

2021 ANNUAL **REPORT.**

BISHOP-IN-COUNCIL



Anglican Diocese of
Canberra & Goulburn



FOREWORD

FROM THE BISHOP

Some Bible passages are a timely reminder that the Christian life is more like a well-paced marathon than a frantic sprint. Chief among these is James 1:2-4:

Consider it pure joy, my brothers and sisters, whenever you face trials of many kinds, because you know that the testing of your faith produces perseverance. Let perseverance finish its work so that you may be mature and complete, not lacking anything.

The year covered in the following report was an opportunity to develop our individual and collective perseverance. While the roll-out of vaccines lessened the immediate health impact of COVID-19, parishes, schools and Anglicare continued to negotiate restrictions on gathering and movement.

At the Diocesan level we were able to gather physically as a Synod in the first quarter of 2021, where we elected members to serve on Bishop-in-Council, the Property Trust, as General Synod and Provincial Synod representatives, members of the Clergy Appointment Board panel, the Episcopal Election Nominations Committee and as Cathedral Chapter Canons. I thank those sisters and brothers who assumed new responsibilities, as well as those who stepped down after years of faithful service. At the national and international level scheduled meetings of General Synod and the Lambeth Conference were once again postponed.

As Diocesan Bishop I am profoundly grateful for all who serve our Diocese through its governance. In many ways 2021 was an 'in between' year; neither the start of a journey nor its final destination. It was for that very reason an opportunity for faith to produce perseverance, knowing that in God's timing perseverance will finish its work as we are found complete in Christ.



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

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BACKGROUND

This Synod report outlines the work undertaken by Bishop-in-Council during the 2021 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 & 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 & 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

GOVERNANCE

MEMBERSHIP

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; and
 - (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.

In 2021, one (1) special meeting, one (1) electronic vote and six (6) regular meetings were held. A brief planning session was also held as part of the meeting on 11 June 2021.

The following pages outline Bishop-in-Council membership attendance (excluding electronic votes) during 2021, including attendance via Zoom owing to the COVID-19 pandemic and associated restrictions.

**Note: Archdeacon Paul Davey was collated 26 February 2022 and assumed responsibility for the Goulburn and Southern Tablelands Archdeaconry.*

KEY

Attended ● Apologies A
 Attended via Zoom ⊙ N/A ~

MEETINGS

MEETING DATES	12 Feb	23 Apr	11 Jun	20 Aug	20 Sept	15 Oct	03 Dec
The Right Reverend Dr Mark Short Chair / Bishop	⊙	⊙	●	⊙	⊙	⊙	●
The Right Reverend Carol Wagner Assistant Bishop	⊙	A	●	⊙	A	⊙	●
The Right Reverend Professor Stephen Pickard <i>Retired 23 April 2021</i>	⊙	⊙	A	A	⊙	⊙	●
Ex Officio Members							
The Very Reverend Phillip Saunders The Dean	⊙	A	A	⊙	A	A	⊙
The Venerable Dr Wayne Brighton Archdeacon (Chaplaincy) <i>Retired April 2021</i>	⊙	~	~	~	~	~	~
The Venerable Paul Cohen Archdeacon (North Canberra) <i>Collated 10 June 2018</i>	⊙	A	⊙	⊙	A	⊙	●
The Venerable Rebecca Newland Archdeacon (South Coast, Monaro & Alpine) <i>Collated 22 Feb 2020</i>	⊙	⊙	A	⊙	⊙	⊙	●
The Venerable Dr Neil Percival OAM Archdeacon (Young & North West) <i>Collated 22 Feb 2020</i>	⊙	⊙	●	A	⊙	⊙	●
The Venerable Dr Grant Bell Archdeacon (Wagga Wagga & South West) <i>Effective 28 March 2020 Collated 23 May 2020</i>	⊙	⊙	●	⊙	⊙	⊙	●
The Venerable Jane Simmonds Archdeacon (Diaconate) <i>Collated 16 May 2020</i>	⊙	⊙	⊙	⊙	⊙	A	●
The Venerable James Coats South Canberra <i>Effective 14 Dec 2020 Collated 10 April 2021</i>	⊙	⊙	●	⊙	⊙	⊙	●
The Venerable Tom Henderson-Brooks Archdeacon (Diocese-Chaplaincy & Mission) <i>Collated 10 April 2021</i>	~	⊙	●	⊙	⊙	⊙	●
The Venerable Paul Davey* Archdeacon (Goulburn & Southern Tablelands) <i>Collated 26 February 2022</i>	~	⊙	●	⊙	A	⊙	●
Acting Justice Richard Refshauge Chancellor	⊙	⊙	●	⊙	⊙	⊙	A
Mr Trevor Ament Registrar / General Manager	⊙	⊙	●	⊙	⊙	⊙	●
Mr Tim McGhie Chair of the Finance Committee	⊙	⊙	A	⊙	⊙	⊙	●
Clerical Members Appointed by the Bishop							
The Reverend Heather Millard Gungahlin	~	⊙	●	⊙	⊙	⊙	⊙
The Reverend Mark Evers Tumut	~	⊙	●	⊙	⊙	⊙	●

