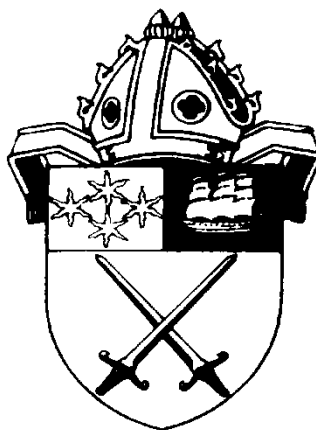


**THE ANGLICAN CHURCH OF AUSTRALIA**  
**THE DIOCESE OF BUNBURY**  
**WESTERN AUSTRALIA**



**THIRD SESSION**  
**OF THE FORTY SECOND SYNOD**  
**2024 - 2026**

**BISHOP-IN-COUNCIL AND TRUSTEES**  
**REPORTS**

**Book 2**

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# Bishop-in-Council

## Meeting Attendance

(in person or by teleconference)

**Membership:** The Bishop (Chairperson), The Administrator, The Archdeacons(s), The Priest-in-Charge of the Cathedral Church (The Dean) The Trustees, two lay members of the Diocese appointed by the Bishop, plus three Clerical and three Lay members elected at the first general session of each Triennial Synod.

**Quorum:** 7 of whom at least two shall be clerical members and two shall be lay members.

| Name                                                  | Attendance<br>Sep '25 – Sept '26 |        |
|-------------------------------------------------------|----------------------------------|--------|
|                                                       | Possible                         | Actual |
| The Right Revd. Dr. Ian Coutts (Bishop & Chair)*      | 5                                | 5      |
| The Ven. Geoff Chadwick (Administrator & Archdeacon)* | 5                                | 5      |
| Mrs Jenny Duncan (Diocesan Secretary) *               | 5                                | 5      |
| The Rev'd Nick Freeland (Diocesan Registrar)          | 5                                | 4      |
| The Very Revd. Darryl Cotton (Dean & Trustee)*        | 5                                | 4      |
| Dr Renae Barker (Trustee)*                            | 5                                | 4      |
| The Hon. Kevin Prince (Trustee)*                      | 5                                | 5      |
| The Revd. Canon Ian Mabey (Trustee)*                  | 5                                | 4      |
| Ms Marilyn Royer (Trustee)*                           | 5                                | 5      |
| Mr Brian Seale (Trustee)*                             | 5                                | 4      |
| The Rev'd. Canon James Tabor (Trustee)*               | 5                                | 4      |
| The Revd. Justine Richmond                            | 5                                | 5      |
| The Revd. Canon Karen Cave                            | 5                                | 5      |
| The Revd. Neale Sommersby                             | 5                                | 5      |
| Mrs Suzanne Saunders                                  | 5                                | 5      |
| Mr Richard Charles                                    | 5                                | 5      |
| Mrs Rosemary Cussons                                  | 5                                | 5      |
| Mr Richard Charles                                    | 5                                | 5      |
| Miss Karen Reeves                                     | 5                                | 4      |

# **Bishop-in-Council**

## **Meeting Dates**

4 December 2025  
26 February 2026  
23 April 2026  
25 June 2026  
28 August 2026

## **Bishop-in-Council Standing Agenda Items**

### **Bishop-in-Council Governance**

Interests Register

### **Communication Matters**

Correspondence

### **Mission Matters**

2025/29 Vision & Strategic Plan

### **People Matters**

Incumbency Vacancies and parochial nominations  
Report from the Bishop

### **Foundational Matters**

Diocesan Safe Ministry Authority (DSMA)  
Litigation  
Legislation  
Synod Business  
Social Responsibilities  
Reconciliation  
Sustainable Living

### **General Business**

# Decisions Register

## Bishop-in-Council



Between: 4 Dec 2025 and 27 Aug 2026

### **New appointee at BCGS Board**

Appoint Mark Sawl to the BCGS Board. This would replace Rob Bell as the Trustee appointment.

**Outcome:** Approved

**Decision Date:** 28 Aug 2026

**Meeting:** 28 Aug 2026 Bishop-in-Council, 14.2 Appointment to BCGS Board

### **Ordination Candidates Expenses Policy**

The members of the Bishop-in-Council discussed the policy and agreed that meals should be included in the Policy and are to be paid for by the Diocese, as this is the case now and meals were omitted from the original policy. It was agreed that the policy was to be approved with the inclusion of meals.

