocese of Bathurst. There was also one significant ordinance passed - The Provincial Synod Tribunal Ordinance 2018. This will be considered by our Synod at the upcoming session.



Remembering the Cost of Sacrifice

2018 also marked the centenary of Armistice Day and afforded opportunities to reflect on the cost of the freedoms we enjoy today, with many parishes conducting commemorative services during the year.

At a Diocesan level a moving Service of Remembrance and Thanksgiving was held in our Cathedral on Saturday 13th October 2018, jointly organised by the Friends of the Cathedral and the Anglican Historical Society, to give thanks to God for the 920 men from this then rural Diocese who made the ultimate sacrifice in what is commonly known as the 'Great War'.



Candles on the High Altar at St Saviour's Cathedral

As Bishop Trevor noted in his homily (which is available on the Diocesan website):

*"'Great' is a dubious adjective when applied to this cataclysmic conflagration which touched every facet of Australian life and most families. The casualty rate was immense, with as many folk dying from war related wounds in the decade after the end of the war as between 1915-1918. The cost was massive to the women and children from the loss of these lives plus the brokenness of so many who returned home to a society which did not know the horrors of the experience or just wanted to forget it had happened".*

A most moving part of the service was when the names of the fallen were read out in groups from the towns and villages of this Diocese as representatives placed candles on the High Altar as an act of prayer in memory.



3D Vision

During 2018-19, Bishop-in-Council has continued to pursue the 3D strategy of Development, Debt Reduction and Deployment.

Development

Through the Property Development Commission (PDC), Bishop-in-Council continues to review and progress various income generating capital works projects to generate income streams to facilitate deployment and address debt reduction. The realisation of these projects has regrettably been slower than originally anticipated, meanwhile the costs of professional standards redress continue to be significant. Bishop-in-Council, through the ADS, continues to assess this and review and explore financial structures that facilitate mission, whilst exercising wise stewardship of varied assets so that workers, lay and ordained, may be deployed throughout our Diocese.

Debt Reduction

Bishop-in-Council, supported by the Diocesan Finance Committee, continues to monitor and pursue the reduction of debt as it relates to:

- Parish contributions
- Interest rates
- Professional Standards implications / settlements
- Diocesan entities (e.g. schools)

Deployment

As noted above it has been pleasing to see new ordained and lay leaders deployed across the Diocese. However, given the transitions occurring, there remains much work to be done to ensure that skilled and well trained lay and ordained leaders are appropriately deployed to the right places to facilitate mission and enhance connections with society.

The Church and Society

The Pubic Issues Commission continues to progress various current public and social issues relevant to our church and wider society, including but not limited to:

- Refugees and Asylum seekers
- Climate change/Environment
- Indigenous recognition
- Same sex marriage
- Domestic Violence
- Inequality
- End of life issues
- Issues pertaining to gender diversity

Strengthening Missional Alignment

Following the work undertaken over recent years to promote and support missional alignment across our Diocesan agencies and entities, it has been pleasing to witness the further constructive partnerships occurring over 2018-19.

Highlights for 2018-19 include:

Anglican Schools Commission / Diocesan Schools

Amendments to the Diocesan Schools' Ordinances were passed to standardise them and enhance missional alignment across all the Diocesan Schools and Anglican Schools Commission. Work is also continuing to finalise the establishment of the Schools Foundations.



St Mark's National Theological Centre

Following the resolution passed at the September 2018 Synod, Bishop-in-Council has given renewed consideration to how support can be offered to St Mark's. A significant amount of engagement has occurred in relation to exploring how the ADS can support St Mark's through service provision. This work has culminated in the development of a Service Level Agreement (SLA) with the ADS which has been agreed by both parties. In addition, through the 2020 budget process, a level of funding towards ministry formation has been re-established.

Anglicare

Throughout 2018-19 there has been continued engagement with Anglicare, to ensure missional alignment with the Diocese and to support the development of collaborative mission and partnerships with ministry units. The Anglicare Housing Strategy, administered under the Anglicare Housing Project Ordinance, was a joint mission initiative between Bishop-in-Council, the Property Trust, the AIDF and Anglicare developed to assist Anglicare to meet its current challenges in guaranteeing housing stock for its new Intensive Therapeutic Care (ITC) program which has replaced the existing residential Out of Home Care (OOHC) program in Southern NSW and South West Sydney. This strategy will also enable Anglicare to conduct other residential programs for which the purchase of residential property would be beneficial and constructive (e.g. disability accommodation).