MEETING DATES	12 Feb	23 Apr	11 Jun	20 Aug	20 Sept	15 Oct	03 Dec
Clerical Members Elected by Synod							
The Reverend Judy Douglas Holt	~	⊙	●	⊙	⊙	⊙	●
The Reverend Andrew Taylor Gungahlin	~	⊙	●	⊙	⊙	⊙	●
The Reverend Lynda McMinn Ainslie	A	⊙	⊙	⊙	A	A	A
VACANT x 1*							
The Reverend Canon Paul Black Canberra - Retired April 2021	A	A	~	~	~	~	~
The Reverend Dr Guerin Tueno Arawang- Term concluded April 2021	A	~	~	~	~	~	~
Lay Members Elected by Synod							
Mr Greg Mills Manuka	~	⊙	●	⊙	⊙	⊙	●
Ms Belinda Moss Jamison	⊙	⊙	●	A	⊙	⊙	●
Ms Lynette Glendinning Manuka	~	A	●	⊙	⊙	⊙	●
Dr Fiona Kotovjs Cobargo	~	⊙	⊙	⊙	⊙	⊙	●
Mr David Holmesby Ainslie	⊙	⊙	●	⊙	⊙	⊙	●
Mr Wayne Harris Canberra	⊙	⊙	●	⊙	⊙	⊙	●
Mr Neil James Burra (QDAC)	⊙	A	⊙	⊙	⊙	⊙	●
Mr Paul Osborne Woden	~	⊙	●	⊙	⊙	⊙	A
Mrs Margaret Wheelwright Crookwell	A	⊙	●	⊙	⊙	⊙	●
Mr Robert Nairn Hawker	⊙	⊙	●	⊙	⊙	⊙	●
Emeritus Professor John Richards Canberra- Term concluded in April 2021	⊙	~	~	~	~	~	~
Mr Rupert Hammond Ginninderra- Term concluded in April 2021	⊙	~	~	~	~	~	~
Ms Anne McNaughton Hawker- Term concluded April 2021	A	~	~	~	~	~	~
Dr John Shellard Curtin- Term concluded April 2021	⊙	~	~	~	~	~	~

*Note: The Venerable Paul Davey became an Ex-Officio member on 26 February 2022.

MEETING DATES

	12 Feb	23 Apr	11 Jun	20 Aug	20 Sept	15 Oct	03 Dec
Lay Members Appointed by the Bishop							
Dr Ian Grant <i>Resigned January 2021</i>	A	~	~	~	~	~	~
Mr Mark Le Couteur Wanniassa	⊙	⊙	●	⊙	⊙	⊙	A
Ms Robyn Wall Ginninderra	~	A	●	⊙	A	A	●
Ms Sandra Wells Wagga Wagga (Ashmont)	~	⊙	⊙	A	⊙	⊙	⊙
Mr Stephen Jaggers Wanniassa	~	~	●	⊙	⊙	A	●

Bishop-in-Council wishes to place on record its thanks and appreciation to those members who retired or did not stand for re-election in April 2021, for their service and contribution to Bishop-in-Council and the Diocese during their time as members.



2021 Ordination

SECRETARIAT & 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

Phone: (02) 6245 7101

Postal Address: GPO Box 1981, Canberra ACT 2601

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.

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.

During 2021, a total of five (5) regular meetings and one (1) electronic vote were held. The table below outlines membership attendance (excluding electronic votes) during 2021, including attendance via Zoom owing to the COVID-19 pandemic and associated restrictions.

MEETING DATES	04 Feb	13 May	15 July	30 Sept	11 Nov
The Right Reverend Dr Mark Short Chair / Bishop	⊙	●	●	●	●
The Right Reverend Carol Wagner Assistant Bishop	⊙	●	●	A	⊙
The Right Reverend Professor Stephen Pickard <i>Retired 23 April 2021</i>	A	~	~	~	~
The Venerable Dr Neil Percival OAM <i>Appointed 11 June 2021</i>	~	~	⊙	●	⊙
Acting Justice Richard Refshauge	⊙	●	●	●	●
Mr Wayne Harris	⊙	●	⊙	●	A
Mrs Margaret Wheelwright	⊙	●	⊙	●	●
Mr Mark Le Couteur	⊙	●	⊙	●	⊙
Mr Tim McGhie	⊙	●	A	●	⊙
Mr Trevor Ament Registrar (Secretary)	⊙	●	●	●	●

KEY

Attended	●	Apologies	A
Attended via Zoom	⊙	N/A	~

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 & 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 2021 due to COVID-19 concerns and difficulties in populating the membership of the Committee. Further consideration is currently being given to the need for this Committee in its current form given that oversight of audit functions rests with the Diocesan Finance Committee; and the day-to-day risk management functions and oversight, are now managed by the ADS Risk & Compliance Directorate which is fully staffed and working on a full-time basis and reports to the ADS Board.

