

## Resolutions of the 2017 session of the 51<sup>st</sup> Synod

### 1/17 Amendments to Faithfulness in Service

Synod, noting the report “Amendments to *Faithfulness in Service* approved by the General Synod Standing Committee”, adopts the amendments to *Faithfulness in Service* as set out in Attachments 2 and 4 of the report.

(Mr Doug Marr 9/10/2017)

### 2/17 Statement of Funding Principles and Priorities 2019-2021

Synod approves the “Statement of Funding Principles and Priorities 2019-2021”.

(Bishop Peter Hayward 9/10/2017)

### 3/17 Coordinating the planting of churches

Synod, noting –

- (i) the report Proposal for the Establishment of the Anglican Church Growth Trust, and
- (ii) the report Review of the Mission Property Committee in response to Synod resolution 21/16 and 33/16 (the “MPC Report”),

requests the Standing Committee to consider –

- (a) ways to facilitate appropriate coordination between the Mission Property Committee, Evangelism and New Churches, and New Churches for New Communities, in supporting church planting and revitalisation throughout the diocese, and
  - (b) amending the *Mission Property Ordinance 2002* to implement the recommendations in the MPC Report in relation to the composition of the Mission Property Committee,
- and notes with gratitude the long-standing efforts of the retiring Chair of the Mission Property Committee, Mr Geoff Kyngdon.

(Dr Robert Mackay 9/10/2017)

### 4/17 Workload related burnout

This Synod –

- (a) notes the impact workload related burnout has on ministries within our parishes,
- (b) commends our theological and training organisations in their continued education in recognising burnout in all its forms,
- (c) congratulates Ministry, Training and Development in its creation of the Lifelong Ministry Development Guidelines,
- (d) requests Ministry, Training and Development to investigate online self-assessment tools that permit Ordained and Stipendiary Lay Workers to measure their workloads to alleviate or prevent burnout, and
- (e) continues to pray fervently for those in all pastoral ministry.

(Mr Matthew Robson 9/10/2017)

### 5/17 NSW Bill on Euthanasia and Assisted Dying

Synod –

- (a) consistent with its previous resolutions (17/16, 32/14 and 38/10), reaffirms that all human life is precious in God’s sight, and that the Bible prohibits the purposeful killing of innocent people,
- (b) re-iterates its opposition to patient-assisted suicide and doctor-assisted euthanasia,
- (c) recognises that there are no adequate legal safeguards possible for any proposed legalisation of euthanasia or assisted suicide that can protect the vulnerable and frail aged,

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- (d) calls on Anglicans in the Diocese of Sydney to engage in the public debate on euthanasia/assisted suicide in an informed way which recognises the social, ethical and medical consequences of any new legislation, and
- (e) calls on the NSW Parliament –
  - (i) to reject the Voluntary Assisted Dying Bill 2017, and
  - (ii) to continue to prioritise the improvement of palliative care services.

(Dr Karin Sowada 9/10/2017)

### **6/17 Affirmation of all types of church planting**

Synod –

- (a) notes the urgency of reaching all people with the saving message of the death and resurrection of Jesus,
- (b) notes that the Australian Bureau of Statistics estimates the Australian population to be 24.7million people, and increasing at the net rate of one person every 1 minute and 24 seconds,
- (c) notes the Mission 2020 goal to plant 15 new churches in Greenfield areas, as well as two new churches per mission area, and
- (d) accordingly affirms the efforts of all types of church planting that seeks to reach and save the lost with the gospel of Jesus Christ as a means to see more people saved from death to life.

(The Rev Dr Raj Gupta 10/10/2017)

### **7/17 National Schools Chaplaincy Program**

As 2017 is the 10<sup>th</sup> anniversary of the Federal Government's National Schools Chaplaincy Program, this Synod –

- (a) thanks God for the 438 faith-based chaplains serving in the public schools of NSW, and
- (b) thanks the Federal Government for its ongoing support of the program.

(Mr James Flavin 10/10/2017)

### **8/17 Statement of Anglican doctrine of marriage**

Synod –

- (a) requests that Standing Committee appoint a committee of suitably qualified persons to consider whether the Diocesan Education Policy, the Corporate Governance Policy Statement of Faith, or any other relevant diocesan policies, statements or ordinances should be amended to state formally our Anglican doctrine that marriage is the union of a man and a woman for life to the exclusion of all others, so as to assist the ability of our Anglican schools and other organisations to maintain that it is a genuine, legitimate and justified occupational requirement for their board members, principals, executive officers and other relevant staff and office holders to hold to this traditional Christian belief about marriage, in order to maintain the Christian religious ethos of our institutions,
- (b) affirms that such a committee could also consider any other core doctrinal matters currently relevant and contested in our society,
- (c) encourages Standing Committee to consider making any amendments suggested by the committee, and
- (d) asks that this be treated as a matter of urgency.

