

APPOINTMENTS ACT 1971

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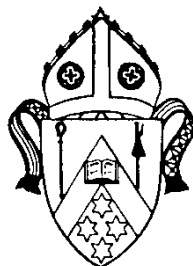
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AN ACT

to regulate the constitution of parishes and the appointment and tenure of clergy and for other purposes

Title

1. This Act may be cited as the Appointments Act 1971.

Repeal

2. The Patronage Act 1878-1966 is hereby repealed provided that all persons things and circumstances appointed or created by or under that Act or existing or continuing under that Act immediately before the commencement of this Act shall under and subject to this Act continue to have the same status operation and effect as they respectively would have had if that Act had not been repealed.

Act does not apply to Cathedral, etc.

3. Nothing in this Act shall apply to the appointment institution term of office or tenure of Priests appointed or instituted to-
 - (a) the Cathedral Church;
 - (b) the Special Mission District constituted under the Mission District Act 1919-1960;
 - (c) the Anglican Inner-City Ministry ; or
 - (d) to any parish within the scope of the Melbourne Diocesan Centre Act 1962.

Definitions

s.4 amended by No. 2/2013

4. For the purposes of this Act unless the context otherwise requires-
 - “incumbency committee” means the incumbency committee constituted under section 21 of the *Parish Governance Act 2013*;
 - “new areas parish” means a parish which is at any time for the time being within that category by virtue of a declaration of the Archbishop in Council;
 - “parish”, unless the context so requires, does not include a new areas parish.

PART I (ss 5-11) repealed by No. 2/2013

PART II

THE APPOINTMENT OF CLERKS TO PARISHES

Part II amended by Nos. 8/1973, 2/1975 and 1/1976 and substituted by No. 2/1995

Panel of consultants

12. (1) There shall be a panel of consultants to be elected in accordance with this Part.
 - (2) At the first ordinary session of each Synod, the members of Synod shall elect 12 clerks of not less than 10 years' standing who are licensed in the Diocese to be members of the panel of consultants under this Act to hold office until the next election of members of the panel.
 - (3) A clerk is not eligible to be a member of the panel of consultants for more than 6

consecutive years.

Panel of lay facilitators

13. (1) There shall be a panel of lay facilitators to be elected in accordance with this Part.
- (2) At the first meeting of each Regional Council after the first ordinary session of each Synod, the members of the Regional Council shall elect 3 lay persons nominated in accordance with sub-section (3) and who are electors of a parish in the Region to be members of the panel of lay facilitators under this Act to hold office until the next election of members of the panel for that region.
- (3) 5 members of the Regional Council may, in a form approved by the Regional Bishop, nominate an elector of a parish in the Region for election to the panel of lay facilitators.
- (4) A person is not eligible to be a member of the panel of lay facilitators for more than 6 consecutive years.

ss.14 and 15 repealed by 2/2013

* * *

Convening incumbency committee

s.16 amended by No. 1/2003

16. (1) If -
- (a) the incumbency of a parish becomes vacant; or
- (b) the Regional Bishop has notice that the incumbency of a parish is about to become vacant or that the term of office of the incumbent is about to expire-
- the Regional Bishop shall direct the Registrar to convene the incumbency committee of the parish.
- (2) If, before the incumbency committee of a parish is convened the Regional Bishop, with the formal consent of the vestry of the parish in consultation with an appointed lay facilitator, agree that an externally facilitated review of the parish should be undertaken, the Regional Bishop, shall direct the Registrar to convene the incumbency committee of the parish to meet on a specified date that is no later than 3 months after the incumbency becomes vacant.

Appointment of consultant

s.17 amended by No. 1/2000

17. The Registrar shall-
- (a) maintain a list of the consultants on the panel of consultants in the order of their election; and
- (b) maintain a record of the vacancies and impending vacancies on which each has consulted; and
- (c) appoint to each committee which is convened under this Part as consultant the consultant highest on the list who has least often been so appointed and who is willing to act.

Appointment of lay facilitator

18. The Registrar shall-
- (a) maintain a list of the lay facilitators on the panel of lay facilitators in the order of their election; and
- (b) maintain a record of the vacancies and impending vacancies on which each has assisted; and
- (c) appoint to each committee which is convened under this Part as lay facilitator the lay facilitator highest on the list and an elector of a parish in the Region in which the parish lies who has least often been so appointed and who is willing to act.