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 is 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.

The COVID-19 pandemic effectively paused the work of the PDC during the early part of 2020, and a major review of the Diocesan strategy was undertaken to identify and reassess the options available to the Diocese to continue to meet its obligations to those who have suffered abuse.

A major component of the review was the identification of the resourcing required to undertake these strategic developments. As a result of this, with the endorsement of the ADS Board and Bishop-in-Council, Colliers International was engaged to provide expertise and project management consultancy services. It was identified that the Deakin (formerly St Luke's Church) and Chapman (former All Souls' Church) sites would be ideally suited to being redeveloped as Early Learning Centres (ELCs), which would be managed by ADS once complete, using the expertise of our Diocesan Schools who currently successfully run several ELCs.

In 2021, membership of the PDC was refreshed and discussions with the ACT Government and other key stakeholders recommenced. Following a Childcare Needs Assessment Study and preparation of an Initial Business Case, PDC provided recommendations to Bishop-in-Council to progress the Deakin and Chapman ELC projects. Colliers International manages these projects and Development Applications for Deakin and Chapman were prepared and submitted in late 2021.

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.

PASTORAL CARE & OVERSIGHT

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 Assistant Bishop/ Vicar General, 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 Office and ADS 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), 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 Mark welcoming guests to the first session of the 47th Synod on 10 April 2021

BISHOP'S OFFICE

The table below outlines the Bishop's Office positions in 2021.

Name	Title
The Right Reverend Dr Mark Short	Diocesan Bishop
The Right Reverend Carol Wagner	Assistant Bishop / Vicar General Director for Ordination and Ministry Training & Development
The Right Reverend Dr Stephen Pickard	Assistant Bishop
Ms Bev Forbes	Executive Officer to the Diocesan Bishop
Ms Alison Payne	Bishop's Office Executive Assistant & Communications Manager
The Venerable Dr Wayne Brighton <i>Resigned April 2021</i>	Archdeacon for Chaplaincy
The Venerable Tom Henderson-Brooks <i>Collated 10 April 2021</i>	Diocesan Archdeacon - Mission and Chaplaincy

The following table outlines the Archdeacons in 2021.

Name	Archdeaconry
Bishop Carol Wagner	Goulburn and Southern Tablelands*
The Venerable Tom Henderson-Brooks	Diocese - Mission and Chaplaincy
Archdeacon Dr Wayne Brighton <i>Resigned April 2021</i>	Chaplaincy
Archdeacon Paul Cohen	North Canberra
Archdeacon Rebecca Newland	South Coast, Monaro & Alpine Region
Archdeacon Neil Percival OAM	Young & North West
Archdeacon Dr Grant Bell	Wagga Wagga & South West
Archdeacon Jane Simmonds	Diaconate
Archdeacon James Coats	South Canberra

**Note: Responsibility for the Goulburn and Southern Tablelands Archdeaconry has now been assumed by Archdeacon Paul Davey who was collated 26 February 2022.*

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 28)

Professional Standards Director: The Reverend Peter Barnett

Please refer to the Professional Standards Report for further details.

LEGAL COMMITTEE (see page 30)

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.



2021 HIGHLIGHTS

MISSION & MINISTRY INITIATIVES

The Bishop's Priority Area Review & Planning Group continued to meet during 2021 to consider the three (3) themes and six (6) priority areas for guiding and challenging our Diocese to engage a world of difference with the love and truth of Jesus.

The three (3) themes include:

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 (6) priority areas can be seen on the below infograph.

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. This work has continued to be progressed during 2021.

As a Diocese we continue to be blessed by the faithful and dedicated service of people across our Diocese (both lay and ordained) who contribute 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.



CANBERRA & GOULBURN DIOCESE SNAPSHOT from 2020 Parish Return data

5,332
CHURCH SERVICES*

166
BAPTISMS

44
MARRIAGES

258
FUNERALS

3,771
AVERAGE WEEKLY ATTENDANCE*

133,112
TOTAL YEARLY CHURCH ATTENDANCE*

235

LICENSED CLERGY IN THE DIOCESE as at July 2022

116
LICENSED CLERGY

119
CLERGY WITH AN
AUTHORITY TO OFFICIATE (ATO)

96
LICENSED PRIESTS

20
LICENSED DEACONS

107
PRIESTS

12
DEACONS

*Note: Only reflective of services held in-person. Excludes online and other initiatives.