**Outcome:** Approved

**Decision Date:** 26 Feb 2026

**Meeting:** 26 Feb 2026 Bishop-in-Council, 11.1 Policy approval

### **Handling and Safe Disposal of Sharps Policy**

The Handling and Safe Disposal of Sharps Policy was approved.

**Outcome:** Approved

**Decision Date:** 26 Feb 2026

**Meeting:** 26 Feb 2026 Bishop-in-Council, 11.1 Policy approval

### **Management of Parish Property Policy**

The amended Management of Parish Property Policy (v2) was approved subject to minor amendments.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 Bishop-in-Council, 10.1 Policy approval

### **Policy on the Appropriate Use of Artificial Intelligence**

The updated Policy on the Appropriate Use of Artificial Intelligence, incorporating new sections on approved AI products and data security, and Shadow AI usage, was approved subject to the addition of a statement to the effect that we should be mindful that generative AI is being added into other products.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 Bishop-in-Council, 10.1 Policy approval

### **Split of Wagin and Dumbleyung into two separate Anglican Communities**

It was agreed that Wagin and Dumbleyung should be split into two separate Anglican Communities

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 Bishop-in-Council, 10.2 Wagin & Dumbleyung

### **Overseas Clergy Recruitment Policy**

The amended Overseas Clergy Recruitment Policy was approved.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 Bishop-in-Council, 10.1 Policy approval

### **MoU Third Party Use of Churches**

The MoU for Third Party Use of Churches was reviewed and approved for use and will be posted on the intranet.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 Bishop-in-Council, 10.5 MoU Third Party Use of Churches

# Provincial Stipends Committee

## Diocesan Representatives:

The Revd. Nick Freeland & The Venerable Geoff Chadwick

## Meeting Dates:

25 November 2025

22 April 2026

The recommendations of the Provincial Stipends Committee were approved as detailed below.

With effect from 1 February 2026, the minimum stipends and allowances that will apply to clergy in full time ministry in the Diocese of Bunbury are as follows:

|                                                                                                                          |                                                                                                     |
|--------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| <b>Stipend</b>                                                                                                           | \$74,172 p.a.                                                                                       |
| <b>Country Allowance</b> (2% of stipend)                                                                                 | \$1,483.44 p.a. (\$123.62 per month)                                                                |
| <b>Motor Vehicle Allowance</b>                                                                                           | \$12,095 p.a. (\$1,007.92 per month)                                                                |
| <b>Travelling rate per km</b><br>For recipients of travel allowance (>15,000 km)<br>Private vehicle                      | 20 cents per km<br>88 cents per km                                                                  |
| <b>Housing Allowance</b>                                                                                                 | \$25,116 p.a. (\$2,093 per month)                                                                   |
| <b>Long Service Leave Contribution</b><br>(with effect from 1/1/2016)                                                    | \$1,812 (\$151 per month)                                                                           |
| <b>Clergy Distress Fund Deduction</b><br><i>0.25% of Stipend + Country Allowance</i>                                     | \$189.14 (\$15.76 per month)                                                                        |
| <b>Superannuation</b>                                                                                                    | 12% SG rate +5.9% top up = 17.9%                                                                    |
| <i>Calculated on Stipend + Country Allowance</i>                                                                         |                                                                                                     |
| <b>Supply Service Fees</b><br>Weekday service<br>Sunday – 1 service<br>Sunday – 2 services (morning)<br>Sunday – all day | \$65 + Superannuation<br>\$212 + Superannuation<br>\$297 + Superannuation<br>\$394 + Superannuation |
| <b>Weddings</b>                                                                                                          | \$500                                                                                               |
| <b>Funerals</b>                                                                                                          | \$400                                                                                               |

Minimum stipends for those in part-time ministry and those with above minimum stipends will be pro-rated accordingly. Allowances are pro-rated as appropriate except for Country Allowance for those in permanent part-time ministry, to whom it is paid in full.

Salaries for lay employees were increased by 3.5% from 1 February 2025 in line with the minimum wage increase that took effect on 1 July 2025.