Lay facilitator

19. (1) The lay facilitator shall meet with the lay members of the incumbency committee to advise the lay members about the function and procedure of the incumbency committee.
- (2) The lay facilitator is entitled to attend meetings of the incumbency committee but is not a member of it and is not entitled to vote or, unless requested to do so, to address the meeting.

Function and procedure

20. (1) The Registrar shall summon the incumbency committee to meet with all convenient speed after the Regional Bishop has so directed.
- (2) The incumbency committee of a parish shall consider the priests who might be appointed to the incumbency of the parish, being the priests whose names are put forward by the Regional Bishop, the consultant or another member of the committee, and any priest whose name is submitted by the Archbishop.
- (3) After taking into account the advice and counsel of the lay facilitator, the incumbency committee shall seek unanimous agreement on the priest or priests who should be proposed to the Archbishop for appointment and, if there is more than one, on the order in which, in the opinion of the committee, those priests should be preferred for appointment.
- (4) If the incumbency committee does not reach unanimous agreement, it shall be sufficient if a majority of the lay members on the one hand and the Regional Bishop on the other are in agreement.
- (5) If the incumbency is not vacant, the incumbent shall be deemed to be a priest who might be appointed to the incumbency of the parish but, if the incumbent is offered the appointment, the acceptance of the offer shall operate as an extension, or further extension, as the case requires, of the incumbent's term of office as incumbent for 5 years.

Adjournment

21. If an agreement is not reached in accordance with section 20, the incumbency committee may from time to time adjourn to an agreed date being not later than 30 days after the date on which the committee determines to adjourn.

Action on proposals

22. Upon the incumbency committee reaching agreement, the Regional Bishop shall report the terms of the agreement to the Archbishop and the Archbishop shall offer the appointment to the priest proposed by the committee or, if more than one, to the priest first preferred by the committee and, if that priest does not accept the appointment, to the secondly preferred and so on but the Archbishop -
- (a) shall not offer the appointment to a priest unless the Archbishop is satisfied of the priest's canonical fitness for the appointment; and
- (b) may refer back to the committee the name of any priest proposed by it for the substitution by the committee of the name of another priest.

Further proposals

23. (1) If no priest accepts the appointment offered under section 22, the Archbishop shall direct the Registrar to summon the incumbency committee of the parish and its consultant to meet on a date within 14 days of the direction is given.
- (2) The procedure at the further meeting shall be the procedure applicable to the original meeting.

Effect of acceptance

24. When a priest accepts the offer of an appointment, the Archbishop, if satisfied that due provision has been made or arranged in respect of superannuation (unless the need for

superannuation has been dispensed with by Act) shall institute the priest to the parish as soon as possible if the incumbency is already vacant and otherwise upon its becoming vacant.

Vacation of previous cure

25. The institution of a priest has the effect of vacating any cure previously held by the priest so instituted.

Oaths and declarations

26. A clerk presented to a parish (including a new areas parish) shall before being instituted take the oaths and make the declarations and subscription required by law and by practice of the Anglican Church of Australia in Victoria to be taken, made or subscribed to by a clerk instituted to a parish.

Special meeting

27. (1) If, within 6 months after the summoning an incumbency committee of a parish under this Part, appointment to the incumbency has not been accepted under this Part, the Archbishop shall direct the Registrar to summon the incumbency committee with its lay facilitator to a special meeting to be held on a date within 14 days after the direction is given.
- (2) At the special meeting, the procedure applicable to the original meeting shall apply except that-
- (a) the Archbishop or the Archbishop's delegate, being a person other than the Regional Bishop, shall preside; and
 - (b) it shall be sufficient if the majority of the lay members on the one hand and the Archbishop or the Archbishop's delegate on the other are in agreement.

Default of acceptance

28. If within 3 months after the summoning of the incumbency committee of a parish to a special meeting under section 27, appointment to the incumbency of the parish has not been accepted under this Part, the Archbishop may fill the vacancy or impending vacancy in the incumbency.