BUSHFIRE RECOVERY

As noted in the ADS Annual Report, throughout 2021 the Diocese continued to support bushfire recovery initiatives across affected regions. Anglican Aid generously provided further grant funding of \$90k in early 2021 to support the continued deployment of bushfire recovery pastoral care support workers (\$50k) and other on the ground initiatives (\$40k). During 2021 three (3) new Bushfire Recovery Pastoral Care Support Workers were deployed across the Bega Valley, Eurobodalla and Tumbarumba regions under the oversight of Archdeacon Tom Henderson-Brooks.

Ray Flint (Bega), Garry South (Eurobodalla) and Phyllis Willis (Tumbarumba) have been working in partnership with Anglicare and its bushfire recovery initiatives to care pastorally and practically for those impacted and who continue to face a long road to recovery, accentuated by the COVID-19 pandemic restrictions.

The ADS had hoped to progress a water tank installation initiative, or other practical on-the-ground projects with parishes across the affected areas during 2021. However, this had to be delayed due to the ongoing COVID-19 pandemic and associated restrictions. The ADS Director of Asset Management is currently working to progress this within the budgeted funding of \$40k.

Our ministry units and schools across the affected regions continue to provide emergency relief assistance and pastoral care to those still impacted following the fires. Despite the challenges of the bushfires, the community connection and engagement that followed has resulted in continued enrolment growth at St Peter's Anglican College, Broulee. The school also received significant grant funding of \$6.158m under the Commonwealth Government's Black Summer bushfire recovery grants program for the construction of a Gym, Wellbeing and Admin building, which will mean that the school will have the facilities to function as an evacuation hub into the future. This funding, in addition to other funding received for infrastructure projects under the school's existing master-plan, will see the school well positioned to continue to progress its Christian mission and be an integral part of the local community.

At a Parish level, the Moruya Church hall is now set up as one of three emergency locations, and has a new air filtration system for smoke etc. This project has been done with community connections and support, and means the facility is well adapted for climate resilience to future extreme weather events.

Whilst the recent rain has broken the drought and has greened the landscape, for many across the regions the challenges remain ever present. Therefore please continue to uphold these communities in prayer and support the continuing recovery efforts.



CONTINUING RESPONSE TO THE COVID-19 PANDEMIC

The COVID-19 pandemic and associated restrictions and lockdowns continued to impact the Diocese during 2021.

Significant support continued to be provided to parishes, ministry units and agencies via the Bishop's Office and ADS to ensure appropriate COVIDSafe management strategies and compliance requirements were implemented across the Diocese. This included:

- The provision of resources by ADS Risk & Compliance enabled timely response to continually changing health regulations.
- Regular communiques to ensure ministry units and agencies remained compliant.
- The provision of COVIDSafe plan templates, regular question/answer support as well as employment support for agencies and schools challenged by the implementation of vaccine mandates.

Despite the challenges, the central operations of the Diocese and service delivery to our mission partners continued uninterrupted thanks to flexible work arrangements and the continued utilising of Zoom and other technologies to keep connected.

Whilst the Diocese has showed significant resilience, the financial impacts of the ongoing pandemic continued to impact parishes, ministry units and agencies, more-so following the cessation of the Commonwealth Government's JobKeeper program. In total parishes and other ministry units received \$2.6 million in funding under this scheme and \$0.285 million in other grants. The ADS facilitated and funded the administration for these funding arrangements with no costs being on-charged to parishes or other ministry units.

In September 2021, further parish contribution relief for a period of three (3) months was approved by the ADS Board and Bishop-in-Council due to the uncertainty and financial impact of the ongoing COVID-19 lockdowns on parishioners and parishes. This amounted to the ADS providing an additional \$343k in financial support across the Diocese [2020: \$715k].

In addition, parishes and ministry units were assisted by ADS Finance to access various business support grants and other funding being offered by the NSW Government (e.g. JobSaver). The AIDF also offered further COVID relief initiatives through converting all loans currently paying interest and principle to interest only.

The easing of restrictions has seen some income-generating activities return (i.e. op-shops, car-parking, hiring of church facilities etc.). However, in many cases these have not recovered to pre-pandemic levels and the current economic and inflationary environment is also now placing additional financial pressure on parishes and ministry units (i.e. through reductions in offertories).

The regional archdeacons continue to monitor the financial impacts to parishes and ministry units across their archdeaconries. In addition, the Diocesan Finance Committee is continuing to actively explore ways for supporting the development of ministry across the Diocese.

MINISTRY GROWTH

Revitalise Canberra + Goulburn

In December 2021, Bishop-in-Council passed a motion to implement a Diocesan pilot program called Revitalise CG. The intention behind the implementation of this program was to provide a mechanism to support and assist parishes in all their various contexts across the Diocese.

Our incumbent ministers, along with their lay leaders, all face challenges in leading their communities in this mission, especially as they come out of lockdown. Having access to some analysis, review, mentoring and resources geared to assist our incumbents in their leadership of their Parishes is something that we are keen to strengthen.