(Canon Sandy Grant 10/10/2017))

### **9/17 NCLS Community Social Profiles**

Synod –

- (a) expresses its gratitude to NCLS Research for their long-term partnership with our Diocese and parishes, especially through provision of Church Life Profiles and Community Social Profiles (CSPs),
- (b) encourages NCLS Research to offer updated parish-specific CSPs to all parishes in our Diocese again, as soon as practically possible with the data from the 2016 Australian census,
- (c) commends CSPs to all parishes as an extremely valuable aid for understanding their local mission context, and
- (d) encourages every parish to consider utilising their Community Social Profile once it becomes available.

(The Rev Dr Andrew Ford 10/10/2017)

### **10/17 Retirement of Dr Bryan Cowling**

Synod acknowledges, with thanks to God, the outstanding service given to the education of children by Dr Bryan Cowling over the past 50 years. Bryan has recently retired after 10 years as the Executive Director of Anglican EdComm, the Anglican Education Commission.

Dr Cowling served in education first as a classroom teacher in government schools and then as a school inspector and within the senior leadership of the NSW Department of Education; as a curriculum developer, consultant and trainer, and as an Honorary Associate in the Faculty of Education at the University of Sydney. Prior to joining EdComm, Dr Cowling was the founding Principal of Thomas Hassall Anglican College, one of the Anglican Schools Corporation schools. Throughout his care Bryan Cowling has been committed to education that is biblically shaped, concerned for the welfare of the whole child and Christ honouring. Dr Cowling has also served as a member of the Standing Committee of the Diocese for the past 15 years.

We thank God that Bryan has recovered from life-threatening infection and major surgery in 2016 and 2017. We pray that Bryan and his wife Megan may enjoy a fruitful and fulfilling retirement within the circle of their family and friends.

(Professor Chris Bellenger 10/10/2017)

### **11/17 Appointment of Mr Stephen Kinsella as next Executive Director of Anglican EdComm**

Synod notes that Mr Stephen Kinsella will commence as Executive Director of EdComm, the Anglican Education Commission, early in 2018, welcomes him to this new role in the Diocese and prayers that his work through EdComm will strengthen the work and Christian ministry of Anglican schools and of Christian teachers generally throughout the Diocese.

Stephen Kinsella BCom, DipEd, MEdStud, MACE, FAICD has been Headmaster of The Illawarra Grammar School (TIGS) since 2006 and before that was Principal of Kormilda College in Darwin. He has served as a teacher in both government and independent schools over four decades and he is well connected within several independent schools associations.

Mr Kinsella is married and he and his wife Gay have two adult children. He is a parishioner of St Mark's Anglican Church, West Wollongong.

(Professor Chris Bellenger 10/10/2017)

### **12/17 Church planting work of Evangelism and New Churches**

This Synod gives thanks to God for the work of Evangelism and New Churches (ENC) and progress in planting churches across the Diocese, in particular, for –

- (a) two new plants under ENC at Leppington (starting February 2017 under the Rev Luther Symons) and at Wollondilly (beginning October 2017 lead by the Rev Jim Dayhew),
- (b) Grace Anglican “graduating” from ENC to become a parish in the Diocese (merging with Roseville East with the Rev Alby Lam appointed Rector in August 2017),

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- (c) Church Planting Guidelines for the Diocese to assist parishes, mission leaders, potential planters in to continue planting churches and achieve of mission goals of 15 new churches in greenfield areas and at least two church plants in each mission areas by 2020.

This Synod urges all in the Diocese to pray fervently to the Lord of the harvest to raise up many more evangelists and planters and call many to repentance and faith in the Lord Jesus while there is still time.

(The Rev Joseph Wiltshire 10/10/2017)

### 13/17 Community Chaplains

This Synod, noting –

- (a) the 2016 Census data revealing less people than ever identifying as Christian (52% down from 74% in 1991),
- (b) the hundreds of thousands of Sydney-siders who have little or no contact with our network of churches, or other Christian churches and so are highly unlikely to be invited to or come to a church service,
- (c) the increasing numbers of residents in our city from cultural backgrounds with little or no knowledge of Christ and Christian teaching (21% of homes have a language other than English with Mandarin, Arabic and Cantonese being the next most common spoken, 18% of migrants to Australia have come since 2012),
- (d) the alarming decrease in the numbers of newcomers in our churches (down from 12% in 2001 to 8% in 2016),

thanks God for the vision of people from ENC, Anglicare, CMD and Mary Andrews College and many parishes to raise up 1000 community chaplains to go out to the lost, to the tribes and deserts in our city and proclaim Christ by word and deed. We praise God for these lay urban evangelist who speak of Christ in sporting clubs, men's sheds, factory floors, nursing homes, mental health facilities, social clubs and the like humbly and prayerfully seeking to win many for Jesus. We urge all parishes to identify the tribes, deserts, sub cultures in their area to identify lay evangelists who have a heart and vision to reach these people. We encourage parish leaders and interested lay members to increase their engagement in this, and to join the Community Chaplains Training Workshop (at MAC Level 1 St Andrew's House) on Saturday 11 November 2017 (details on ENC website) and increase the missional contact with their communities for the sake of Christ and the salvation of many.