Vesting choice in Archbishop

s.29 amended by No. 1/2000

29. (1) Despite anything to the contrary in this Part, the incumbency committee of a parish may at any time, by a resolution of a majority of the lay members and by the Regional Bishop, vest in the Archbishop the right without further reference to the committee to fill an existing or impending vacancy in the incumbency of the parish.
- (2) Despite anything to the contrary in this Part-
- (a) upon every 3rd successive occasion on which the incumbency of a parish becomes vacant; or
 - (b) if a declaration under sub-section (4) relating to a parish is in force when the incumbency of the parish becomes vacant -
- the Archbishop has the right to fill the vacancy without a proposal from the incumbency committee of the parish and the procedures otherwise applicable under this Part shall not apply but the Archbishop shall before filling the vacancy consult the lay members of the incumbency committee of the parish and such other persons as the Archbishop determines.
- (3) If an occasion which, but for this sub-section, would be a 3rd successive occasion for the purposes of sub-section (2)(a) is an occasion on which the incumbent of the parish is deemed under section 20(5) to be a priest who might be appointed to the incumbency, that occasion shall not be taken into account for the purpose of sub-section (2)(a).

- (4) The Archbishop in Council, on the request of the Regional Bishop of the region in which a parish is situated or of the Registrar of the Diocese, may declare that a parish does not have the right to propose a priest for appointment to a vacancy in the incumbency while the declaration is in force.
- (5) The Archbishop in Council, before making a declaration under sub-section (4), shall take into account –
 - (a) any advice or report from the regional council of the region in which the parish is situated or from the vestry of the parish; and
 - (b) the extent to which the stipend and allowances of the incumbent are met from the offerings of the parishioners; and
 - (c) the extent to which the parish has paid its diocesan assessment for the current year and the preceding 2 years; and
 - (ca) the extent to which, during the current year and the preceding 2 years, the parish has complied with its obligations to the Diocese under the Superannuation of Clergy Act 1980, the Insurance Act 1974 and the Long Service Leave Canon 1992 of the General Synod and has paid amounts due in respect of any loan from the Anglican Development Fund; and
 - (d) the location of the parish, any specific ministry undertaken by the parish and such other factors as the Archbishop in Council thinks fit.
- (6) The Archbishop in Council, after considering the advice the Regional Bishop or the Registrar and the matters referred to in sub-section (5), may revoke a declaration under this section.

Temporary appointment

30. (1) When a parish is vacant or the incumbent is under suspension from the duties of the office, the Archbishop may appoint a clerk to perform the ecclesiastical duties of the incumbency during the time of the vacancy or suspension.
- (2) A clerk so appointed shall, during the term of appointment, be entitled to all the emoluments and advantages of the parish in the same way as if the clerk were the incumbent of the parish.

Appointment to new areas parish

31. Appointment to the incumbency of a new areas parish may be made by the Archbishop.

**PART III
NEW MINISTRIES**

Part III inserted by No.2/1995

First licence

32. A priest instituted to the first parish to which the priest is licensed in the Diocese shall unless determined otherwise by the Archbishop be licensed, not as incumbent, but as priest in charge.

Term of first appointment

33. The term of office of a person appointed as priest in charge is at the discretion of the Archbishop.

Appraisal of priest in charge

34. (1) The Archbishop shall cause to be made an assessment of the suitability for incumbency of a person appointed as priest in charge.
- (2) The assessment shall be made as soon as practicable after the end of the first 3 years of the appointment of the priest as priest in charge.
- (3) The assessment shall be made as determined by the Archbishop and may, if the Archbishop so determines, be assisted by the lay members of the parish incumbency committee.
- (4) If the priest is assessed and not approved for incumbency, the Archbishop may

revoke the license of the priest.

**PART IV
TENURE OF INCUMBENCY**

Part IV (formerly Part III) substituted by No. 2/1995

Term of office

35. (1) Subject to this Act:
- (a) the term of office of a priest instituted to a parish which at the time of the priest's institution is not a new areas parish shall be 10 years from the date of the institution, subject to extension in accordance with this Act; and
 - (b) the term of office of a priest instituted to a parish which at the time of the institution is a new areas parish shall be such period beginning at the institution and being not less than 3 years as is agreed before the institution between the Archbishop and the priest.
- (2) Despite sub-section (1), by agreement between the Archbishop and the priest, while the parish is a new areas parish, the term of office may be extended to a period not exceeding 10 years beginning at the date of institution and, after the parish ceases to be a New Area parish, the term of office may be extended in accordance with Part II.