The Revitalise CG pilot program is being delivered in partnership with City To City Australia (CTCA) and is being conducted within the parishes of Arawang, Bungendore, Cootamundra, Hackett and Lanyon Valley. The Pilot was part-subsidised by the Pelican Foundation.

A report on this initiative will be provided at the September Synod in 2022. It is hoped that once the key learnings of the pilot program are determined the Revitalisation program will be able to be offered more widely across our Diocese. Whilst there are financial costs in accessing such a program, the model is also about investing in the clergy and laity of our Diocese in being trained to think strategically about growing the Kingdom of God through our parishes and ministry units.

“We long to see the gospel of Jesus take root in our people’s hearts and lives so that our churches continue to grow as flourishing communities of God’s love and grace”.



Photo from City to City. L-R: Archdeacon Tom Henderson-Brooks, Revd Yvonne Gunning, Kirsty Baker, Revd Dr Tim Watson, Revd Michael Pailthorpe, Revd Jonathan Holt, Revd Gus Robinson and City to City Director Chris Dickons.



The Pelican Foundation

The Pelican Foundation Board had been quiet for a few years, partly due to a lack of funds to disburse. In 2021 it was refreshed and some new Board members were appointed by BiC to join some long serving members. The Board has now begun to be active and the Trust Fund has begun to regrow, largely through some proceeds being released from the sale of Diocesan properties. The Pelican Foundation will be re-launched at the September Synod.

Renew

Renew Anglican Church began as a church plant out of Lanyon Valley Anglican Church. Following a number of years of fruitful growth and development, in 2021 Renew was formally established by Bishop-in-Council as a mission district. Renew seeks to provide long-term ministry and missional outreach to the Tuggeranong Town Centre and surrounds. Its ministry has also been warmly supported by the surrounding Parishes in the Tuggeranong Valley and is a wonderful example of ministry units partnering in our mission of engaging our world with the love and truth of Jesus.

Embracing Ministries

Embracing Ministries has continued to grow and flourish under the leadership of the Rev Andrea de Vaal Horciu. Having been an exploratory ministry for nearly a decade, in December 2021 Bishop-in-Council formally established Embracing Ministries as a Chaplaincy Unit of the Diocese. The motion called for the development of an Ordinance or Constitution to create a governance framework for embracing ministries.

This work is currently underway under the leadership of a newly appointed Chair, Mr Clive Rodger. Embracing Ministries has been wonderfully supported by the Stening Foundation, Anglicare and also many other local parishes, organisations and individuals. Archdeacon Henderson-Brooks, along with Ms Alison Payne have been giving support to the Embracing Ministries Director and the Embracing Ministries Advisory Committee.

The Village Church (TVC)

In December 2021, Bishop-in-Council passed a motion to dissolve the inaugural Snowy Mountains Ministry Unit and replace it by recognising The Village Church (TVC) as an Exploratory Ministry Chaplaincy Unit of the Diocese. The project remains under the leadership of the Rev Trent McGrath, in partnership with BCA and the goodwill and support of the Berridale and Snowy Mountains Parish. TVC now needs to work towards its own governance structure as it seeks to reach the community of Jindabyne and the surrounding Snowy Mountains.

South Sudanese Anglican Ministry (SSAM) Chaplaincy Unit

In 2018 Bishop-in-Council established South Sudanese Anglican Ministry (SSAM) as a Chaplaincy Unit of the Diocese. However, for the last four (4) years there have been a number of issues that led to uncertainty and conflict. Under the 2018 Ordinance, there was an in-built review mechanism. Since May 2021, Archdeacon Henderson-Brooks has been leading a Diocesan Review process for SSAM.

In April 2022, Bishop Mark was able to celebrate with the South Sudanese Community the resolution of past issues, and commissioned the newly appointed and elected SSAM leaders and SSAM Council. This was a very significant and special occasion.



Bishop Mark with the South Sudanese Community Service in April 2022.

STRATEGIC OPPORTUNITIES

Throughout 2021 Bishop-in-Council has continued to implement various strategic redress funding and debt reduction strategies.

A review of all property developments and significant planning was undertaken in consultation with the ADS Board and PDC to identify alternative strategic development options for the former St Luke's Deakin and All Souls' Chapman sites for consideration by Bishop-in-Council.

A major component of the review was the identification of the resourcing required to undertake these developments. As a result of this the ADS Board, with the endorsement of Bishop-in-Council, engaged Colliers to provide expertise and project management consultancy services.

As part of the review the ADS commenced exploring alternative options of establishing new or re-potting an existing ministry unit together with a newly established Early Learning Centre (ELC) on the Deakin and Chapman sites.

Bishop-in-Council considered and endorsed the interim business cases in September 2021. The finalised business cases were considered and approved by Bishop-in-Council in May 2022. These projects offer a unique missional opportunity to further our mission through the nurturing and support of our local ministry units and their deep connections into the community and through providing pathways into our Anglican School network.