# The Bunbury Diocesan Trustees

## Meeting Attendance

(in person or by teleconference)

**Membership:** The Bishop (Chairperson), The Administrator, The Diocesan Chancellor, The Diocesan Advocate, The Diocesan Secretary, The Diocesan Safe Ministry Authority Chairperson plus two Clerical and three Lay members who shall be elected from Synod.

| Name                                                                           | Attendance<br>Sep '25 – Sep '26 |        |
|--------------------------------------------------------------------------------|---------------------------------|--------|
|                                                                                | Possible                        | Actual |
| The Right Revd. Dr. Ian Coutts (Bishop & Chair)*                               | 7                               | 7      |
| The Ven. Geoff Chadwick (Administrator & Chair DSMA)* appointed 1 January 2023 | 7                               | 6      |
| Dr Renae Barker (Diocesan Advocate)*                                           | 7                               | 7      |
| The Hon. Kevin Prince (Diocesan Chancellor)*                                   | 7                               | 7      |
| Mrs Jenny Duncan (Diocesan Secretary)*                                         | 7                               | 7      |
| The Revd. Nick Freeland (Diocesan Registrar)                                   | 7                               | 7      |
| The Rev'd Canon James Tabor                                                    | 7                               | 6      |
| The Revd. Canon Ian Mabey                                                      | 7                               | 5      |
| Ms Marilyn Royer                                                               | 7                               | 7      |
| Mr Brian Seale                                                                 | 7                               | 7      |
| Miss Karen Reeves                                                              | 7                               | 6      |

\*Ex-officio

## **The Bunbury Diocesan Trustees**

### **Meeting Dates**

10 November 2025  
4 December 2025  
26 February 2026  
23 April 2026  
25 June 2026  
17 August 2026  
28 August 2026

### **Bunbury Diocesan Trustees Standing Agenda Items**

#### **Board Governance**

Interests Register

#### **Asset Management**

Faculties  
Property

#### **Risk Management**

Insurance & Risk  
Incidents

#### **Finance and Investment**

Finance Sub-Committee minutes  
Accounts  
Investment report  
Parish Funds  
Provisions for Litigation  
Loan Balances  
Liquidity – ability to cover liabilities

#### **Legal & Regulatory**

Litigation  
ACNC matters  
Legislation

# Decisions Register

## Bunbury Diocesan Trustees



Between: 4 December 2025 and 27 Aug 2026

### **Approval of the Financial Reports for the 30th June 2026.**

That the Financial Reports be accepted including the Management Representation Letter and the Management Report for the period ending 30th June 2026.

**Outcome:** Approved

**Decision Date:** 28 Aug 2026

**Meeting:** 28 Aug 2026 Meeting to approve 30 June 26 finances, 5.1 To review End of Year Financial Reports as at 30 June 2026

### **Dashboard Reports no longer required**

That the Financial Dashboard be removed from future Trustee reporting packs, with existing financial reports and explanatory notes to remain in place.

**Outcome:** Approved

**Decision Date:** 17 Aug 2026

**Meeting:** 17 Aug 2026 The Bunbury Diocesan Trustees, 9.9 Dashboard

### **Gnowangerup Parish**

That all assets of the former Gnowangerup Parish, including land, buildings, movable assets and associated property interests, be returned to Diocesan control and administration.

**Outcome:** Approved

**Decision Date:** 17 Aug 2026

**Meeting:** 17 Aug 2026 The Bunbury Diocesan Trustees, 7.5 Gnowangerup Parish Property

### **Mandurah Fencing Faculty granted in principle, subject to receipt of all required Shire approvals**

Faculty approval granted in principle, subject to receipt of all required Shire approvals. Diocesan Office to inform Trustees once Shire approval is received.

**Outcome:** Approved

**Decision Date:** 17 Aug 2026

**Meeting:** 17 Aug 2026 The Bunbury Diocesan Trustees, 7.1 Faculties

### **Bonnies Op Shop**

Bonnies Op Shop was approved in principle, however any material amendments to the lease when compared to the previous lease are to be circulated to the Trustees for approval.

**Outcome:** Approved

**Decision Date:** 17 Aug 2026

**Meeting:** 17 Aug 2026 The Bunbury Diocesan Trustees, 7.4 Bonnies Op Shop Lease

### **Campsite 'Make Good' provision be arranged**

The Trustees discussed the campsite and a 'make good' provision for when the campsite is returned back to the Shire. It was agreed that this was good financial management to have the funds set aside.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 9.12 Campsite Provision for Restoration

### **Budget 2026-27**

The 2026–2027 budget was approved, noting:

The projected deficit; and

That the Finance Committee will undertake further work to identify savings and improve the position.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 9.11 Budget 2026-2027

### **Faculty for the re-roofing of the Sanctuary and Vestry at All Saints Anglican Church in Mt Barker.**

That the Faculty for the re-roofing of the Sanctuary and Vestry at All Saints Anglican Church in Mt Barker be approved.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 7.1 Faculties

### **Mission Outreach Payments**

Financial contribution at this time was not supported by the Trustees.

