

BISHOP-IN-COUNCIL

# ANNUAL REPORT 2020





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# Foreword from the Bishop

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One of my favourite prayers is the Evening Collect for Thursday:

*Be present, merciful God, and protect us through the hours of this night: that we, who are wearied by the changes and chances of this fleeting world, may rest on your eternal changelessness; through Jesus Christ our Lord. Amen*

The year covered in the following report brought changes and chances aplenty. In particular, the impact of COVID-19 and related restrictions to movement and gathering impacted ministry across the Diocese. Parishes and other ministry units connected and worshipped online, schools embraced digital learning and Anglicare experienced increasing calls on its services.

Diocesan governance was not unaffected either. The session of Synod scheduled for September 2020 had to be postponed. Bishop-in-Council operated first in a slimmed-down mode and then met in full using video-conferencing software. In the wider Anglican Communion we saw the postponement both of the Lambeth Conference and the General Synod of the Anglican Church of Australia.

Alongside these changes, we were deeply blessed by the changeless mercies of God, expressed through the sacrificial service of God's people. Members of Bishop-in-Council, whose term extended beyond its normal three year duration, continued to act collegially and diligently for the well-being of God's people and the oversight of God's mission. Notwithstanding the postponement of Synod, Synod members were able to participate in a series of online gatherings at which they were briefed on the Diocesan response to COVID and ask any questions.

As Diocesan Bishop I am profoundly grateful for all who serve our Diocese through its governance. In many ways 2020 was a wearying journey. It was, however, a journey we made together, with the presence of God and the wisdom given by God's Spirit. We can rest in that.'

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

# Background

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This Synod report outlines the work undertaken by Bishop-in-Council during the 2020 calendar year.

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 as amended.

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. Bishop-in-Council shall make appropriate provision for the terms of reference, membership of, and procedure to be followed by, any task groups or committees and give such powers or functions to them as it considers appropriate.

## 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, as amended.



Bishop Mark's Consecration 2019

# Membership

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

- a) the Bishop
- b) 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 Ordinance specifies the procedures for the filling of vacancies that may occur.

Meetings of Bishop-in-Council are held every second month on a Friday. At beginning of 2020, meetings were transitioned to being held online via Zoom, due to the bushfires and rapidly evolving Coronavirus (COVID-19) pandemic. To allow greater agility and flexibility in decision making over this time, Bishop-in-Council meetings were placed in abeyance from April to August 2020, with its powers delegated to Ministry Executive, subject to some restrictions.



Bishop Carol's Consecration 2020

## Meetings of Bishop-in-Council

In 2020, five (5) regular meetings and two (2) special meetings were held. A planning day was also held on 15 February 2020 and three (3) electronic votes were conducted during the year, however these are not included in the figures below.

Name	Title	Meetings Attended / Meetings Eligible to Attend
The Rt Revd Dr Mark Short	Diocesan Bishop	7/7
The Rt Revd Carol Wagner	Assistant Bishop (Consecrated 22 Feb 2020)	6/7
<b>Ex Officio Members</b>		
The Rt Revd Prof. Stephen Pickard	Assistant Bishop	4/7
The Very Revd Phillip Saunders	The Dean	4/7
The Ven David Ruthven (Until 29 February 2020)	Archdeacon (North West, Wagga Wagga, South West)	2/2
The Ven Dr Brian Douglas (Until 10 August 2020)	Archdeacon (South Canberra)	3/3
The Ven Dr Wayne Brighton	Archdeacon (Chaplaincy)	5/7
The Ven Paul Cohen	Archdeacon (North Canberra)	6/7
The Ven Rebecca Newland (Appointed 22 February 2020)	Archdeacon (Coast, Monaro and Alpine Region)	5/6
The Ven Dr Neil Percival OAM (Appointed 22 February 2020)	Archdeacon (Young and the North West)	5/5
The Ven Dr Grant Bell (Appointed 28 March 2020)	Archdeacon (Wagga Wagga and the South West)	4/5
The Ven Jane Simmonds (Appointed 16 May 2020)	Archdeacon (Diaconate)	3/4
Acting Justice Richard Refshauge	Chancellor	7/7
Mr Trevor Ament	Registrar/General Manager	7/7
Mr Tim McGhie	Chair of the Finance Committee	6/7
<b>Clerical Appointed by the Bishop</b>		
The Revd Lynda McMinn		5/7
VACANT x 1		
<b>Lay Appointed by the Bishop</b>		
Mr Neil James		5/7
Dr Ian Grant		4/7
VACANT x 2		
<b>Membership as Member of Ministry Executive</b>		
Nil		

## Elected by Synod

Name		Meetings Attended / Meetings Eligible to Attend
<b>Clerical</b>		
The Revd Canon Gillian Varcoe <i>(Resigned 1 September 2020)</i>	F5	4/4
The Revd Canon Paul Black	Canberra	4/7
The Ven James Coats <i>(Appointed as Archdeacon of South Canberra 14 December 2020)</i>	South Tuggeranong/CGS	6/7
The Revd Dr Guerin Tueno	Arawang	3/7
<b>Lay</b>		
Emeritus Professor John Richards	Canberra	5/7
Mr Rupert Hammond	Ginninderra	4/7
Mr Wayne Harris	Section 49.1 (Bishop's appointment)	6/7
Mr David Holmesby	Ainslie	7/7
Mr Mark Le Couteur	Wanniassa	6/7
Ms Belinda Moss	Jamison	6/7
Mrs Margaret Wheelwright	Crookwell	4/7
Ms Anne McNaughton	Hawker	5/7
Dr John Shellard	Curtin	3/7
Mr Robert Nairn	Hawker	3/7

## 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

Email: [trevor.ament@anglicands.org.au](mailto:trevor.ament@anglicands.org.au)

Phone: (02) 6245 7101

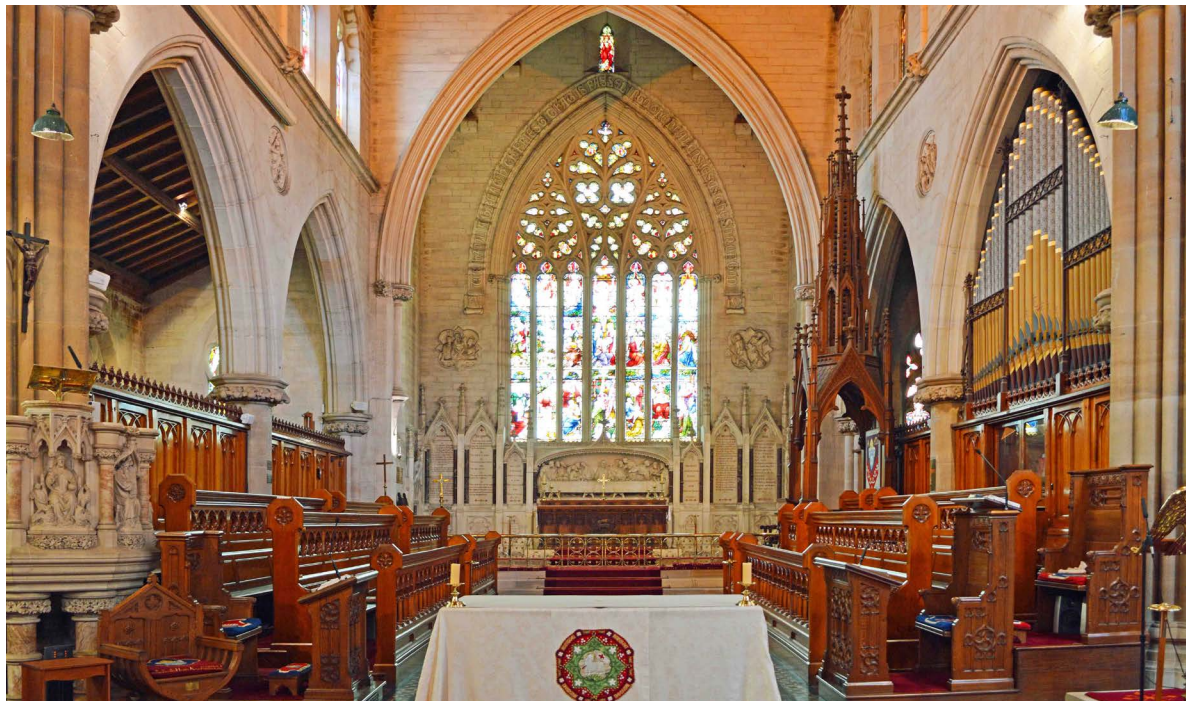
Postal Address: GPO Box 1981, Canberra ACT 2601





St Saviour's Cathedral, Goulburn

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# Committees

## 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 2020, a total of eight (8) regular meetings were held. This comprised of one (1) face-to-face meeting before all meetings were transitioned to being held online by Zoom due to the COVID-19 pandemic. As noted previously, to allow greater flexibility in decision making over this time, Bishop-in-Council meetings were placed in abeyance from April to August, and its powers were delegated to Ministry Executive, subject to some restrictions. The Assistant Bishop/Vicar General and Chair of the Finance Committee were also appointed to Ministry Executive at this time.

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.