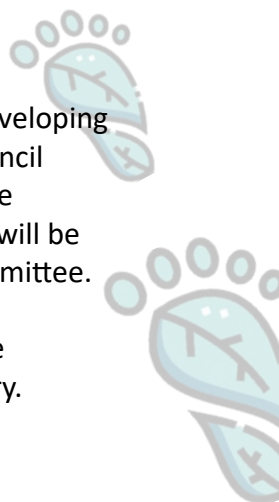
During 2021, Bishop-in-Council also endorsed the lodgement of an Expression of Interest for the establishment of a new school in the suburb of Wright in the Molonglo Valley in Canberra. This would provide a unique opportunity to further our mission and ministry to this growing new community. Significant work was undertaken by the ADS and the Anglican Schools Commission in consultation with Colliers in preparing the Expression of Interest proposal which also included provision for a church plant and community facilities. The Diocese was subsequently invited to lodge a Request for Tender which was lodged in March 2022. At the time of this report Bishop-in-Council is still awaiting a response from the ACT Government.

Further details are provided in the PDC and ADS Annual Reports, and further updates will be provided at Synod.

ENVIRONMENTAL SUSTAINABILITY

A key initiative in 2021 was engaging with the Public Issues Commission in relation to developing a coherent Diocesan response to climate change. This work culminated in Bishop-in-Council establishing a Steering Committee in December 2021 to progress the development of the Diocesan Climate Change action plan to be delivered to Synod in 2023. Further updates will be provided at Synod in 2022 in relation to the work being undertaken by the Steering Committee.

This aligns with the recent outcomes from General Synod 2022 which resolved to pursue net zero carbon emissions by 2040 in the Anglican Church's operations across the country.



HUMAN SEXUALITY & MARRIAGE

Matters surrounding human sexuality and marriage continue to remain prominent considerations for the church following amendments to the Marriage Act in 2017 which allow persons of the same sex to enter civil marriages. This has been widely discussed at a National Church level at General Synod.

At the 18th General Synod of the Anglican Church of Australia held in March 2022, members were asked to agree to a statement affirming that marriage is only between a man and a woman and the blessing of same sex marriages is not in accordance with the teaching of Christ. The associated motion was carried in the Houses of Laity and Clergy but lost in the House of Bishops. This outcome does not change the teaching of the Anglican Church of Australia on marriage; it does however, highlight significant and challenging differences of conviction in our common life.

A conference-style conversation will be conducted at our Diocesan Synod in September 2022 to further explore these matters, in view of the missional and pastoral contexts across our Diocese. The Public Issues Commission also continues to consider these issues as part of its work.

MINISTRY WELLBEING

Ministry Wellbeing also continues to remain a prominent consideration particularly in the wake of the ongoing COVID-19 pandemic. This can be broadly considered in the context of the following three (3) areas:

1. Clergy Wellbeing
2. Professional Supervision
3. Professional Development

The Diocese is committed to engaging, implementing and resourcing the recommendations of the General Synod Ministry and Mission Commission concerning professional development, supervision and reviews for clergy and lay ministers. General Synod will be releasing its final 'Ministry, Wellbeing & Development Policy Guidelines and Resources' document in 2022, which will further inform work across our Diocese in relation to these important issues. A presentation covering these topics will also be provided at the September 2022 Synod.

The Anglican Schools Commission and Bishop-in-Council have been actively considering these issues with respect to school chaplaincy and mission. The Archdeacon for Chaplaincy with the assistance of the Anglican Schools Commission is continuing to work with the Director of Ministry Training & Development and the Director of St Mark's, on formation and professional development opportunities for Chaplains. The desire is to create a School Chaplains Peer Support Network in 2023.

DOMESTIC & FAMILY VIOLENCE

The Anglican Church of Australia has established a new Families and Culture Commission to tackle Intimate Partner Violence (IPV). The Anglican Diocese of Canberra and Goulburn has welcomed the Standing Committee of the Anglican Church of Australia's decision to examine the prevalence of IPV within the broader Anglican community and the measures developed to prevent and address the issue.

Rev'd Tracy Lauersen, a parish Priest and the Convenor of the Family Violence Working Group for the Anglican Church of Australia, states:


"The commission is set up to safeguard the well-being of families and to respond pastorally to victim/survivors of violence in our church communities.

It will also address the drivers of violence and help inform how the Church tackles the problem at both a national and parish level, resourcing its priests and lay leaders."

IPV is defined as behaviour within an intimate relationship that causes physical, sexual or psychological harm, including physical aggression, sexual coercion, psychological abuse and controlling behaviours.