AIDF

The AIDF continues to be promoted as an attractive depositing and lending institution for our ministry units and Diocesan agencies.

In addition, the reach of our Company Schools and Synergy Youth and Children's Ministry enables thousands of young people to come into daily contact with the good news of Jesus whilst enriching their spiritual development through deepening the knowledge and insights of young disciples. This investment is vital in preparing the next generation of leaders for ministry and service.

The Australian Centre for Christianity & Culture (ACC&C) also continues to provide an intentional focus on mission within a pluralist, secular and multifaith society.

Discerning Future Mission

Bishop Mark has outlined three themes to guide us in the next stage of discerning God's call to mission which will form the basis for further reflection at our Diocesan Synod:

- from Luke 10:25-27 - how we might **see** what matters to God, encountering the world's needs with an open-ness to mercy
- from Luke 8:26-40 - how we might **hear** what matters to God, encountering the world's questions with an open-ness to conversation and witness; and
- from Luke 24:13-35 - how we might **feel** what matters to God, encountering Jesus in Scripture and the shared life of discipleship

Without the faithful and dedicated commitment of people across our Diocese (both lay and ordained) much of our shared mission and ministry simply could not occur. We give thanks to God for his provision and pray that he will continue to raise up new generations of faithful servants and disciples as we seek to share the truth and love of Jesus across our diverse mission and ministry fields.



Chapter 7

PROFESSIONAL STANDARDS

*Our Diocese is committed to holistic Safe Church Ministry. This means: we commit to our pastoral, duty of care, legal and insurance obligations; with the goal that all ministries are spiritually, emotionally and physically safe; based on the premise that Diocesan parishes and ministries should be person-valuing and respectful places free from abuse and harm, for ministry to God's glory.*

The Professional Standards Ordinance 2004 (PSO) was enacted by the Bishop-in-Council in 2004. The objective of the PSO is to establish a code of good practice for Church workers and processes for responding effectively and fairly to complaints made by people who have been aggrieved by the actions of a Church worker, which are not in conformity with the code.

The PSO provides for the appointment of:

1. Professional Standards Director;
2. Professional Standards Committee;
3. Professional Standards Board; and
4. Professional Standards Reference Group.

Please refer to the Professional Standards Report to Synod for further information regarding the work and activities undertaken in relation to Professional Standards and Safe Ministries during 2018-19.

The ADS Report to Synod also provides information regarding the Safe Ministry Unit.

# Chapter 8



## LEGAL COMMITTEE

The Diocesan Legal Committee comprises:

Position	Name
The Chancellor	Hon Richard Refshauge
Member	Mr Tony Beal
Member	Mr Rupert Hammond
Member	Ms Anne McNaughton
Member	Dr Darryn Jensen
ADS Legal Services Manager	Mr Daniel Simon

This Committee of the Diocese meets approximately weekly in the Diocesan Office to discuss issues emerging from all aspects of the Diocese's operations that are brought to its attention by, for example, the Bishop, the Registrar/General Manager and ADS staff, the Professional Standards Director or Diocesan agencies.

The Bishops, Registrar/General Manager and the Professional Standards Director often attend for part of the Committee's meetings, in order to provide briefings and seek oral advice.

In between meetings the members of the Committee work on matters, which are then settled by the Chancellor. Whilst the Chancellor undertakes many matters himself, he is ably assisted by the other members of the group. The Chancellor and members of the Legal Committee all work in a voluntary capacity.

In 2018, the Committee dealt with a wide range of matters including the National Redress Scheme which culminated in an Ordinance being made by Bishop-in-Council in early 2019 and a successful application for the Diocese to become a participating member of the National Anglican body that represents the Church in the Scheme. In addition, it considered a range of matters to do with the Safe Ministry practice of the Diocese including the revision of some Protocols, advice on the interpretation of the Diocesan ordinances to problems faced by parishes and agencies, advice on the form and content of appropriate legal mechanisms for the dealing with church trust property of the Diocese by Diocesan Agencies and parishes, and the development of a constitution for the new South Sudanese Anglican Ministry (SSAM) Chaplaincy Unit.

The Legal Committee does not provide formal legal advice. The Diocese seeks formal advice from external lawyers when required.