Name	Title	Meetings Attended / Meetings Eligible to Attend
The Rt Revd Dr Mark Short	The Bishop	8/8
The Rt Revd Carol Wagner <i>(Appointed 3 April 2020)</i>	Assistant Bishop <i>(Consecrated 22 Feb 2020)</i>	6/6
<b>Members</b>		
The Rt Revd Dr Stephen Pickard	Assistant Bishop	7/8
The Ven Dr Brian Douglas	Archdeacon	6/6
Acting Justice Richard Refshauge	Chancellor	7/8
Mr Trevor Ament	Registrar	8/8
Mr Wayne Harris		7/8
Mrs Margaret Wheelwright		7/8
Mr Mark Le Couteur		7/8
Mr Tim McGhie <i>(Appointed 3 April 2020)</i>	Chair of the Finance Committee	6/6

## 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 effectively been in abeyance during 2020 due to COVID-19 concerns and difficulties in populating the membership of the Committee. Further consideration is also being given to the need for this Committee in its current form given that day to day management of risk and audit functions is now managed by the ADS Risk and Compliance Directorate which is fully staffed and working on a full-time basis and reports to the ADS Board.

## Anglican Schools Commission of the Diocese of Canberra & 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.**



Burgmann Anglican School

## 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.**



## 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 PDC 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 and re-development of Diocesan assets has been a central component of the vision for the Diocese to release capital funds and generate income streams for the Diocese to:

1. ensure the Diocese is in a position to meet historic Professional Standards claims; and
2. generate income streams for the deployment of clergy across our Diocese.

The missional purpose for these developments being to ensure the Diocese is in a position to meet financial obligations both now and into the future. The PDC will enable wise and effective decisions to be made concerning the land and capital entrusted to the Diocese.

Of the five sites originally identified for possible development (Deakin, Campbell, Manuka, Kambah and Barton) the focus had been on progressing the Deakin and Campbell sites and working with the Parish of Manuka in regards to the St Paul's site.

In July 2019, the ACT Planning Minister determined that it was not in the public interest to remove the concessional status of the Crown leases for the Campbell and Deakin sites. Effectively the Minister's decision put a halt on the plans for the identified developments in the ACT at that time. In early 2020 Bishop Mark, the Registrar, Mr Paul Powderly and representatives of the Catholic Church held a meeting with the Minister to discuss this and it was agreed further consultations be convened in due course with representatives from the Land Development Agency, Catholic church and Anglican church to explore the options and opportunities.

A major review of the Diocesan strategy to identify and reassess the options available to the Diocese to continue to meet its obligations to those who have suffered abuse, was also commenced.

The PDC is currently considering what development options may be available to Bishop-in-Council and will be providing recommendations in due course.

The COVID-19 pandemic also effectively paused the work of the PDC during 2020.

In 2021, discussions with the ACT Government and other key stakeholders have recommenced. The membership of the PDC has also been refreshed and work will soon recommence to provide recommendations to Bishop-in-Council to progress various property development options, which will be assessed against the following criteria:

- Feasibility
- Relational impact
- Equity
- Missional impact
- Reputational Impact

# Pastoral Care & Oversight

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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
- Being the final decision-maker for professional standards and much more
- Teaching and defending the faith
- Preaching
- Mission and outreach
- Nurturer of the poor and needy
- Proclamation of the gospel
- Hospitality

The Bishop is supported in these diverse responsibilities by the Vicar-General, Assistant Bishops, Dean of the Cathedral, Archdeacons, 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 (ADS) in relation to all aspects of Diocesan administration.

The Bishop's and ADS offices 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 Carol Consecration 2020





All Saint's Ainsle © Mark McIntosh



St Paul's, Murrumburrah

## Bishops' Office

The table below outlines the Bishops' Office positions in 2020.

Name	Title
The Rt Revd Dr Mark Short	Diocesan Bishop
The Rt Revd Carol Wagner	Assistant Bishop (Consecrated 22 Feb 2020)
The Rt Revd Dr Stephen Pickard	Assistant Bishop
Ms Bev Forbes	Bishop's Executive Officer
Ms Alison Payne	Bishop's Office Executive Assistant and Communications Manager
The Venerable Dr Wayne Brighton	Archdeacon for Chaplaincy
The Reverend Ian Marshall	Acting Director for Ordination

The following table outlines the Archdeacons in 2020, in order of seniority.

Name	Archdeaconry
Bishop Carol Wagner	Goulburn and Southern Tablelands
Archdeacon David Ruthven (resigned 29 February 2020)	North West, Wagga Wagga & South West
Archdeacon Dr Brian Douglas (retired 10 August 2020)	South Canberra
Archdeacon Dr Wayne Brighton	Chaplaincy
Archdeacon Paul Cohen	North Canberra
Archdeacon Rebecca Newland (Collated 22 February 2020)	Coast, Monaro and Alpine Region
Archdeacon Neil Percival (Collated 22 February 2020)	Young and North West
Archdeacon Dr Grant Bell (Appointed 28 March 2020; Collated 23 May 2020)	Wagga Wagga and South West
Archdeacon Jane Simmonds (Collated 16 May 2020)	Diaconate
Archdeacon James Coats (Appointed 14 December 2020)	South Canberra





## Consecration and Installation of the Rt Revd Carol Wagner as our new Assistant Bishop

22 February 2020 - St Saviour's Cathedral, Goulburn



Pictured: Top left- Bishop Carol Wagner with husband, Jay Wagner  
Top right- Dean Phillip Saunders, Rt Revd Dr Peter Stuart (Chief Consecrator), Bishop Carol Wagner & Bishop Mark Short  
Bottom left- Rt Revd Dr Peter Stuart (Chief Consecrator) & Bishop Carol Wagner  
Bottom middle- Bishop Carol, Rev David McLennan, Rt Revd Dr Peter Stuart & Bishop Mark Short  
Bottom right- Bishop Carol Wagner & Bishop Mark Short

## 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 (i.e. applications 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 (ADS)

Corporate services to the Diocese are provided through ADS.

The ADS commenced operations on 1 July 2013. 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 ADS Annual Report for further details.**

## Professional Standards Unit (see page 42)

Professional Standards Director: The Reverend Peter Barnett

**Please refer to the Professional Standards Report for further details.**

## Legal Committee (see page 44)

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 Acting Justice Richard Refshauge.







# 2020 Overview

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## Bushfires

The spring of 2019 was the start of a devastating bushfire season across the Diocese of Canberra and Goulburn and for our country at large.

Beginning in November 2019, a number of fires burnt across the Diocese for almost three months. From Batemans Bay to the Victorian border, to the east and west of Braidwood, south of Canberra, around Cooma and Adaminaby, and in the west at Batlow and Tumbarumba. The extreme weather conditions on New Year's Eve (31 December 2019), proved particularly devastating for many communities on the South Coast of NSW.

Around one third of our Parishes (18 in total), with more than half of those in NSW, were impacted by these fires. Of the estimated 2,100 homes lost in NSW, approximately 900 of these were within our Diocesan boundaries (~450 in the Eurobodalla Shire, >300 in the Bega Valley Shire and >100 in the Snowy Valley Shire). There was also extensive damage to commercial and agricultural infrastructure and tragically, several lives were lost within our Diocese, including three (3) in the Cobargo district.

For those not in the immediate fire areas the thick smoke that blanketed NSW and ACT was an ever constant reminder and posed challenges of its own.

Remarkably the loss of church property was limited to St Saviour's Quaama (Cobargo Parish) which sadly was completely destroyed. The administration building and other infrastructure at St Peter's Anglican College, Broulee was also lost in the fires, but has since been replaced.



Pictured:

Above- St Saviour's Quaama prior to fires

Top right- St Saviour's site after fires 2019

Bottom right- St Saviour's site November 2020





## Ministry Unit Response

The response from our ministry units was incredible with churches around the Diocese providing emergency relief and pastoral care to those affected by the fires, including:

- providing food, clothing and assistance;
- opening churches and parish halls to provide refuge, temporary accommodation and pastoral support for tourists and locals;
- prayer and meditation vigils;
- assisting at evacuation centres (in conjunction with Anglicare's Disaster Recovery program);
- Diocesan clergy serving as Disaster Recovery, Defence Force and Rural Fire Services Chaplains alongside their regular pastoral duties;
- volunteering with the NSW and ACT RFS and/or directly supporting them;
- working on projects such as putting together back packs of supplies for children needing to return to school; and
- supporting recovery agencies (i.e. Blazeaid).



Pictured: Top- Narooma Evacuation Centre, 3 January 2020  
Bottom- BlazeAid Volunteers ([www.thesenior.com.au](http://www.thesenior.com.au))

## Schools Response

St Peter's Anglican College, Broulee was directly impacted by the bushfires and suffered loss and damage to buildings and infrastructure including the administration building, as well as teaching and maintenance staff spaces, communications, outdoor equipment and grounds. The Lord was very gracious as the entire school was almost lost, but a last minute wind change saved it.

Whilst Sapphire Coast Anglican College did not suffer damage to its buildings many of the staff and families of students lost homes and farm infrastructure.

Both Principals took up the gruelling task of calling staff and families in fire affected areas, hearing their stories of escape, panic, disbelief and confusion at the intensity of the fire, the loss of farms, sheds, animals, feed for their stocks and in many cases their homes. Overall more than 20 families with children at the South Coast Anglican Schools lost houses.

Both Colleges committed to providing significant ongoing counselling support to students, their families, and staff to help deal with the traumas experienced by families fighting or fleeing from these widespread bushfires and evacuating from their homes. The Colleges increased part-time counselling roles to full-time roles as a direct method of providing assistance on the ground to students and families.



Pictured: Principal of Sapphire Coast, Tracey Gray, delivering teaching packs to families.

Fee relief strategies and other support (i.e. uniforms) were implemented with the estimated financial impact across both schools being approximately \$500k in school fees alone. As part of this assistance the Colleges also offered a Bush Fire Relief Scholarship to identified students. This assistance to families and students provided the help necessary for the students to remain in the safe and stable environment offered by the Colleges and continue their education.