10 COMMITMENTS

- 1 Our Church acknowledges and laments the violence which has been suffered by some of our members and repents of the part we have played in allowing an environment where violence went unaddressed.
- 2 Our Church leaders commit to ensure conditions that support the prevention of violence, a church culture that promotes equality, and support for those who experience violence.
- 3 Our Church consistently teaches about equality, freedom from violence, respectful relationships and the honour/value of every person.
- 4 Our Church affirms that human relationships are to be based on respect and mutuality.
- 5 Our Church acknowledges the different experiences of all people and that these have played a part in whether they have been treated with respect and equality.
- 6 Our Church actions are directed by the gospel of love, peace and justice, and are informed and engaged with local, state and national government initiatives as appropriate.
- 7 Our church supports cultural change in our communities by communicating effectively to our members.
- 8 Our Church trains our leaders, pastoral staff and parish councils to understand and be equipped to respond in ways that prevent and address domestic and family violence.
- 9 Our leaders and pastoral staff hold themselves to account and are guided by the Anglican Church's Code of Conduct: Faithfulness in Service.
- 10 These commitments are regularly reviewed and improved.



The Australian Institute of Family Studies notes IPV is the most common form of family violence used against women in Australia and takes place across all cultures and faith groups. Reverend Lauersen said the Church has deliberately taken the lead on a broader societal issue.

“We embarked on a two-year research project to better understand the nature and prevalence of IPV in our community and develop and implement more effective responses.”

The research, commissioned by the Church and conducted by National Church Life Survey (NCLS) Research, produced 28 top line findings, which included:

- The prevalence of IPV among Anglicans was the same or higher than in the wider Australian community.
- Women were much more likely than men to have experienced IPV.
- Most Anglican victims of IPV did not seek help from Anglican Churches, but for those that did, most reported that it positively changed the situation or helped them feel supported.
- Clergy and lay leaders were well-informed about breadth of IPV and understood that it was more men who commit violence.
- Most clergy felt that having women on the pastoral team equips the Church to better respond to IPV.
- Clergy confidence in their personal capacity to respond to IPV was low to moderate.
- Perpetrators’ misuse Christian teachings and positional power.

Bishop Mark has said the research has shone a light on the scourge of IPV within the Anglican faith community.

“Any form of family violence is contrary to the teachings and example of Jesus. These findings are a wake up call to the Church to ensure that our words are matched by actions and that we prioritise the well-being of victims and survivors in our Churches.”

The Diocese of Canberra and Goulburn was an active participant in the research project. All clergy trained in the Diocese must take a course conducted at St Mark’s National Theological Centre in recognising and responding appropriately to domestic and family violence. Through its welfare arm Anglicare offers support and accommodation to women and children fleeing family violence.

In response to the research findings, the Anglican Church has developed and endorsed 10 Commitments (as outlined on page 26) to improve the way IPV is addressed within its faith community. They are focused on cultural change, education, training and support.

The Anglican Church is the first Christian denomination in Australia to conduct such extensive independent research into domestic violence affecting those in its church communities.

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.

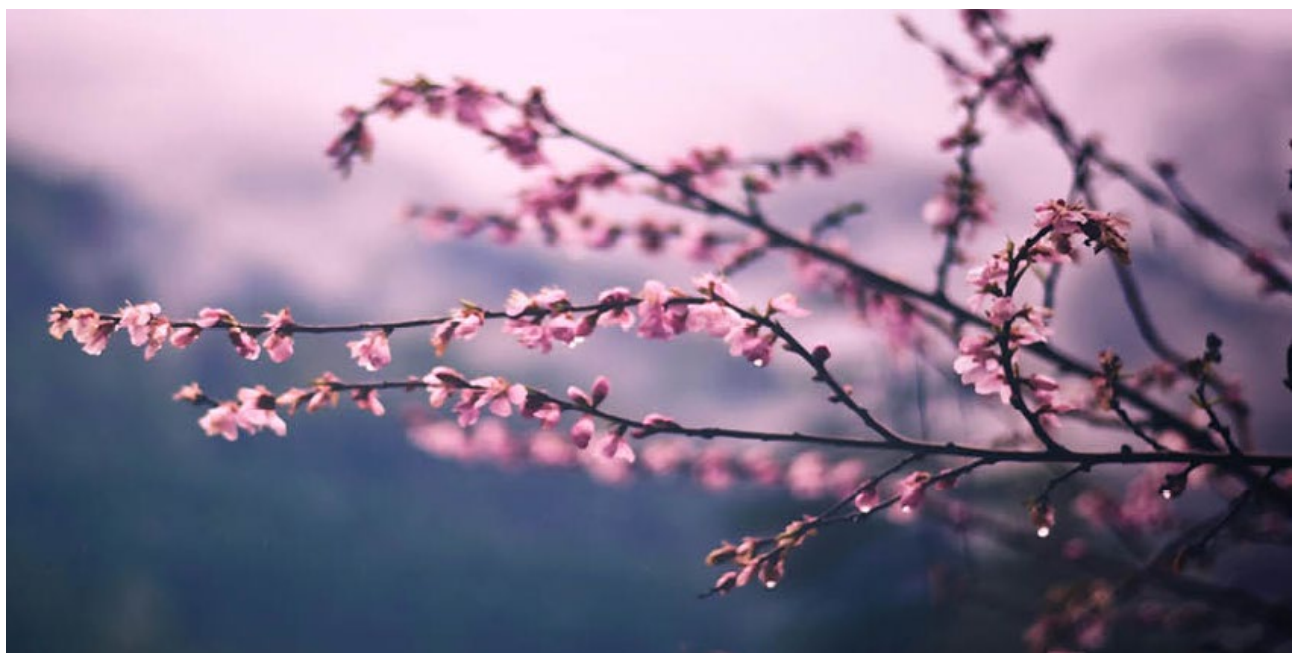
The Professional Standards Ordinance 2004 (PSO) was enacted by the Bishop-in-Council in 2004. The objective of the PSO is to establish a code of good practice for Church workers and processes for responding effectively and fairly to complaints made by people who have been aggrieved by the actions of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