**Outcome:** Not Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 12.1 Other Business

### **Approval of Grant application**

WA History Foundation Grant - That the grant application for the Centenary of St Margaret's be approved.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 11.6 WA History Foundation Grant - Centenary of St Margaret's

### **Obtain market valuation of 7 Oakley St, Bunbury**

To obtain market valuation of 7 Oakley Street, Bunbury

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 26 Feb 2026 The Bunbury Diocesan Trustees, 7.5 Insurance Valuation 7 Oakley Street including Walker Hall

### **Rev'd Nick Freeland**

It was agreed that Rev'd Nick Freeland could continue to support the Diocese through his work on finance, strategy and support up until the end of January 2027.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 12.1 Other Business

### **Pemberton - St Hilda's Church**

Pemberton - St Hilda's Church- proceed with sale subject to full disclosure on the white ant issue and heritage listing, as long as there is no negative feedback from the community meeting the Archdeacon attends on the weekend.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 7.2 Property Sales

### **Strategy Day - Friday 28th August - to replace BiC and Trustees Thursday 27th August meeting**

It was agreed that the Strategy Day for Bishop in Council and Trustees members to occur on Friday 28th August. This will replace Thursday's Bishop in Council and Trustees meeting.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 12.1 Other Business

### **Kondinin (Rankin Street)**

Kondinin (Rankin Street) - The Trustees agreed to proceed with removal of the Crown Grant Restriction and to sell the property.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 7.2 Property Sales

### **Redress claims - Approve Provision per claim to \$90k**

Provision for Redress Claims

The increase in the provision for Redress Claims, that was discussed at Bishop in Council was approved which will increase the provision per claim to \$90k.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 12.1 Other Business

### **Lake Grace dispensation for 2026/27**

It was approved to grant dispensation for Lake Grace for the 2026/27 financial year for 1 year only.

**Outcome:** Approved

**Decision Date:** 25 June 2026

**Meeting:** 25 June 2026 The Bunbury Diocesan Trustees, 12.1 Other Business

### **New Lease of Premises- Unit 2, 4 Panton Road, Greenfields-Approval**

## Required

The proposed lease of Unit 2, [4 Panton Road, Greenfields](#), for a term of twelve (12) months with an option of a further twelve (12) months, be approved.

The Mandurah Parish wishes to secure alternative premises for storage and the conduct of its monthly garage sales. The premises at [2 Leslie Street, Mandurah](#), is no longer suitable. The Parish proposes to lease an industrial/commercial property, being Unit 2, 4 Panton Road, Greenfields, for a period of twelve (12) months, with an option for a further twelve (12) months. This arrangement is intended to provide interim accommodation while legal matters associated with the Hammond Bequest are resolved. It is anticipated that the rental and outgoing costs will be substantially offset by income generated from the monthly garage sales, with any shortfall to be met from Parish Reserve Funds. This matter was raised and discussed at the previous Trustees meeting as part of the Strategic Plan - Major Capital Expenditure Items.

For transparency a potential conflict of interest has been declared as Reverend Canon Ian Mabey and Ms Karen Reeves are members of the Mandurah Parish. A copy of the lease which is attached and is a standard commercial/industrial lease. As this is a new lease it requires approval from the Trustees.

9 Supported: Brian Seale , Geoff Chadwick , James Tabor , Jenny Duncan , Karen Reeves , Kevin Prince , Marilyn Royer , Ian Coutts - As per email sent from the Bishop to Jodi , Ian Mabey - Ian has provided support below in the notes

0 Opposed:

1 Abstained:

Renae Barker - As the daughter of the Priest in Charge of this parish I do not feel I can or should vote on this matter

Not Approved, as not enough board members cast their vote. According to your Flying Minute Participation setting, at the time of voting 10 board members must participate for the vote to be valid.