The longer term economic effects of the bushfires on the local communities is apparent and will continue to be assessed during the recovery phase, particularly noting the important missional role that both schools play within their local community.



St Peter's Admin building after the fire 2019



St Peter's newly built admin building 2020



## Diocesan Response

### Anglicare

From the outset of the crisis Anglicare Disaster Recovery volunteers were mobilised to serve in local evacuation centres. At the height of the emergency the centres in Batemans Bay, Narooma and Bega each registered over 4,000 evacuees.

In the first week of January the Diocese also launched a Bishop's Bushfire Appeal in conjunction with Anglicare. Over \$200,000 was raised which was used to provide direct assistance and to support longer-term pastoral responses.



Anglicare Volunteers helping Anglicare Bushfire Recovery at Batemans Bay and Cobargo

### Prayer

Prayer has been a major part of the Diocesan response. In the first half of January 2020, the Bishop convened a video conference meeting with affected Parishes to collect prayer points which was then used throughout the Diocese. A number of online prayer meetings were held during the bushfire crisis.



## Pastoral Care

A pastoral letter was issued by Bishop Mark on 5 January 2020 with a further pastoral letter issued on 17 February 2020.

Bushfire response meeting/s were convened via Zoom with affected Parishes in the South Coast and western regions and a Bushfire resource page was established on the Diocesan website.

Pastoral visits were also conducted, which included:

- visits to the South Coast Parishes by the Bishop and the Registrar;
- visits to the South Coast Anglican Schools by the Registrar and ADS Director of Schools; and
- visit to Parishes in the western region by Bishop Mark.

## *Provision of Pastoral Care Support Workers*

Feedback from Clergy and lay leaders affirmed the value of supporting a number of 'Bushfire Recovery Pastoral Care Support Worker' positions for a period of at least 12-18 months to assist in the recovery process across each of the affected Local Government Areas (Eurobodalla, Bega Valley and Snowy Valleys).

The role of these positions includes:

- the provision of emotional and pastoral support to clergy and lay leaders;
- organising courses, training events and commemorations to promote community connection and resilience during the recovery phase;
- representing local churches on any Council-based community recovery committee; and
- liaising between churches and outside organisations offering volunteer support during the recovery phase.

Funding was sourced for these positions and one appointment was made prior to COVID-19 restrictions coming into force. An excerpt of Janice Ackland's work across the Eurobodalla region is provided opposite.

Further appointments are being progressed to the other regions in 2021 now that COVID-19 restrictions have eased.



Pictures supplied by Janice Ackland



# Eurobodalla Bushfire Recovery

Janice Ackland accepted the Pastoral Care Support Worker role for the Eurobodalla Shire working alongside Anglicare Bushfire Recovery in Moruya. Janice had the privilege of serving the communities in the Eurobodalla through involvement with local parishes as well as community agencies and initially embarked on a mission of networking and building relationships.

Outreach programs and *Tea & Chat Tuesday's* were established as an opportunity to met with local community members; provide support and information on services available and to network.

Janice also had the opportunity to be a part of the Council Mental Health and Well Being Committees, which is a key area of concern for the region.

Even though COVID-19 restrictions posed a challenge, Janice endeavored to make herself known to all the parishes in the Eurobodalla Shire and assured her availability as the regions Pastoral Care Support Worker. Clients referred received intangible spiritual care and emotional support which has been recognised as being a significant component to holistic healing. For those seeking ongoing spiritual solace, Janice has been able to connect them with faith communities in their area.

COVID-19 also hindered the rebuilding of communities at a time when coming together was key to recovery, but there are signs now of change and with it a focus on Community Development. The resilience of individuals and communities, while of course dependent on many factors, is evident and bonds developed through the adverse shared experiences, have done much to grow communities, as has the kindness and generosity of people from all walks of life.

Janice is currently in the process of running 'Good Grief Groups' to address the needs of those attempting to come to terms with the long haul of loss and grief. In May/June 2021, Janice will also be co-facilitating Anglicare's Wellness program which will include the Good Grief program.

Bushfire Recovery involves rebuilding homes, getting DA's approved to start with, finding rental accommodation or improving temporary accommodation, coping with the added pressures of relationship breakdowns, health issues, bereavements and finding meaning in the midst of such loss and devastation. Housing continues to be a very high priority and there is an acute shortage of it throughout the Shire and a high incidence of homelessness.

Community events are now featuring more frequently as COVID-19 restrictions begin to lift.

The rebuilding of places such as the Mogo Painting and Pottery Gallery has been a huge encouragement to the community as has the regrowth of trees and other vegetation.

There is so much more to be done on this journey towards healing for individuals, families and communities to flourish.

*"I thank our great God for his leading and his provision that has made my time of service in the Eurobodalla such a blessing"*

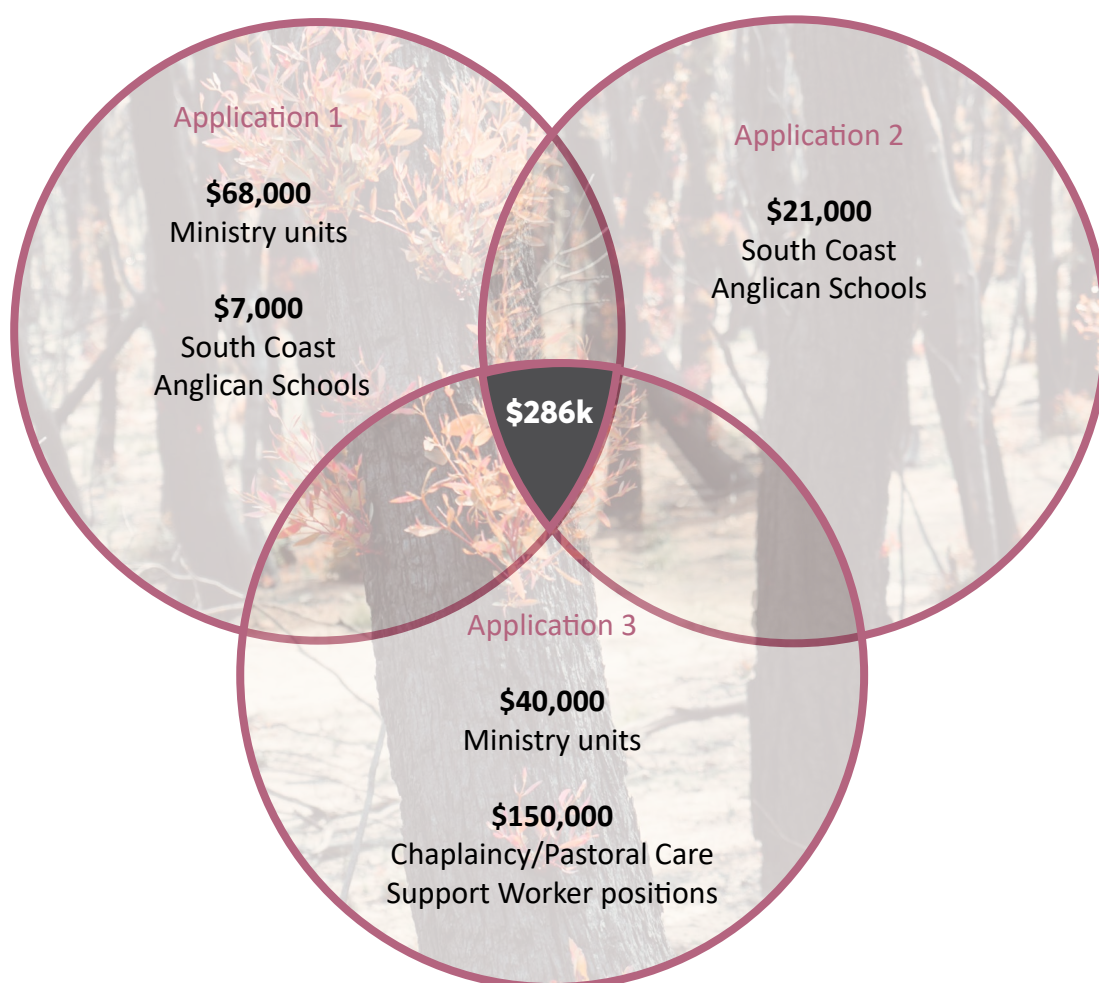
*- Janice Ackland*

## Funding Overview

### Anglican Aid

During 2020, Anglican Aid ([www.anglicanaid.org.au](http://www.anglicanaid.org.au)) generously provided the following funding:

- An initial grant of \$75,000 which was distributed to the Parishes and Schools directly impacted by the bushfires as emergency funds for on the ground and immediate assistance.
- A second grant of \$21,000 which provided \$1,000 in direct assistance to each school family who lost their home. St Peter's Anglican College received \$9,000 and Sapphire Coast Anglican College \$12,000. A personal message from Bishop Mark was also provided to each family along with the payment.
- A third grant comprising:
  - o \$150,000 towards the funding of additional pastoral care support workers; and
  - o \$40,000 for bushfire affected Parishes



### **Bush Church Aid (BCA)**

\$100,000 was received from the BCA drought and disaster relief fund to assist in funding the pastoral care support worker positions.

### **Anglican Investment and Development Fund (AIDF)**

The AIDF Board approved a special distribution of \$200,000 to support the bushfire recovery and this was distributed across impacted Parishes and Schools.

A range of other Commonwealth and State (NSW) grant funding initiatives were announced to assist individuals and businesses that were directly impacted by the bushfires including fee relief support for the Schools.