Removal during term

s.36 amended by No. 2/2009

36. A priest who is instituted to a parish (except as priest in charge) is not removable from office against the will of the priest during the term of office except –
- (a) upon conviction by a competent tribunal of an offence legally sufficient to justify removal; or
 - (b) upon the recommendation by a Diocesan tribunal constituted under the **Diocesan Tribunal Act 1963** of –
 - (i) expulsion from the office of incumbent; or
 - (ii) deprivation of the rights and emoluments appertaining to the office of incumbent; or
 - (iii) deposition from Holy Orders;
 - (c) in accordance with Part V of this Act; or
 - (d) following a recommendation under and in accordance with the *Professional Standards Act 2009*.

Vacation of incumbency

s.37 amended by No. 2/2000

37. (1) The incumbency of a priest instituted to a parish shall become vacant upon:
- (a) the priest's institution as incumbent to another parish or institution or appointment to some other stipendiary priestly office; or
 - (b) the priest's attaining the age of 70 years; or
 - (c) the priest's resignation from the incumbency; or
 - (d) the priest becoming entitled to stipend continuance payments as a result of the acceptance of a claim under an approved stipend continuance policy.
- (2) In this section -
- "approved stipend continuance policy"** means an insurance policy, or a class of insurance policy, approved for the purposes of this section by Archbishop in Council for the time being that provides for stipend continuance payments;
- "stipend continuance payments"** means payments under an insurance policy, or class of insurance policy, to a priest during the temporary disability of the priest, being payments in lieu of stipend at a rate not less than 150% of the stipend of the priest as certified in the certificate last registered before the commencement of the disability in the Registry under section 73 of the

Trustees and Vestries Act 1910 or section 68 of the **Parishes Act 1987**.

PART V
BOARDS OF REFERENCE

Part V inserted by No. 2/1995

Election of members of Boards of Reference

38. (1) There shall be elected by the members of Synod at the first ordinary session of each Synod 8 clerks and 8 lay persons as members of Boards of Reference for the purposes of this Part.
- (2) The members of the Boards of Reference shall hold office until the next election of members under this section.

Appointment of Board

39. (1) *If the Archbishop determines to make a reference concerning a parish to a Board of Reference in accordance with this Part, the Archbishop shall appoint 3 members elected under this Part to constitute a Board.*
- (2) At least one of the members appointed under sub-section (1) shall be a clerk, and at least one shall be a lay person.

Procedure of Board

40. (1) The chairperson of a Board shall be a member of the Board elected by the members of that Board.
- (2) A quorum of a Board is 2 members.
- (3) A question before a Board may be decided by a majority of the votes of members present and voting.
- (4) Subject to this Part, the procedure of a Board is in its discretion.

Reference to a Board

41. The Archbishop may make a reference concerning a parish to a Board of Reference if the Archbishop –
- (a) is satisfied that there is a breakdown in the pastoral relationships in the parish and that, in all the circumstances of the case, it is appropriate to make the reference; and
- (b) has received a written request to make a reference concerning a parish to a Board from –
- (i) the incumbent of the parish; or
- (ii) not less than 2/3 of the lay members of the vestry or central council, as the case requires, of the parish; or
- (iii) the Regional Bishop of the region in which the parish is situated and not less than 1/2 of the lay members of the vestry or central council, as the case requires, of the parish; or
- (iv) the Regional Bishop of the region in which the parish is situated and not less than 1/3 of the electors of the parish.