**Outcome:** Not Approved

**Decision Date:** 9 June 2026

**Flying Minute:** New Lease of Premises- Unit 2, 4 Panton Road, Greenfields- Approval Required

## **Buchan Road Capel - Obtain market valuation**

Approved to authorise Diocese office to obtain market valuation

**Outcome:** Approved

**Decision Date:** 23 Apr 2026

**Meeting:** 23 Apr 2026 The Bunbury Diocesan Trustees, 7.2 Property Sales

## **7 Oakley Street, Bunbury - Obtain market valuation**

Approved to authorise Diocese office to obtain market valuation

**Outcome:** Approved

**Decision Date:** 23 Apr 2026

**Meeting:** 23 Apr 2026 The Bunbury Diocesan Trustees, 7.2 Property Sales

### **Well of Living Waters Ministry**

Trustees declined the request as the Trustees considered this an unacceptable and unmanageable risk.

**Outcome:** Not Approved

**Decision Date:** 23 Apr 2026

**Meeting:** 23 Apr 2026 The Bunbury Diocesan Trustees, 11.3 Well of Living Waters Ministry (WLWM) at St. Nicholas, Australind

### **Faculty - Parish of Oyster Harbour - Enclosing western patio area - further information required**

Further information required, refer to notes.

**Outcome:** Not Approved

**Decision Date:** 23 Apr 2026

**Meeting:** 23 Apr 2026 The Bunbury Diocesan Trustees, 7.1 Faculties

### **One Quote - One quote sufficient for Oyster Harbour Email Request**

Not approved - refer to notes.

**Outcome:** Not Approved

**Decision Date:** 23 Apr 2026

**Meeting:** 23 Apr 2026 The Bunbury Diocesan Trustees, 7.1 Faculties

### **Financial Review**

The Revd. Nick Freeland will continue his review of diocesan finances after his return from Long Service Leave in May. He will also develop a strategic plan that brings together the 2026 Vision and Strategy with the actions necessary to improve the diocesan finances. This will include producing the materials for a stewardship campaign

**Outcome:** Approved

**Decision Date:** 26 Feb 2026

**Meeting:** 26 Feb 2026 The Bunbury Diocesan Trustees, 9.11 Diocesan Financial Sustainability

### **Preliminary Faculty Application: Marquee Installation**

The Preliminary Faculty Application received from the Parish of Oyster Harbour is approved, for the installation of a Marquee, subject to the marquee being able to withstand the winds in the local area and subject to contractors being able to provide evidence of insurance prior to the commencement of any work.

**Outcome:** Approved

**Decision Date:** 26 Feb 2026

**Meeting:** 26 Feb 2026 The Bunbury Diocesan Trustees, 7.1 Faculties

### **Sunday Supply Fees**

To return to and reinstate the rates from 2025 which are:

One Service \$212 All Day \$394

**Outcome:** Approved

**Decision Date:** 26 Feb 2026

**Meeting:** 26 Feb 2026 The Bunbury Diocesan Trustees, 9.13 Sunday Supply Fees

### **Church of the Good Shepherd, South Stirling**

The Trustees agreed to accept the revised offer for Church of the Good Shepherd, Lot 7240 South Stirling Road, Shire of Plantagenet and to sell.

**Outcome:** Approved

**Decision Date:** 26 Feb 2026

**Meeting:** 26 Feb 2026 The Bunbury Diocesan Trustees, 7.2 Property Sales

### **Pinjara Church land - Approval to Sewerage extension and easement**

The Trustees agreed to the sewerage extension and easements works on the land occupied by the Pinjara Church and that the extension of the sewer network and extension of easement works be completed as outlined in the proposal from the Shire of Murray.

**Outcome:** Approved

**Decision Date:** 26 Feb 2026

**Meeting:** 26 Feb 2026 The Bunbury Diocesan Trustees, 7.8 Pinjarra Sewer Extension

### **Nannup Church Site**

A request from the Shire of Nannup to build a toilet facility on Church land was considered. It was noted that the Trustees had previously agreed to the construction of a rest area with EV charging on same block.

After discussion it was agreed to authorise the Registrar to offer to sell the lot to the Shire, and if the Shire is not amenable to buying the lot, to negotiate a lease and sort out the paperwork in respect of the previous development, which seems to be deficient.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 The Bunbury Diocesan Trustees, 7.5 Nannup - request to build public toilets on diocesan land

### **Annual Stipends Review**

The proposed stipend package was approved, effective 1 February 2026. It was noted that the Diocese of Perth have made a change to clergy working hours and that our stipend package may seem to be uncompetitive by comparison. This is something we will need to monitor.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 The Bunbury Diocesan Trustees, 9.11 Stipends Review

### **Sub-committees**

The Revd. Nick Freeland, Registrar, and Mrs Wanese Maloney, Financial Accountant, were appointed to Finance Committee.