### **Direct Assistance Measures**

#### **Parish Contribution Relief**

As endorsed by Bishop-in-Council, Parishes impacted by the bushfires were offered relief from the Parish Contribution for a period of six (6) months to enable them time to work through the impacts to the Parish and the wider community. This cost was absorbed by ADS as direct assistance to affected Parishes.

#### **Insurance Relief**

As endorsed by Bishop-in-Council, to assist those Parishes impacted by the bushfires, a one-off bushfire levy (through the insurance costs) was applied to selected Parishes based on their income assessment. Twelve (12) parishes were asked to fund this assistance through the levy. Of these, seven (7) were levied \$5,000 with the remaining five (5) being levied \$2,000. The total assistance provided by these Parishes was \$45,000.

Those Parishes affected by the bushfires received a maximum benefit of \$4,000 to reduce the cost of their insurance.



Picture Credit: CSIRO

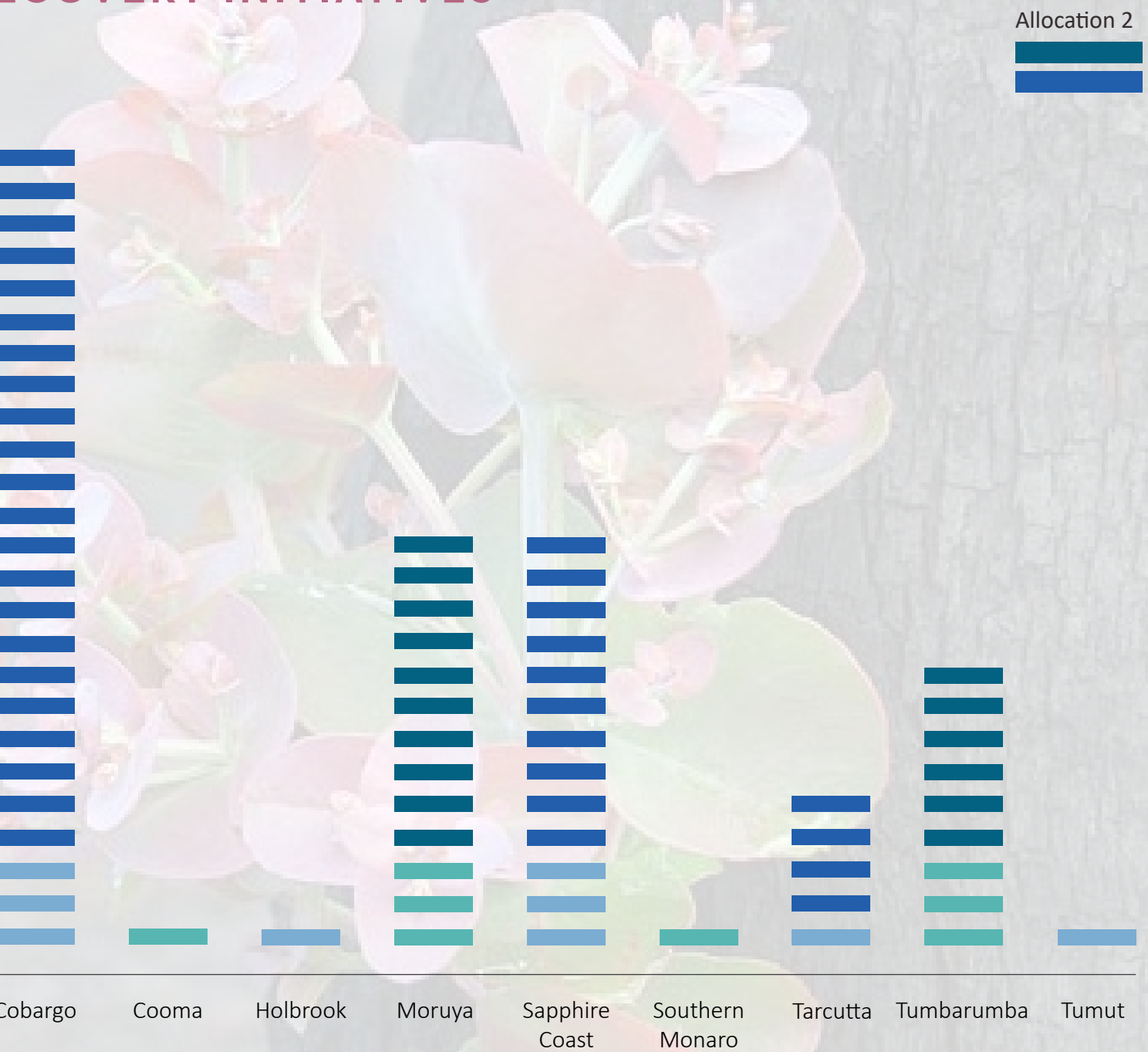
ANGLO  
MINISTRY UNIT RE



MINIS

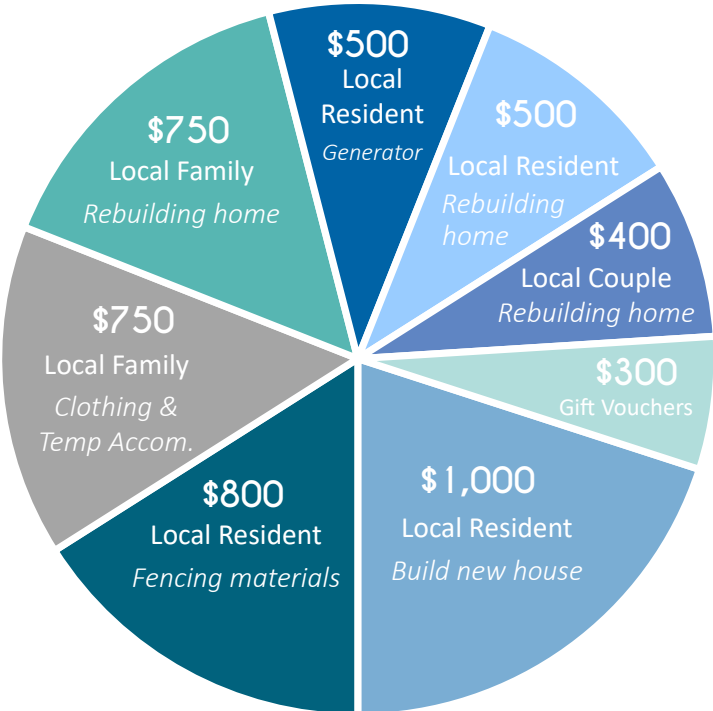
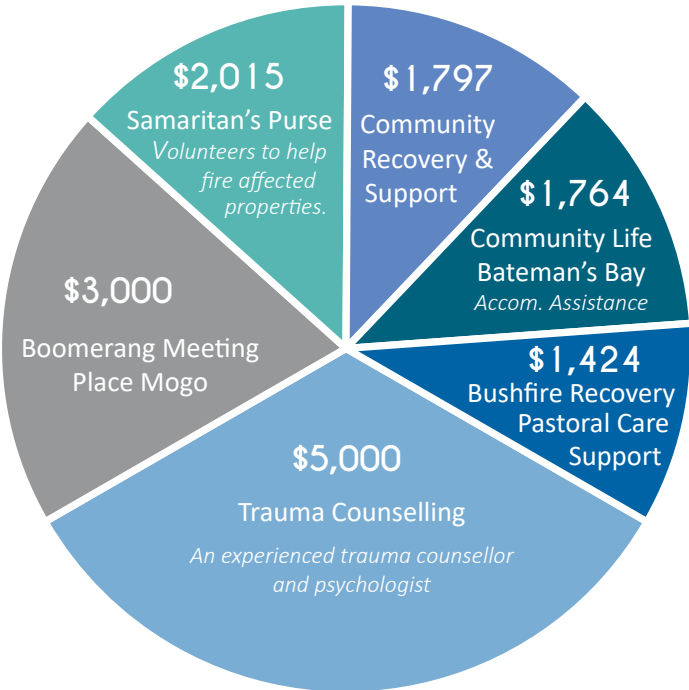
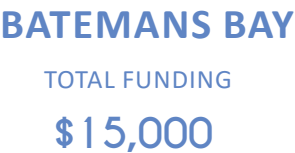