Suspension of incumbent

42. (1) *If the Archbishop makes a reference concerning a parish to a Board and is satisfied that it is in the best interests of the parish or of the incumbent of the parish that the incumbent be suspended, the Archbishop may, by notice in writing given to the incumbent, suspend the incumbent from the parish, or from certain activities in the parish.*
- (2) The suspension of an incumbent continues until –
- (a) the Board advises that there is not a breakdown in pastoral relationships in the parish; or
- (b) the Archbishop revokes the suspension; or
- (c) the licence of the incumbent is revoked; or

- (d) the incumbent resigns or accepts another appointment – whichever first occurs.
- (3) If an incumbent is suspended from a parish, or from certain activities in a parish, the Archbishop may appoint another clerk as locum tenens in the parish, or to undertake certain duties in the parish.
- (4) The cost of an appointment of another clerk under sub-section (3) shall be met from funds made available by the Council of the Diocese.
- (5) The suspension of an incumbent from a parish, or from certain activities in a parish –
 - (a) does not affect the obligation of the parish to pay the stipend and other entitlements of the incumbent; and
 - (b) is not to be taken to prejudice the finding of the Board of Reference.

Enquiry by Board of Reference

- 43. (1) If a reference concerning a parish is made to a Board of Reference under this Part, the Board shall enquire whether there is a breakdown in pastoral relationships in the parish and, if it finds that there is such a breakdown, whether it is an irretrievable breakdown.
- (2) The Board shall give an opportunity to be heard to the incumbent, to any elector of the parish, to the Regional Bishop of the region in which the parish is situated and to any other person who, in the opinion of the Board, has a relevant interest in the matter.

Determination by Board of Reference

- 44. (1) A Board, after enquiring into a reference to it concerning a parish, shall advise the Archbishop whether in its opinion a breakdown has occurred in pastoral relationships in the parish that is irretrievable.
- (2) If the Board advises that in its opinion there is not an irretrievable breakdown in pastoral relationships in a parish, the Archbishop shall initiate such consultation or other courses of action as the Archbishop determines to restore relationships between the incumbent and the parish.
- (3) If the Board advises that a breakdown in pastoral relationships in a parish has occurred and that it is irretrievable, the Board shall also advise the Archbishop –
 - (a) on the incumbent's suitability, in the opinion of the Board –
 - (i) for ongoing stipendiary ministry; and
 - (ii) for the particular ministry in the parish; and
 - (b) whether the expectations and demands of the members of the parish are reasonable; and
 - (c) if it advises that the incumbent is not suitable for ongoing stipendiary ministry, whether the incumbent's licence should be revoked.

Archbishop may revoke licence in certain circumstances

- 45. (1) The Archbishop may revoke the licence of an incumbent of a parish if a Board has, under section 44, advised the Archbishop that –
 - (a) an irretrievable breakdown in pastoral relationships in the parish has occurred; and
 - (b) the licence of the incumbent should be revoked.
- (2) If the Archbishop revokes the licence of an incumbent, the Archbishop may appoint a suitable person to negotiate the provision of financial or other assistance to the former incumbent.
- (3) The cost of assistance to a person under sub-section (2) –
 - (a) shall not exceed the sum of the stipend and allowances paid to the person as incumbent during the last 12 months of appointment as incumbent; and
 - (b) subject to sub-section (4), shall be met as to one half by the parish and as to

- one half from funds made available for the purpose by the Council of the Diocese.
- (4) Despite sub-section (3)(b), the cost of assistance under sub-section (2) shall be met wholly from funds made available for the purpose by the Council of the Diocese if –
- (a) the Archbishop, with the consent of the Council, so determines; or
 - (b) the incumbent was appointed to the parish by the Archbishop under section 29 (2).
- (5) The Archbishop, with the consent of the Council of the Diocese, may determine that assistance with housing should be given to a person, in addition to the assistance given under sub-section (2).
- (6) The cost of assistance with housing under sub-section (5) shall be met from funds made available for the purpose by the Council of the Diocese.

Where licence not revoked

46. (1) If a Board of Reference has, under section 44, advised the Archbishop that an irretrievable breakdown in pastoral relationships in the parish has occurred and that –
- (a) the incumbent is not, in the opinion of the Board, suitable for the particular ministry in the parish; or
 - (b) in the opinion of the Board, is so suited but the expectations of the parish are unreasonable –
- the Archbishop may arrange for the clerk, if the clerk has been suspended, to resume duties in the parish or, whether or not the clerk was suspended, for the clerk to resign the appointment and be appointed to the locum tenens list.
- (2) If a clerk is appointed to the locum tenens list under sub-section (1), the parish shall continue to pay to the clerk an amount at an annual rate equal to the annual rate of stipend and allowances that would have been payable if the appointment to the parish had continued, less the sum of amounts paid in respect of acting as locum tenens until –
- (a) the clerk is appointed as incumbent of another parish or to any full time position; or
 - (b) the expiration of 12 months after the clerk ceased to be incumbent of the first-mentioned parish –
- whichever first occurs.