Mrs Jenny Duncan, Diocesan Secretary, was appointed to Risk Committee.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 The Bunbury Diocesan Trustees, 11.4 Sub-Committees

### **Parish of Southern Forests**

The Trustees considered email correspondence from David Swain from the Parish of Southern Forests dated 5 November 2025 and the reply of the Diocesan Secretary & Registrar of 11 November 2025.

The Trustees noted that the preparation of a Conservation Management Plan (CMP) is essential and that it will inform any decisions relating to redevelopment of buildings in the parish.

Preparation of the plan has the support of the Trustees.

At this stage and pending receipt of the completed CMP and a formal business case setting out the proposed redevelopment works and the associated costs, the Trustees did not comment on points 2, 3, and 4 of David Swain's email, although the Diocesan Secretary & Registrar did in his response of 11 November 2025.

Given the cost of the CMP, the authorisation and acceptance document needs to be signed on behalf of the Trustees.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 The Bunbury Diocesan Trustees, 7.4 Southern Forests

### **Parish of Lake Gace**

It was agreed to transfer \$10,000 from funds arising from the sale of property and held in the Parish Funds account, to the Parish of Lake Grace bank account at Westpac, as the Westpac balance has run out of money.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 The Bunbury Diocesan Trustees, 12.1 Lake Grace

### **Signing authorities**

It was agreed to update lists of authorised signatories to reflect the appointment of Jenny Duncan as Diocesan Secretary and to add Mrs Wanese Maloney as a signatory on the Euroz Hartleys accounts.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 The Bunbury Diocesan Trustees, 11.5 Signing authorities

### **Delegated Authority Limits Policy**

It was agreed to update the Delegated Authority Limits Policy to reflect the promotion of the Financial Accountant to Head of Finance, and the increase in responsibility that comes with that promotion.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 The Bunbury Diocesan Trustees, 11.2 Delegated Authority Limits Policy

### **Cost recovery**

Following a decision at the November meeting to increase diocesan assessment by and extra 2% over the 1% agreed to by Synod from 1 July 2026, the Diocesan Secretary & Registrar provided a comparison for the recovery of synod, clergy retreat and conference costs on a per capita basis and it was agreed to increase assessment by 2.5% in total from 1 July 2026.

**Outcome:** Approved

**Decision Date:** 4 Dec 2025

**Meeting:** 4 Dec 2025 The Bunbury Diocesan Trustees, 9.12 Cost recovery model

### **Assessment Increase**

It was noted that Synod had agreed to a 1% increase in assessment rates effective 1 July 2025 and had asked the Trustees to consider how best to recover the costs of synods, clergy retreat and clergy conference. There had been concerns expressed at Synod that these costs should be recovered on a per capita basis. There were also concerns that some parishes may send fewer people to Synod or discourage clergy from attending Clergy Conference and Clergy Retreat.

After discussion, it was agreed to recover these costs by an additional increase in Diocesan Assessment rates of 2%, and that the rate of assessment will therefore change to 17% with effect from 1 July 2026. Based on the 2024 assessable income, this will generate additional income of \$125,598.42 p.a. It was agreed that before we publish this, we will undertake further work to look at the implications for smaller parishes/communities.

**Outcome:** Approved

**Decision Date:** 10 Nov 2025

**Meeting:** 10 Nov 2025 BDT Zoom meeting to review finances, 7.1 Late papers

# Finance Sub-Committee

## Meeting Attendance

(in person or by teleconference)

| Name                                                                           | Attendance<br>Sep '25 – Sep '26 |        |
|--------------------------------------------------------------------------------|---------------------------------|--------|
|                                                                                | Possible                        | Actual |
| The Right Revd. Dr. Ian Coutts (Bishop & Chair)*                               | 5                               | 5      |
| The Ven. Geoff Chadwick (Administrator & Chair DSMA)* appointed 1 January 2023 | 5                               | 4      |
| The Very Revd Darryl Cotton                                                    | 5                               | 4      |
| Mrs Jenny Duncan (Diocesan Secretary)*                                         | 5                               | 5      |
| The Revd. Nick Freeland (Diocesan Registrar)                                   | 5                               | 4      |
| The Revd. Canon Ian Mabey                                                      | 5                               | 5      |
| Ms Marilyn Royer                                                               | 5                               | 5      |
| Mr Brian Seale                                                                 | 5                               | 5      |