# AMERICAN AID RECOVERY INITIATIVES



COUNTRY UNIT

Ministry Unit Funding Distribution as at 31 December 2020





### COOMA

TOTAL FUNDING  
**\$3,000**

Pink Lady Bras  
*Local resident & small  
business that lost  
everything.*

### SOUTHERN MONARO

TOTAL FUNDING  
**\$3,000**

Community Fund of the  
Southern Monaro  
*Assist local families*

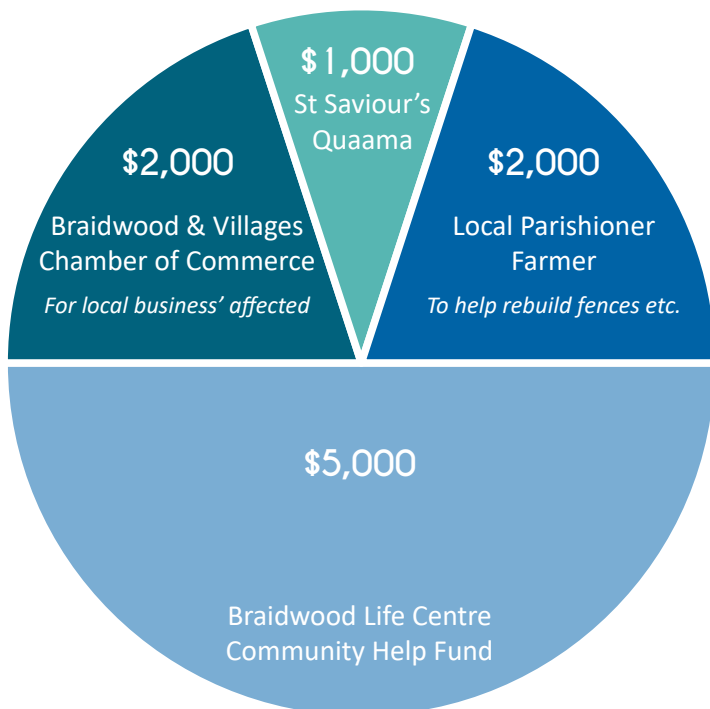
### TARCUTTA

TOTAL FUNDING  
**\$9,000**

9 x Local Families  
& BlazeAid

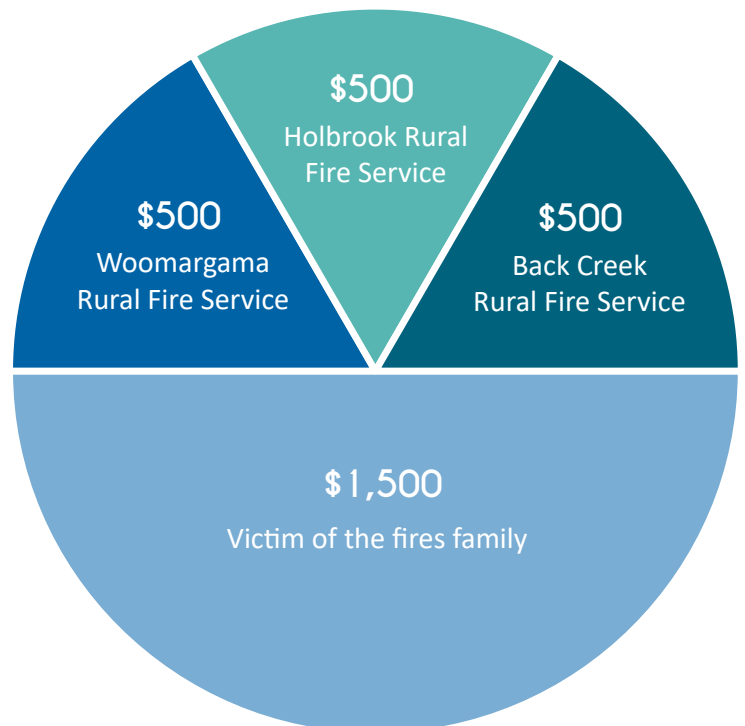
### BRAIDWOOD

TOTAL FUNDING  
**\$10,000**



### HOLBROOK

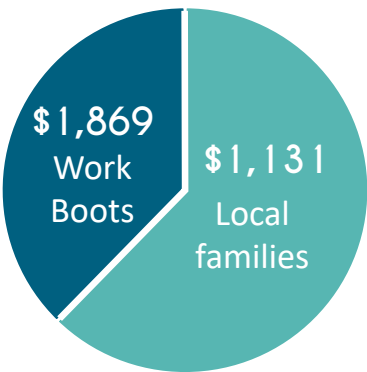
TOTAL FUNDING  
**\$3,000**



Ministry Unit Funding Distribution **CONT.** as at 31 December 2020

**TUMUT**

TOTAL FUNDING  
**\$3,000**



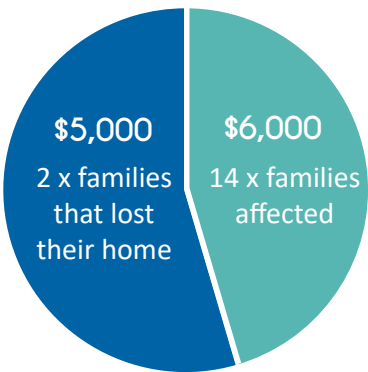
**SAPPHIRE COAST**

TOTAL FUNDING  
**\$15,000**



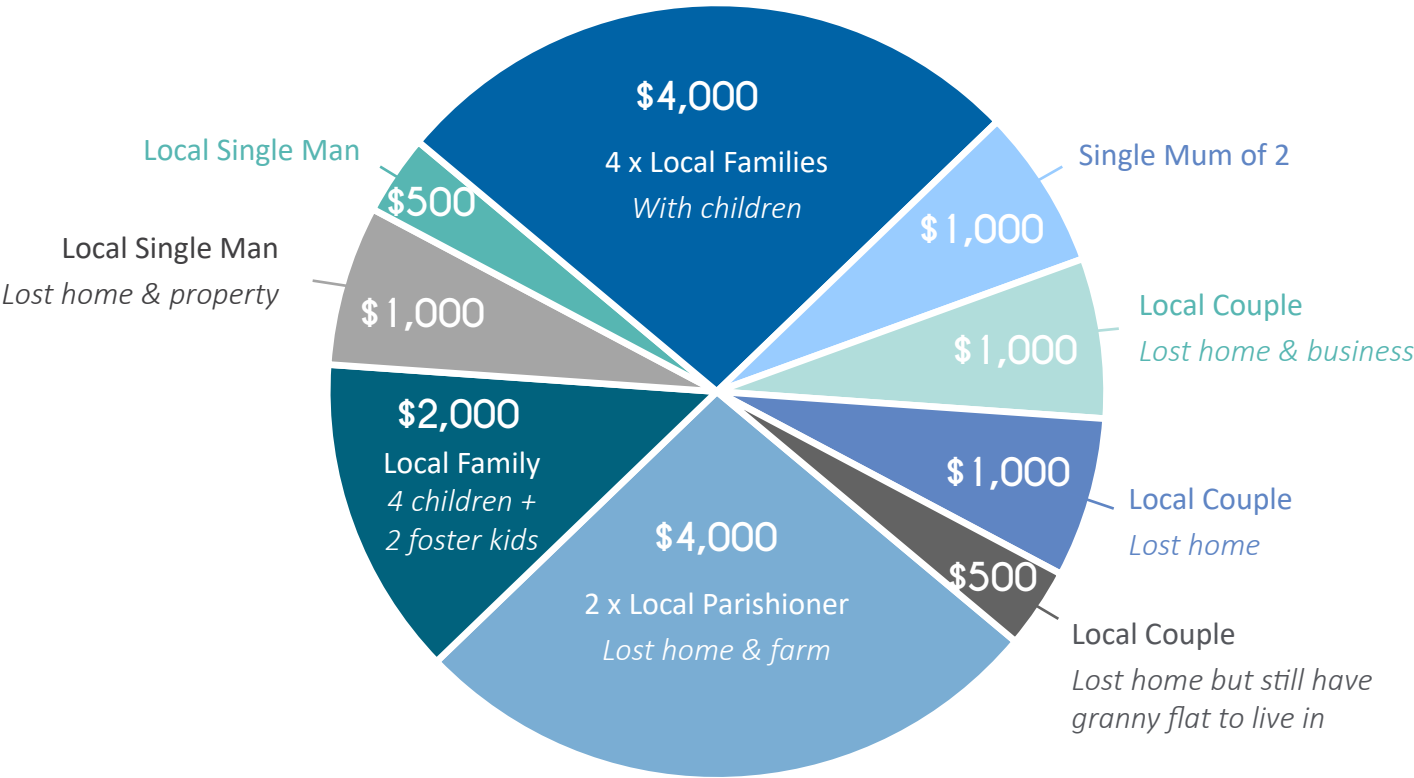
**TUMBARUMBA**

TOTAL FUNDING  
**\$11,000**



**BATLOW**

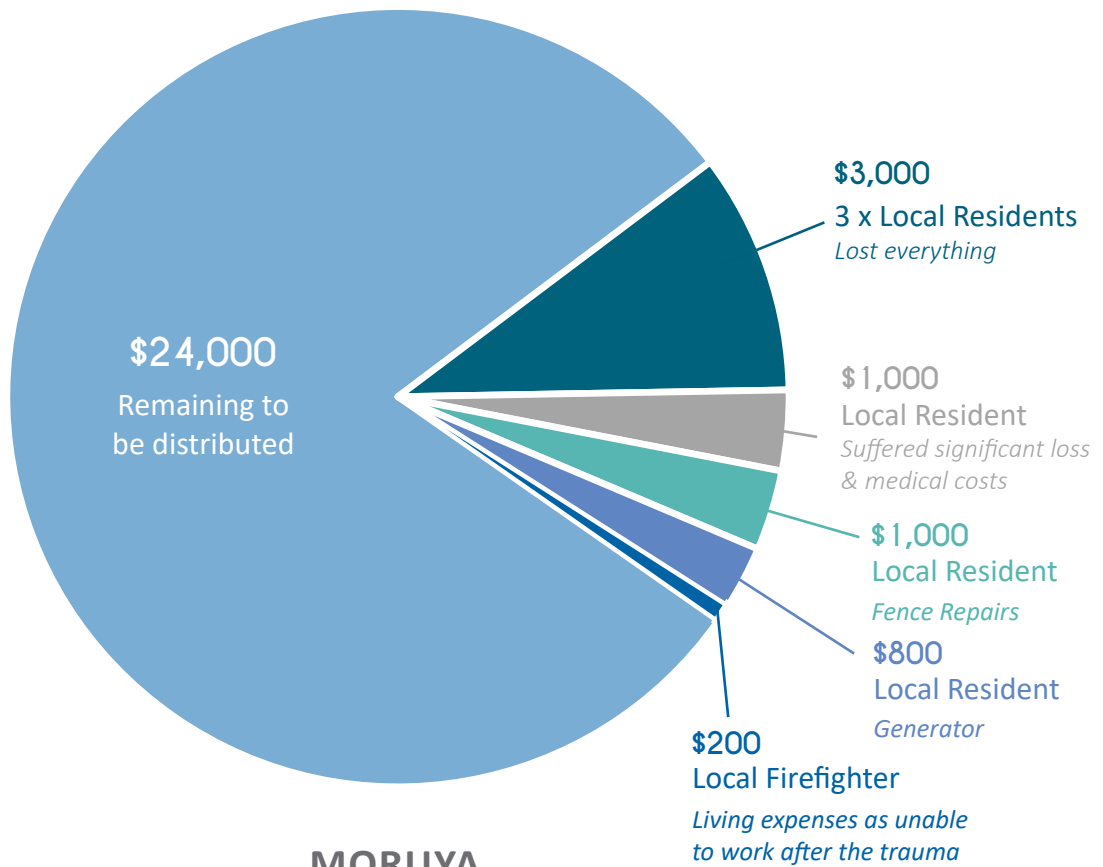
TOTAL FUNDING  
**\$11,000 + \$4,000 (Parish Funds)**