PART VI
SUSPENSION OF CLERKS

Part VI –Suspension of Clerks – inserted by No. 2/1995 and repealed by 2/2009

* * *

PART VII
GENERAL

Part VII (formerly Part IV) substituted by No.2/1995

Recovery of property on vacancy

48. When the incumbency of a parish becomes vacant, the Archbishop may, with the consent of the Council of the Diocese, take or institute all necessary legal steps to recover any property belonging to the church in the custody or possession of the person who was the incumbent of the parish immediately before the incumbency became vacant.

CONSOLIDATED ACTS OF THE SYNOD OF THE ANGLICAN DIOCESE OF MELBOURNE
Appointments Act 1971

NOTES

¹The **Appointments Act 1971** was assented to on 1 December 1971 and came into operation on 1 December 1971.

²This reprint incorporates the amendments made to the **Appointments Act 1971** by the following Acts:

| <i>Name</i> | <i>No.</i> | <i>Date of assent</i> | <i>Date of commencement</i> |
|---|------------|-----------------------|-----------------------------|
| <i>Appointments Amendment Act 1973</i> | 8/1973 | 12 November 1973 | 12 November 1973 |
| <i>Appointments (Amendment) Act 1975³</i> | 2/1975 | 15 October 1975 | 15 October 1975 |
| <i>Appointments (Amendment) Act 1976</i> | 1/1976 | 6 October 1976 | 6 October 1976 |
| <i>Appointments (Amendment) Act 1995⁴</i> | 2/1995 | 18 October 1995 | 18 October 1995 |
| <i>Appointments (Amendment) Act 2000</i> | 1/2000 | 23 October 2000 | 23 October 2000 |
| <i>Appointments (Stipend Continuance) Act 2000</i> | 2/2000 | 23 October 2000 | 23 October 2000 |
| <i>Appointments (Amendment) Act 2003</i> | 1/2003 | 26 November 2003 | 26 November 2003 |
| <i>Professional Standards Act 2009</i> | 2/2009 | 9 October 2009 | 1 October 2010 |
| <i>Parish Governance (Transitions, Consequential Amendments and Repeals) Act 2013</i> | 2/2013 | 12 December 2013 | 1 July 2014 |

³Section 3 and the First and Second Schedules of the **Appointments (Amendment) Act 1975** provided as follows:

“Transitional

3. For the purposes of Section 27 of the Principal Act as amended by this Act the first occasion after this Act comes into force upon which the Incumbency of a Parish becomes vacant or the term of office of the Incumbent expires (not being an occasion upon which the Incumbent of the Parish is deemed pursuant to section 18(2) to be a Priest who might be appointed to the incumbency) shall in the case of a Parish named in the First Schedule to this Act be deemed the second such occasion and in the case of a Parish named in the Second Schedule to this Act be deemed the third such occasion.