# **Finance Sub-Committee**

## **Meeting Dates**

4 December 2025

26 February 2026

23 April 2026

25 June 2026

28 August 2026

## **Finance Sub-Committee Standing Agenda Items**

### **Board Governance**

Interests Register

### **Financial Reports**

Annual financial Returns

Accounts

Proposals

### **Other Business**

## **Decisions Register**

### **Bunbury Diocesan Trustees - Finance Sub-Committee**

Between: 13 Oct 2025 and 14 Sept 2026

Financial statements and supporting reports for 30 June be recommended to Trustees Recommendation to Trustees

That the Finance Committee recommend to the Board of Trustees that the financial statements and supporting reports for the year ended 30 June 2026 be received and noted.

**Outcome:** Approved

**Decision Date:** 4 Aug 2026

**Meeting:** 4 Aug 2026 Finance Committee, 6.1 Accounts Pack as at 30 June 2026

#### **Strategy Day Date**

To confirm that the day for the Strategy Day is to be Friday 28th August.

**Outcome:** Approved

**Decision Date:** 16 July 2026

**Meeting:** 16 July 2026 Finance Committee, 7.2 Strategy Day

#### **Increase in budget calculations for wages from 4.5% to 4.75%**

The Committee agreed that wages would be updated to reflect the most recent announcement, of an increase in the minimum from 4.5% to 4.75%. The budget that is being presented at the Trustees will updated to the 4.75% rate.

**Outcome:** Approved

**Decision Date:** 2 June 2026

**Meeting:** 2 June 2026 Finance Committee - Budget review, 6.1 Budget

#### **Augusta/Margaret River Rectory - retaining of funds**

The Committee agreed to recommend to the Trustees to retain \$200k to cover potential building cost escalations for the Augusta/Margaret River Rectory.

**Outcome:** Approved

**Decision Date:** 2 June 2026

**Meeting:** 2 June 2026 Finance Committee - Budget review, 6.1 Budget

#### **No new debt/loans for Parish works**

The Finance Committee agreed that it be recommended and confirmed at Trustees that no new debt should be entered into at this time.

**Outcome:** Approved

**Decision Date:** 2 June 2026

**Meeting:** 2 June 2026 Finance Committee - Budget review, 6.1 Budget

# Vision and Strategy

## Introduction

This report is presented to Synod following the circulation in March of Bishop Ian's discussion paper, A New Vision and Strategy, and the publication of "A New Vision and Strategy" poster and the "Sharing the Joy" information booklet. The document was developed following consultation with Synod, Bishop in Council, the clergy conference, and deanery Hub meetings across the Diocese. It represents an important step in discerning the future direction of the Diocese as it moves beyond the previous Vision and Strategy framework and the completion of the Hope25 initiative.

## Context

The consultations undertaken across the Diocese revealed widespread concern regarding several significant challenges facing our churches and communities. These include ageing and declining congregations, the need to strengthen ministry among children, young people and families, the sustainability of parish structures and finances, support for rural and remote communities, and the continued development of clergy and lay leadership.

At the same time, the consultations also revealed a strong sense of hope and a desire for renewal. Participants expressed a longing for a culture characterised by joy, imagination, trust, collaboration, and confidence in God's leading for the future. This was captured in the deanery consultations' concluding priority of fostering a "Hopeful Culture Change".

## Strategic Focus: Proclamation

After considering the consultation feedback, it was decided that the primary emphasis for the current phase should be **Proclamation**. This emphasis arises from several considerations:

The Christian calling to proclaim the Gospel and witness to Christ in word and deed.

The central place of evangelism within the Anglican Marks of Mission.

Recognition that proclamation and faith-sharing are areas where many Anglicans feel insufficiently equipped.

Continuity with the aims of Hope25, which encouraged every parish and organisation to share the hope found in Christ.

Independent feedback from both clergy and lay members identifying proclamation as a priority for the Diocese.

## **Key Elements of the Strategy – Proclamation, action, and community**

### **1. Proclaim the Gospel**

Our top priority is to deepen the understanding of the Gospel and strengthen confidence in sharing faith throughout our diocese. With help from Verity Murray, resources have been developed to encourage reflection on:

What the Gospel is.

How Christians share faith naturally and faithfully.

Personal stories of coming to faith.

The transformative effect of the Gospel in individual lives.