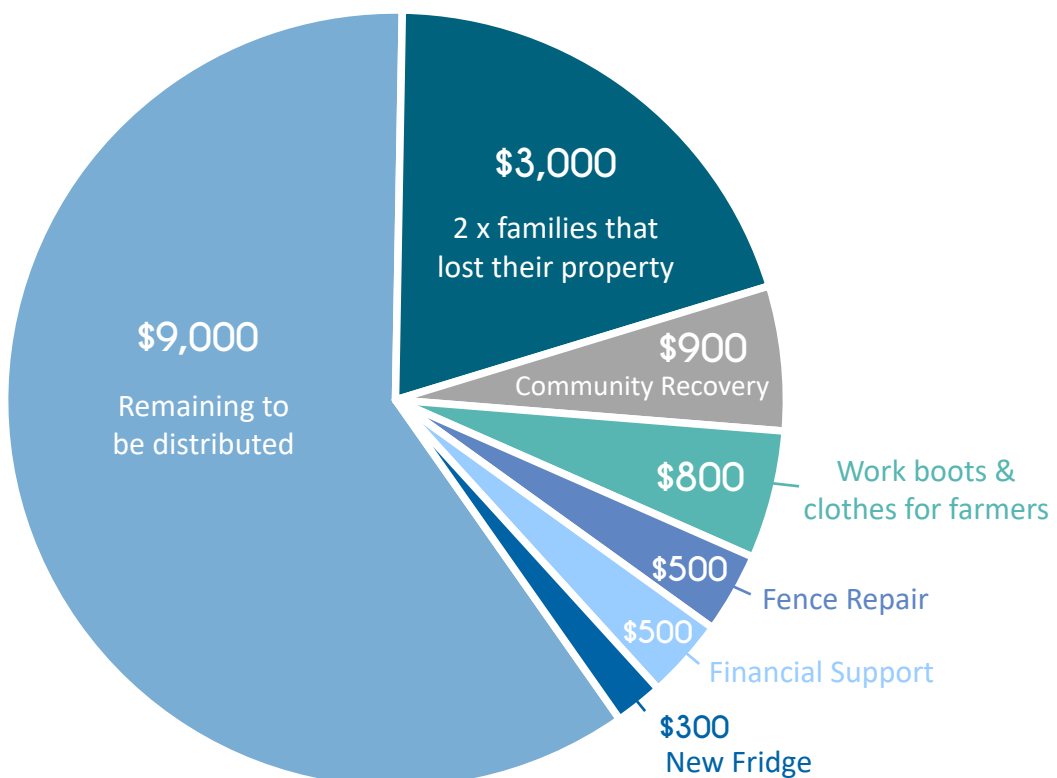
## COBARGO

TOTAL FUNDING  
\$30,000

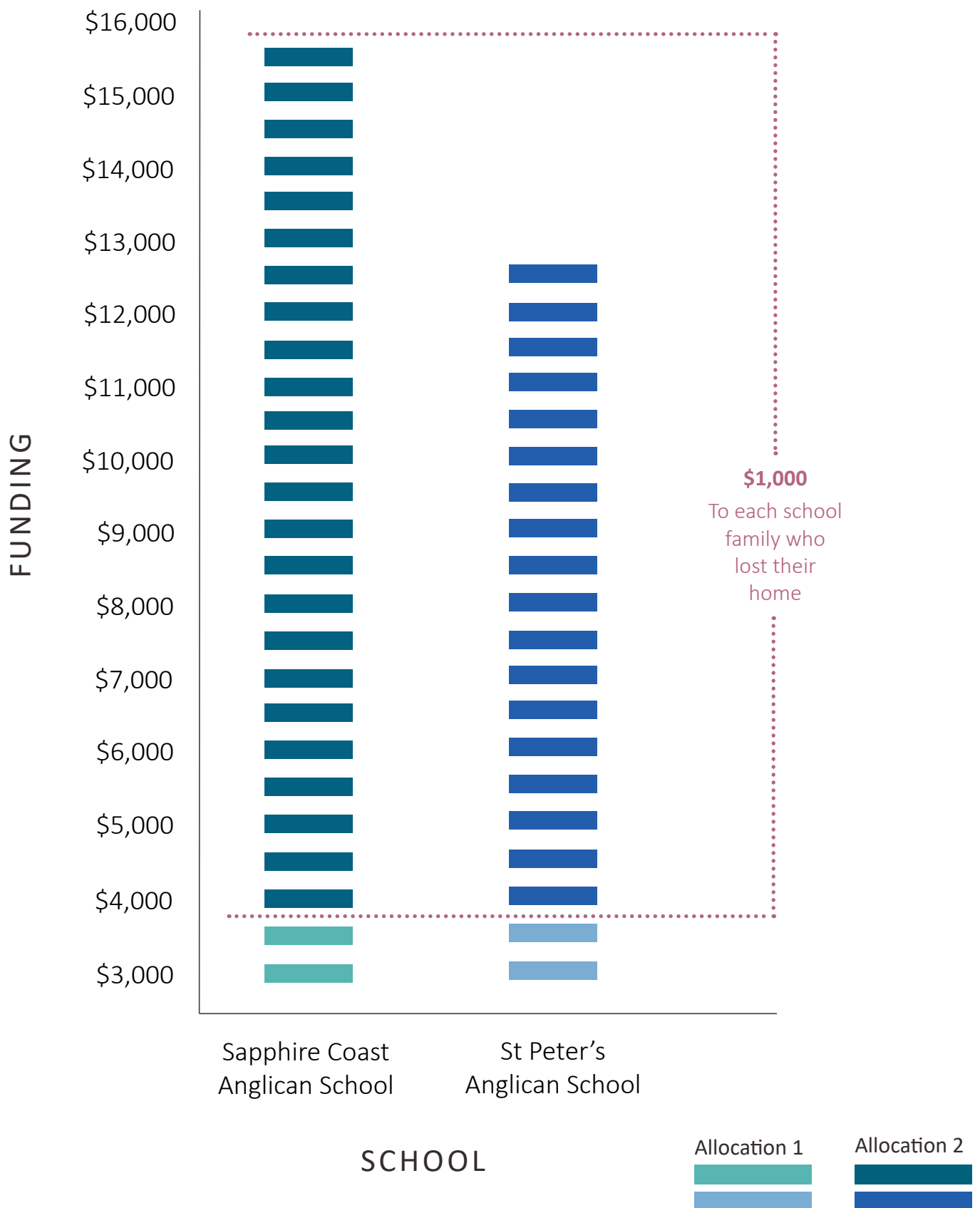


## MORUYA

TOTAL FUNDING  
\$15,000



## SOUTH COAST ANGLICAN SCHOOLS RECOVERY INITIATIVES







St Peter's Principal, Darren McPartland & volunteers cleaning up after the fires.

Stray cattle being housed in St Peter's Early Learning Centre playground.





## Coronavirus Pandemic (COVID-19)

In addition to the bushfires, 2020 saw the COVID-19 pandemic which has had unprecedented global and national impacts including across all entities of the Diocese and the wider local community.

The ADS (Diocese) took immediate steps to respond to and manage the presenting situation; this included monitoring the public health advice, enacting Business Continuity Plans for the ADS and developing, in consultation with the Bishop's Office, co-ordinated communication strategies to provide information and resources to ministry units and agencies (i.e. FAQ documents and other COVID-19 resources) to assist them to assess, and manage the associated risks.

A "Keep Connected" page was also initiated on the Diocesan website to assist in connecting people to online church services and other pastoral resources.

The ADS office shutdown period commenced on Monday 30 March 2020 with all staff working from home until further notice. A very limited number of staff were present at the ADS office intermittently during the shutdown period for essential service delivery. Any staff onsite were required to strictly adhere to social distancing and hygiene requirements as well as completing the register for office attendance.

The biggest impact to ministry units was the cessation of public worship services to ensure the safety of all parishioners and the general public. This then led to a reduction in offertories and the loss of other income generating activities (i.e. op-shops, car-parking, hiring of church facilities etc.), which placed considerable financial pressure on many ministry units and clergy. However, this did not stop our ministry units, many of whom used this as a catalyst to utilise technology and implement "online" church services (via Zoom or YouTube) in order to continue worship and remain connected to one another. Overall this has had some amazing benefits, not only in terms of up-skilling and keeping congregations connected but enabling others to "see" what different ministry units were doing as well as connecting with people who they may not otherwise have.

The ADS and the AIDF also provided assistance to ministry units in transitioning parishioners' offertories to direct debit arrangements.