The PSO provides for the appointment of:

- (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 2021.

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.

In April 2021, the Safe Ministry Unit engaged a part time assistant to work specifically on Safe Ministry Screening. This 'screening' role related to the implementation of the Diocesan Protocol for Screening has explained and continued into 2022. The SMU 'Screening Officer' role is currently held by Erica Dawes.

In January 2022, Rev Gaynor Elder left her role as Safe Ministry Administrator and at the time of writing, the Diocese is investigating options for her replacement whilst contracting out the roles formerly being done by Gaynor.

The Diocesan online Safe Ministry Information System continued to be operational for workers to complete their Safe Ministry screenings. This centralised system enables the Diocese as a whole to better manage the screening requirements set out in the Safe Ministry to Children Canon 2017 adopted by Synod in March 2018, and the associated Diocesan Safe Ministry policies, protocols and guidelines approved by Bishop-in-Council on the recommendation of the Professional Standards Reference Group (PSRG). Work continued on developing the component of the system that enables Parish Safe Ministry Coordinators and Rectors to oversee the completion of screenings for workers in their parish/ministry unit. Delays in the roll-out of this component relate to the complexity of the programming, as well as ensuring that security and reporting protocols are working as they should. At the time of writing, 1,171 workers are registered in SMIS.

Our Professional Standards and Safe Ministry Unit staff continue to serve us well and are to be commended for their work on these matters. 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

During 2021, there were five (5) Requests for Information (RFIs) from applicants through the National Redress Scheme.

Since the commencement of the National Redress Scheme in 2019 up to December 2021, there has been a total of 22 RFIs received. Of those RFIs, 14 redress offers have been sent to applicants by the Redress Scheme and 12 have been accepted. Applicants are generally given up to six (6) months to accept, decline or ask for a review of a redress offer.

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

LEGAL COMMITTEE

Diocesan Legal Committee Members	Title
Acting Justice Richard Refshauge	The Chancellor
Mr Tony Beal	Member
Mr Rupert Hammond	Member (Retired 2021)
Ms Anne McNaughton	Member
Dr Darryn Jensen	Member (Retired 2021)
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, but the committee has continued to consult on matters by email and telephone. Although there have been no regular meeting times, committee members continued to communicate and provide prompt feedback on the issues that have arisen from time to time. In 2021, the committee recommenced meeting in person, although on a more ad-hoc basis than previously.

Through 2021, the committee provided advice on property matters arising within various parishes and on Anglicare activities.

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.

2021 ORDINANCES

Name of Ordinance	Date Passed
Historic Children's Homes Trusts Variation Ordinance 2021	23 April 2021
Parish of Cooma Leasing Ordinance 2021	11 June 2021
Parish of Southern Monaro Land Sale Amendment Ordinance 2021	11 June 2021
Parish of Wagga Wagga Leasing Ordinance 2021 (Ashmont)	11 June 2021
Parish of Yass Valley (Safe Places) Leasing Ordinance 2021	11 June 2021
Radford College Mortgaging Amendment Ordinance 2021	11 June 2021
AIDF Financing Ordinance 2021	20 August 2021
CGS Mortgaging Amendment Ordinance 2021	20 August 2021
Gungahlin Anglican Church Parish Rectory Lease Ordinance 2021	20 August 2021
Parish of Wagga Wagga Leasing Ordinance 2021 (Church Street)	20 August 2021
Radford College Mortgaging Amendment Ordinance (No. 2) 2021	20 August 2021
Goulburn (Safe Places) Land Purchase and Leasing Ordinance 2021	20 September 2021
Parish of Junee (St Mark's Wantabadgery) Sale Ordinance 2021	3 December 2021
Parish of South Tuggeranong (SMiV Rectory) Leasing Ordinance 2021	3 December 2021



All Saint's Bermagui Easter Service 2022



Level 4, 221 London Circuit, Canberra ACT 2600
GPO Box 1981, Canberra ACT 2601

(02) 6245 7101
www.anglicancg.org.au