### **2. Teach, Baptise and Nurture New Believers**

The strategy recognises that proclamation must lead to discipleship. Resources and training therefore explore:

How to nurture and teach new believers.

Preparation for baptism and confirmation.

The role of every Christian in making disciples.

### **3. In Jesus' Name**

The third dimension focuses on spiritual dependence upon Christ, recognising that mission is carried out through his authority, presence and power. The strategy seeks to encourage Christians to step out in faith with confidence that Christ remains present with his Church.

### **Joy26: Putting Proclamation into Practice**

As a practical outworking of the strategy, Bishop Ian proposed a diocesan initiative titled **Joy26**. Building on Hope25, every parish and organisation is encouraged to undertake at least one activity that shares the hope and joy of Christ within its local community.

Particular emphasis is placed on deaneries working collaboratively, supporting one another through prayer, sharing ideas, and learning from one another's initiatives. The strategy also encourages participation in prayer initiatives such as Thy Kingdom Come and being prepared to welcome those who approach churches seeking to learn more about Jesus or enquire about baptism.

### **Major Areas for Action**

The strategy identifies several areas requiring concentrated work during the coming year.

### **Ministry with Children, Young People and Families**

A working group has been established to identify and share examples of successful ministry with younger generations, drawing upon parish experience, Anglican schools and chaplaincy ministries. This area emerged as one of the strongest priorities from diocesan consultations.

## **Supporting Ageing and Declining Congregations**

Many parishes face demographic and sustainability challenges. Parishes are encouraged to prayerfully consider new ways of supporting local communities, including more collaborative models of ministry.

## **Review of Parish Structures**

The strategy proposes an examination of existing parish and Anglican community structures, with consideration given to new mission-focused models for the future.

## **Ministry East of the Albany Highway**

Particular attention is to be given to ministry in rural and remote communities east of the Albany Highway. Consultation feedback highlighted interest in exploring shared ministry arrangements and itinerant team approaches involving both clergy and lay leaders.

## **Lay Training and Formation**

The Diocese will review Licensed Lay Ministry training and explore how deanery hubs can contribute to leadership development. This complements the ongoing commitment to clergy formation and discipleship training.

## **Financial Sustainability**

Recognising the financial pressures facing many parishes and the diocese more generally, further investigation into diocesan finances and patterns of giving was commissioned. Financial sustainability remains a critical issue for future planning.

## **Insights from the Deanery Consultations**

The deanery discussions revealed several recurring themes that strongly support the proposed strategy:

A desire for a more visible and engaged Church within local communities.

Greater emphasis on relational evangelism rather than large-scale programs.

New approaches to worship and church life that connect with contemporary patterns of living.

Strong demand for discipleship, leadership development and lay training.

Better communication and resource sharing between parishes.

Greater diocesan support for administration, property, compliance and mission initiatives.

Fresh approaches to parish viability and ministry deployment.

A willingness to experiment with new expressions of church and worship.

A shared concern for long-term spiritual, financial and missional sustainability.

The consultations repeatedly identified engagement with younger families and schools as both our most pressing demographic challenge and one of its greatest mission opportunities.

## **Progress to date**

In June this year, in anticipation of his retirement, Bishop Ian asked me to take over responsibility for Vision and Strategy.

Since then, we have established a Youth & Children's Ministry Working Group. They have conducted a survey of related ministries across the diocese and will be meeting soon to review the findings of that survey and discuss how experience and expertise might be shared. I am grateful to Verity Murray for pulling together and summarising the results of that survey.

Significant work has also been done to turn the initial documents into a more detailed plan, and this was workshopped by Bishop-in-Council at the end of August. An updated plan reflecting the thinking at that workshop will be reviewed at the November meeting of Bishop-in-Council and, if approved, will be published later this year.

### **Conclusion**

The new Vision and Strategy provides a realistic yet hopeful framework for the next phase of ministry in our diocese. It acknowledges the significant challenges facing Anglican communities while refusing to be defined by decline. Instead, it calls us to renewed confidence in proclaiming the Gospel, making disciples, and serving in the name of Jesus Christ.

The strategy seeks to foster a culture of joy, prayerful dependence on God, collaboration across deaneries, and practical engagement with local communities. Through initiatives such as Joy26, renewed investment in leadership development, support for struggling congregations, and a focus on younger generations, the Diocese is being invited to embrace both faithfulness and innovation in responding to God's call.

**The Revd. Nick Freeland**  
**Diocesan Registrar**

**September 2026**