**HELP STOP THE SPREAD**



## Financial Support Initiatives

A range of financial support initiatives were implemented to assist ministry units, agencies, schools and entities during the pandemic.

### Government Initiatives

#### **JobKeeper Payment**

Under the JobKeeper Payment, businesses or not-for-profits impacted by the COVID-19 were able to access a subsidy from the government to continue paying their employees.

	<b>JobKeeper</b>	<b>Cash boost</b>	<b>Total</b>
<b>ADCG</b> (April 2020 – March 2021)	\$ 2,840,150*	\$ 100,000	<b>\$ 2,940,150</b>
<b>ADS</b> (April 2020 – Sept 2020)	\$ 1,036,500	\$ 99,909	<b>\$ 1,136,409</b>
<b>Anglicare</b> (April 2020 – Sept 2020)	\$ 6,992,312	Not eligible	<b>\$ 6,992,312</b>
<b>St Mark's</b> (April 2020 – Sept 2020)	Not eligible	\$ 100,000	<b>\$ 100,000</b>

Charities registered with the Australian Charities and Not-for-profits Commission (ACNC) were eligible for the subsidy if they estimated their turnover had or was likely to fall by 15% or more relative to a comparable period.

Affected employers were able to claim a payment of \$1,500 per fortnight per eligible employee from 30 March 2020 until 27 September 2020. The potential benefit to ministry units was \$1,500 per fortnight (\$19,500 over six months) for each clergy and other paid position. No superannuation guarantee payments were required to be paid on any additional payment made because of the JobKeeper Payment.

The ADS invested a significant amount of time and effort into reviewing the processes for the JobKeeper payment and other Government stimulus initiatives to ascertain what was required from each ministry unit and from the ADS in order to access these payments; as well as requesting, reviewing and collating the information provided by ministry units to assess eligibility. This information, along with that received from our Diocesan agencies helped to inform our application to the Australian Taxation Office (ATO) for the JobKeeper payment.

To facilitate this ADS engaged PwC Australia to provide advice in relation to our application given the complexities around church governance structures, financial arrangements and employment considerations in terms of assessing eligibility. The advice from PwC was that in relation to ministry units, whose employees (clergy/staff) are employed via the Anglican Diocese of Canberra and Goulburn (ADCG) entity, then these should be lodged as a consolidated group rather than on an individual ministry unit basis. PwC Australia continued to review our lodgements throughout 2020 and provide advice on various legislative changes that were made in relation to the JobKeeper payment.

#### **Cash Boost for Employers Payment**

This initiative enabled employers (ie. ADCG/ADS) to receive a payment equal to 100% of their salary and wages withheld (up from 50%), with the maximum payment being increased from \$25,000 to \$50,000 and the minimum payment increased from \$2,000 to \$10,000. An additional payment was also introduced equal to the total of the first Cash Boost.

## **Direct Assistance**

### ***Parish Contribution Relief***

Due to the exceptional circumstances of the COVID-19 pandemic, Bishop-in-Council at its meeting on Friday 3 April 2020, endorsed the ADS Boards - Parish Contribution Relief Strategy to provide additional relief to all Parishes by waiving the 13% Parish Contribution for a period of six (6) months (April 2020 – September 2020). The total benefit to Parishes through this relief from the Parish Contribution was \$715,000.

### ***AIDF Assistance package***

The ADS executive produced a major response to the COVID-19 pandemic for the AIDF which was approved by the AIDF Board. The response provided ministry units, agencies, schools and entities with major cash flow benefits (relief from loan repayments to December 2020) and reductions in the interest rates.

## **Assistance to Other Agencies**

### ***Schools***

The ADS Director of Schools and the Anglican Schools Commission provided support across the schools portfolio particularly during the transition to online learning and again during the return to face-to-face learning once restrictions had eased. Meetings with Principals and Board Chairs (of both the Diocesan and Company schools) were initiated and provided an effective forum for collaboration and pastoral care and support. Strategic consideration is now being given to the benefits of online learning and its future application post the COVID-19 pandemic.

### ***Anglicare***

The ADS was in regular communication with the Anglicare CEO, Jeremy Halcrow, and undertook a significant amount of work to model the financial risks to Anglicare and to facilitate Anglicare's applications for the JobKeeper and Cash Boost for Employers payments.

## **COVID-Safe Planning**

With the announcement in May 2020 of the Government's 3-step framework for a COVID-Safe Australia and subsequent announcements regarding plans for the lifting of restrictions in NSW and the ACT, the ADS Risk and Compliance directorate developed a suite of information to assist ministry units, agencies and schools plan for a return to on-site activities.

This included a COVID-Safe management plan template, which all ministry units and agencies were required to complete and have in place, along with posters, check-in procedures and other resources.

The ADS has a COVID-Safe plan in place and all staff returned to working in the office in March 2021 with access to Level 4, 221 London Cct being restored.

## Ministry in 2020

2020 was a year of adaption to our new way of life, living through a pandemic. Ministry units were challenged to finding new ways to minister and pastorally care for people. There has been numerous examples of resilience, creativity and care as everyone has adapted to the situation.

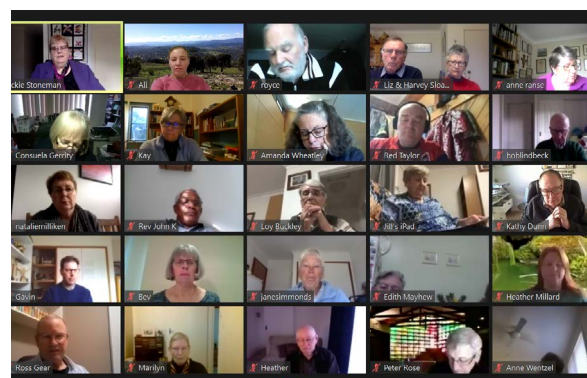
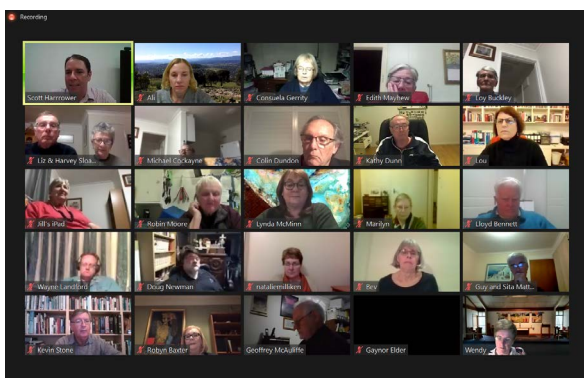
A new era of technology was born which enabled the world to connect online when we could not connect face-to-face due to the ever changing government restrictions and social distancing requirements. Below outlines some examples that we saw implemented across the Diocese:

- Ministry teams producing online worship and disciple-ship resources.
- Parishes setting up 'telephone trees' so no-one is forgotten and uncontacted.
- Children and young people writing letters to parishioners who don't have access to the internet.
- School teachers working tirelessly to shift to a new mode of teaching and learning.
- Anglicare staff being re-deployed away from normal duties to where the needs were greatest.
- Zoom conferencing being rolled out to all parishes and ministry units by the ADS ICT team.

'Keep Connected' was also developed on the ADCG website providing an online resource to keep our communities connected and up to date with the latest news and events across our Diocese and within local parishes.

The ADS response to the COVID-19 pandemic included:

- Monitoring public health advice and developing resources to assist ministry units.
- Assisting ministry units and agencies to navigate the various risk considerations in relation to the COVID-19 pandemic;
- Working to model the financial impacts the COVID-19 pandemic was having across the Diocese for ministry units, Diocesan schools, Anglicare, AIDF, ADS and other agencies.
- Facilitating Diocesan financial support strategies.
- Reviewing the various Government stimulus announcements and working closely with our ministry units, agencies and schools in regard to accessing this funding.



*Pictured: Zoom meeting screenshots from the Clergy Conference May 2020*



## Parishes

Across the Diocese parishes and ministry units implemented a range of strategies to keep connected with their parishioners and continue the work of our Lord. Some examples include:

- Weekly Pewsheet with Sunday readings, sermon and intercessions being sent by email each week, or for those without internet a team of parishioners hand delivering a hard copy to their mailbox.
- Pastoral Care roster to call local parishioners on a regular basis.
- Regular parish website updates with news, information and pre-recorded videos.
- Regular parish Facebook updates to inform parishioners.
- Zoom meetings and live streaming Sunday services, regular meetings and bible studies.
- Direct Debit set up for parishioners for offertories.
- Food relief programs to assist those struggling eg. Anglicare, Tuckerbox at Hackett, St John's Care, Gordon Community Centre and South Wagga Anglican Church.
- COVID-Safe Communion (when restrictions lifted slightly in August). For example, Gungahlin Anglican Church offered a drive-through communion with disposable cups and all clergy wore clear full-face visors (as pictured).



*Jill Granger delivering  
St Edmund's Penny*



## Schools

The COVID-19 pandemic had a significant impact on schools and the provision of education and this was no different for our Diocesan and Company Schools. Staff and students (and parents) had to rapidly adjust to online remote learning and utilising the various tools available to deliver this. Strategies implemented across our Diocesan schools included the following:

- Morning prayer with staff was held on Zoom.
- Weekly chapel pre-recorded videos were sent to students.
- Classes were moved online and delivered via programs such as Zoom and Microsoft Teams.

Students and teachers have continued to look for ways to serve each other and the community. George Huitker, Director of Service Learning, at Radford College has worked hard to maintain connections through the radCreates e-card project (<https://radcreates.wordpress.com/> password: inthistogether). These e-cards have encouraged many in the community.