# Chapter 9



## ORDINANCES

During 2018-19 the following Ordinances were made by Synod and by Bishop-in-Council acting as the Standing Committee of Synod:

Name of Ordinance	Date Passed
Parish of Binda Sale Ordinance 2018	9 February 2018
Parish of St James Holt Rectory Leasing Ordinance 2018	9 February 2018
General Synod (Constitution (Appellate Tribunal) Amendment Canon) Assent Ordinance 2018	3 March 2018
General Synod (Constitution (Jurisdiction of Special Tribunal) Amendment Canon) Assent Ordinance 2018	3 March 2018
General Synod (Safe Ministry to Children Canon) Adoption Ordinance 2018	3 March 2018
General Synod (Episcopal Standards (Child Protection) Canon) Adoption Ordinance 2018	3 March 2018
General Synod (Special Tribunal (Limitation Period) Canon) Adoption Ordinance 2018	3 March 2018
General Synod (Offences Amendment Canon) Adoption Ordinance 2018	3 March 2018
General Synod (Canon Concerning Confessions (Revision) Canon) Adoption Ordinance 2018	3 March 2018
General Synod (Canon Concerning Confessions (Vulnerable Persons) Canon) Adoption Ordinance 2018	3 March 2018
General Synod (Holy Orders (Removal from Exercise of Ministry) Canon) Adoption Ordinance	3 March 2018
General Synod (Canon Concerning Services Amendment Canon) Adoption Ordinance 2018	3 March 2018



Name of Ordinance	Date Passed
Gungahlin Anglican Church Parish Rectory Lease Ordinance 2017	15 March 2018
Parish of Hackett Rectory Leasing Ordinance 2018	13 April 2018
Parish of Queanbeyan & District Anglican Church St Paul's Rectory Leasing Ordinance 2018	13 April 2018
Radford College Mortgaging Amendment Ordinance 2018	13 April 2018
Anglican Parish of Southern Monaro (Craigie) Land Sale Amendment Ordinance 2018	15 June 2018
Parish of Kaleen-Giralang-Lawson Rectory Lease Ordinance 2018	15 June 2018
Cathedral Parish Glebe Lands (23 Braidwood Road) Leasing Ordinance 2018	15 June 2018
Parish of Wagga Wagga Ashmont Preschool Lease Ordinance 2018	15 June 2018
Parish of Tumbarumba (St. James Church Mundaroo) Land Sale Ordinance 2018	10 August 2018
Parish of South Wagga Wagga (Koorinal) Leasing Ordinance 2018	10 August 2018
Canberra Grammar School Mortgaging Amendment Ordinance 2018	10 August 2018
Anglicare Mortgaging Ordinance 2018	10 August 2018
Synod (Delegations of Functions) Amendment Ordinance 2018	8 September 2018
Parish of Wagga Wagga (St Luke's Precinct) Mortgaging Ordinance 2018	19 October 2018
Queanbeyan and District Anglican Church (Karabar Low Cost Housing) Leasing Ordinance 2018	19 October 2018
Parish of Binda (Tuena) Lands (Declaration of New Trusts) Ordinance 2018	19 October 2018
Queanbeyan and District Anglican Church (Karabar Preschool) Leasing Ordinance 2018	30 November 2018
Superannuation Fund (Tura Beach) Land Sale Ordinance 2018	30 November 2018
Parish of Batemans Bay (Sunshine Bay) Sale Ordinance 2018	30 November 2018
Anglican Investment and Development Fund Financing Amendment Ordinance (No. 1) 2018	5 December 2018
Burgmann Anglican School Amendment Ordinance 2019	8 February 2019
The Riverina Anglican College Amendment Ordinance 2019	8 February 2019
The Anglican School Googong Amendment Ordinance 2019	8 February 2019
The South Coast Anglican Schools Amendment Ordinance 2019	8 February 2019

Name of Ordinance	Date Passed
St Peter's Anglican College Amendment Ordinance 2019	8 February 2019
Sapphire Coast Anglican College Amendment Ordinance 2019	8 February 2019
Anglican Parish of Binda Sale Amendment Ordinance 2019	8 February 2019
National Redress Scheme Participation Ordinance 2019	8 February 2019
Parish of Wagga Wagga (Leasing) Ordinance 2019	29 March 2019
Anglicare Housing Project Ordinance 2019	29 March 2019
Diocesan Schools Amendment Ordinance 2019	29 March 2019
Parish of Yass Valley (St Clement's Cottage) Leasing Ordinance 2019	29 March 2019
Anglcan Investment & Development Fund Amendment Ordinance 2019	14 June 2019

**Anglican Diocese of Canberra & Goulburn**

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