FIRST SCHEDULE

| | |
|--|--|
| Airport West, St Martin | Healesville, St John |
| Altona, St Eanswythe | Heidelberg West, St Philip |
| Ascot Vale, St Paul | Hoppers Crossing, Church of the Epiphany |
| Bacchus Marsh, Holy Trinity | Ivanhoe East, St George |
| Balwyn North, St Silas | Kew East, St Paul |
| Belgrave, Church of the Holy Spirit | Kooyong, All Saints |
| Bennettswood, St Michael & All Angels | Lara, Holy Trinity |
| Bentleigh, St Christopher | Lorne, All Saints |
| Blackburn South, St Edward the Confessor | Malvern, St Paul |
| Box Hill, St Peter | Melbourne, St Peter |
| Brighton Beach, St Peter | Melton, Christ Church |
| Broadmeadows, St Michael & All Angels | Merlynston, St Linus |
| Bulleen, St Timothy | Mont Albert North, St Augustine |
| Burwood, St Faith | Moonee Ponds, St James |
| Camberwell, St John | Mordialloc, St Nicholas |
| Canterbury, St Paul | Mount Dandenong |
| Caulfield, St Mary | Mount Eliza North |
| Chadstone East, St Mary | Mulgrave, St Matthew |
| Clayton, All Saints | Niddrie, St Mark |
| Cranbourne, St John | Nunawading, All Saints |
| Dallas, St Mary Magdalene | Oakleigh, Church of Emmanuel |
| Deepdene, St Martin | Parkdale, St Aidan |
| Dingley, Christ Church | Prahran, St Matthew |
| Dromana, St Mark | Preston West, St Cecilia |
| Elwood, St Bede | Reservoir West, St Mark |
| Essendon, Christ Church | Ringwood East, Holy Trinity |
| Fawkner, St Peter | Sorrento, St John |
| Flinders, St John | Springvale, Church of the Ascension |
| Forest Hill, St Mark | St Kilda East, All Saints |
| Frankston East, St Luke | Sunbury, St Mary |
| Geelong, Christ Church | Syndal, St James |
| Geelong North, St Silas | Thornbury East, St James |
| Glen Huntly, St Agnes | Wantirna, St John |
| Glenroy, St Matthew | Wattle Park, St Theodore |
| Greensborough, All Saints | Whittlesea, Christ Church |
| Hastings, Holy Trinity | Yarraville, St Luke |

SECOND SCHEDULE

| | |
|--|------------------------------|
| Albert Park, St Silas | Hawthorn, Christ Church |
| Altona North, St Luke the Physician | Heathmont, Christ Church |
| Ashburton, St Matthew | Highett, St Stephen |
| Balaclava, Holy Trinity | Inverleigh, St Paul |
| Bayswater, St Stephen | Kew, Holy Trinity |
| Bellarine | Kilsyth/Montrose |
| Bentleigh, St George | Lancefield/Romsey |
| Berwick, Christ Church | Leopold, St Mark |
| Black Rock, St Agnes | Malvern, Holy Advent |
| Braybrook, St Peter & St Andrew | Malvern East, All Saints |
| Brighton, St Mark | Melbourne East, Holy Trinity |
| Brunswick, Christ Church | Mentone, St Augustine |
| Bundoora, St Peter | Middle Park, St Anselm |
| Burwood East, Church of the Ascension | Monbulk, St George |
| Camberwell, St Mark | Moorabbin, St David |
| Carlton North, St Michael | Moreland, St Augustine |
| Caulfield South, St Catherine | Mount Duneed, St Wilfrid |
| Chelsea, St Chad | Mount Waverley, St Stephen |
| Coburg, Holy Trinity | Murrumbeena, St Peter |
| Croydon, St John | Noble Park, St Aidan |
| Dandenong, St James | Ocean Grove, St Peter |
| Deer Park with St Albans | Ormond, Christ Church |
| Doncaster, Holy Trinity | Pascoe Vale, Holy Trinity |
| Elsternwick, St Clement | Preston, All Saints |
| Emerald, St Mark | Queenscliff, St George |
| Essendon, St Thomas | Richmond, St Stephen |
| Ferntree Gully, St Bartholomew | Rosanna, St Andrew |
| Footscray, St John | South Yarra, Christ Church |
| Frankston, St Paul | Springvale North, St Luke |
| Gardenvale, St Stephen | St Kilda East, St James |
| Geelong, St Paul | Sunshine, St Mark |
| Geelong West, St John | Templestowe, St Mark |
| Glen Iris, St James | Toorak, St John |
| Glen Waverley, St Andrew | Warburton, St Mary |
| Greythorn, St Stephen | Werribee, St Thomas |
| | Williamstown, Holy Trinity". |

⁴Section 5 of the **Appointments (Amendment) Act 1995** provided as follows:

"Transitional

5. (1) The first members of the Boards of Reference for the purposes of Part V of the Principal Act as amended by this Act shall be appointed by the Archbishop in Council and shall hold office until the election of members at the first session of the next Synod.
- (2) The first members of the panel of lay facilitators for the purposes of Part V of the Principal Act as amended by this Act shall be appointed by the Archbishop in Council and shall hold office until the election of members at the first session of the next Synod."