*Pictured: Radford College students watching the Easter service online and doing activities at home.*

## Ministry Initiatives

The Bishop's Priority Area Review & Planning Group continued to meet regularly during 2020 to consider the three themes and six priority areas for guiding and challenging our Diocese to engage a world of difference with the love and truth of Jesus.

The three themes were:

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

The six priority areas:

- |                                      |                                    |
|--------------------------------------|------------------------------------|
| 1. Gracious and Patient Witness      | 4. Creative and Informed Advocacy  |
| 2. Safe and Sustainable Ministry     | 5. Just and Generous Stewardship   |
| 3. Compassionate and Skilled Service | 6. Inspiring and Empowered Worship |



The Priority Area Review & Planning Group has been exploring the existing inter-relationships across ministry units and agencies and identifying avenues for further engagement in relation to advancing our common mission and this work will continue to be progressed in 2021.

As a Diocese we continue to be blessed by the faithful and dedicated service of people across our Diocese (both lay and ordained) which contributes significantly to our shared mission and ministry of engaging local communities with the love and truth of Jesus. We give thanks to God for his provision and pray that he will continue to raise up new generations of faithful servants and disciples across our diverse mission and ministry fields.

# Professional Standards

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*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.*

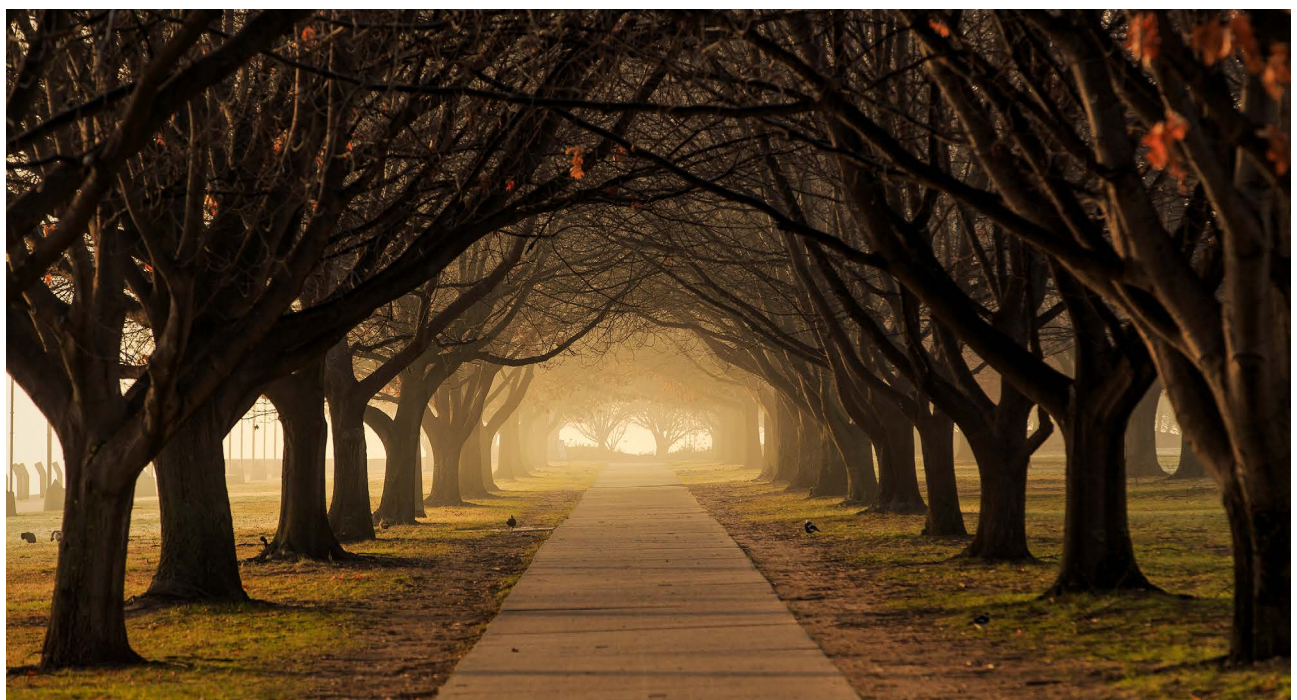
The Professional Standards Ordinance 2004 (PSO) was enacted by the Bishop-in-Council in 2004. The objective of the PSO is to establish a code of good practice for Church workers and processes for responding effectively and fairly to complaints made by people who have been aggrieved by the actions of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

The PSO provides for the appointment of:

- (a) Professional Standards Director;
- (b) Professional Standards Committee;
- (c) Professional Standards Board; and
- (d) 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 Ministry during 2020.**

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





Bishop-in-Council continues to work diligently 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.

Over 2020, a focus for the Safe Ministry Unit and Professional Standards Reference Group has been the continued implementation of the various requirements of the Safe Ministry to Children Canon and ongoing review and refinement of our safe ministry and professional standards policies and procedures to ensure a safe church for all.

This work, during 2020 and into 2021, included the development of a secure, online Safe Ministry Information System (SMIS) for the record keeping and audit purposes. This has been a large task and the Diocesan Safe Ministry Administrator, the Reverend Gaynor Elder, is to be commended on the tremendous work she has done to ensure this system meets the needs of our Diocese. The implementation of this system commenced in 2021.

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.

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.

Regrettably, policies and protocols alone do not guarantee a safe ministry environment. Instead, a change of culture is required including a willingness to be open and accountable. As part of this culture change a system of Pastoral Supervision is being widely encouraged for all clergy.

## National Redress Scheme

The Diocese’s participation in the National Redress Scheme (NRS) has seen 17 requests for redress with the majority of these matters relating to agencies of the Diocese (schools and past residential care facilities). 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.

**Further details regarding the NRS are contained in the Professional Standards Report and ADS Annual Report.**

# Legal Committee

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The Diocesan Legal Committee comprises:

Name	Title
Acting Justice Richard Refshauge	The Chancellor
Mr Tony Beal	Member
Mr Rupert Hammond	Member <i>(Retired 2021)</i>
Ms Anne McNaughton	Member
Dr Darryn Jensen	Member <i>(Retired 2021)</i>
Mr Daniel Simon	ADS Legal Services Manager

Until March 2020, the Legal Committee met 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.

Whilst the Chancellor undertakes many matters himself, he is ably assisted by the other members of the group, who will often attend to and provide feedback on matters before they are finally settled by the Chancellor. The Chancellor and members of the Legal Committee all work in a voluntary capacity.

From March 2020, the COVID-19 shutdown period halted in-person meetings throughout the remainder of the year and into early 2021, but the committee continued to consult on matters by email and telephone. Although there were no regular meeting times, committee members continued to communicate and provide prompt feedback on the issues that have arisen from time to time.

Through 2020, the committee provided advice on property matters arising within various parishes and on Anglicare activities involving retirement villages and the relationship between the Diocese and the Bathurst Diocese.

In 2021, the committee recommenced meeting in person, although on a more ad-hoc basis than previously.

In March 2021, Mr Rupert Hammond retired from the committee after serving since its inception over eighteen years ago. In April 2021, Dr Darryn Jensen also resigned from the committee after serving for over 6 years.

The Legal Committee does not provide formal legal advice. The Diocese seeks formal legal advice when required, and the Legal Committee has provided guidance on engaging and briefing external law firms.

# Ordinances

Name of Ordinance	Date Passed
Parish of St John's Canberra (1 Amaroo St) Leasing Ordinance 2020	23 January 2020
School Foundation Amendment Ordinance 2020	23 January 2020
Barmedman Land Sale Ordinance 2020	14 February 2020
Parish of St Philip's O'Connor Licensing Ordinance 2020	14 February 2020
Diocesan Legislation Amendment Ordinance 2020	3 April 2020
Diocesan Property Development Amendment Ordinance 2020	3 April 2020
Parish of Murrumburrah-Harden Trusts Variation Ordinance 2020	3 April 2020
Sapphire Coast Anglican Parish Rectory Leasing Ordinance 2020	3 April 2020
Superannuation Fund (Wagga Wagga) Land Sale Ordinance 2020	3 April 2020
Cathedral Parish Deanery Leasing Ordinance 2020	14 August 2020
Governance of the Diocese Amendment Ordinance 2020	14 August 2020
Parish of Bega (Tanja House and Church House) Leasing Ordinance 2020	14 August 2020
Parish of Braidwood (Gumtree Cottage) Licensing Ordinance 2020	14 August 2020
Parish of St Philip's O'Connor Extension and Variation Ordinance	14 August 2020
Parish of Crookwell Licensing Ordinance 2020	16 October 2020
Parish of Southern Monaro Land Sale Ordinance 2020	16 October 2020
Parish of Tarcutta (Union Church, Humula) Land Sale Amendment Ordinance 2020	16 October 2020
Sunshine Bay Sale Amendment Ordinance 2020	16 October 2020
AIDF Amendment Ordinance 2020	4 December 2020
Parish of Braidwood (Old Anglican Church Hall) Leasing Ordinance 2020	4 December 2020
Parish of Cootamundra (Bethungra) Sale Ordinance 2020	4 December 2020
Parish of Gundagai (Christ Church Jugiong) Sale Ordinance 2020	4 December 2020
Sapphire Coast Anglican Parish (St Johns Eden) Sale & Development Ordinance 2020	4 December 2020
South Coast Schools (Spec.Dio.Accountability) Amendment Ordinance 2020	4 December 2020
AIDF Financing Ordinance 2020	14 December 2020





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Anglican Diocese of  
Canberra & Goulburn

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