(The Rev Joseph Wiltshire 10/10/2017)

### 14/17 Forum of Synod

Synod requests Standing Committee to review the arrangements for the Diocesan Synod and report to the next Synod in relation to –

- (a) the logistics of contracting the meeting time from the current format which comprises 5 afternoon and evenings,
- (b) possible alternative arrangements in relation to the convening of Synod in so far as they relate to the times and where Synod meets.

In preparing a report for the next Synod, Standing Committee should consider the reports, resolutions and learnings which came from *Resolution 40/99 Weekend Meetings of the Synod*.

(Mrs Gillian Davidson 10/10/2017)

### **15/17 The Rev Canon David Wong**

Synod thanks God for the work of the Rev Canon David Wong and Evangelism and New Churches (ENC) in developing Chinese ministry and consulting with churches across the Diocese to minister effectively to the increasing numbers of Chinese background people. We thank God for David and for the churches and individuals who financially support this work and are thankful for the many opportunities there are to reach Chinese speaking people across Sydney.

We are particularly thankful that almost 40 churches across the Diocese now have specific ministries such as ESL, playgroups, investigating bible study groups, and congregations reaching Chinese background people. This Synod commends ENC and the Archbishop's Chinese Ministry Advisory Board for this initiative and encourages parishes to make use of David and others engaged in this work to see Christ honoured in every community.

(Bishop Peter Lin 10/10/2017)

### **16/17 Implementation of the Domestic Abuse Response**

Synod, noting –

- (i) the report 24/16 Domestic Violence (the "Report"), and
  - (ii) the accompanying document Responding to Domestic Abuse: Provisional Policy and Good Practice Guidelines (the "Domestic Abuse Response"), and
  - (iii) the *Provisional Sydney Anglican Policy on Responding to Domestic Abuse* (set out in Section 1 of the Domestic Abuse Response) (the "Provisional Policy") –
- (a) commends the Provisional Policy to all clergy and parish councils for use in churches,
  - (b) invites clergy and church members to provide comments and feedback on the Domestic Abuse Response (including the Provisional Policy) to Standing Committee by 30 April 2018,
  - (c) requests that the Standing Committee bring to the Synod session in 2018 proposed amendments to the Provisional Policy, and
  - (d) requests the Standing Committee to consider and, if thought fit, act on the recommendations referred to in the Report.

(Archdeacon Kara Hartley 10/10/2017)

### **17/17 Grief and apology in regards to domestic abuse**

That this Synod grieves with victims and survivors of domestic abuse, and prays for their healing and recovery. We give thanks to God for those women and men, clergy and lay people, who have faithfully supported, cared for and protected such victims in our churches and communities.

We grieve that God's good gift of marriage can be distorted and dishonoured through the sin of perpetrators. We pray for their repentance and restoration to faithful living under Christ.

We also deeply regret that domestic abuse has occurred among those who attend our churches, and even among some in leadership. We apologise for those times our teaching and pastoral care have failed adequately to support victims and call perpetrators to account.

(Canon Sandy Grant 10/10/2017)

### **18/17 Appointment of Mr Robert Wicks as Chief Executive Officer of Sydney Diocesan Secretariat**

Synod, noting the appointment of Mr Robert Wicks to the position of Chief Executive Officer of the Sydney Diocesan Secretariat, warmly congratulates Mr Wicks on this appointment and expresses our deep affection for him, and gratitude to God for his tireless and faithful service to this house over many years as Secretary of Synod. We particularly give thanks for his thorough preparation for every session of Synod, his encyclopaedic knowledge, and love, of all things procedural; his ability to explain and simplify complex processes to assist Synod in our decision-making; and the wisdom, wit and humour which are hallmarks of his contribution. We pray for Rob as he takes on this new role, and ask God to fill him with the wisdom,

courage, humility, strength and patience that he will need. We further pray that in all things, Rob will continue to seek God's will, and that God will be glorified through him.

(Dr Erica Sainsbury 11/10/2017)

**19/17 Retirement of Mr Geoffrey Kyngdon**

Synod gives thanks for the ministry and work of Mr Geoffrey Kyngdon over the past 25 years in the Wollongong Region and broader Diocese, including: Member General Synod; Member Provincial Synod; Member Sydney Synod; Member Standing Committee of Sydney Synod; Member and Chairman of Diocesan Mission Property Committee; Diocesan Reader; Assistant to Bishop of Wollongong; Member Wollongong Regional Council; Member Macarthur Anglican School; Member Anglican Schools Corporation; Lay Canon St Michael's Cathedral; Churchwarden Oak Flats; Treasurer Oak Flats; Parish Secretary Oak Flats; Synod Representative Oak Flats.

We give thanks to God for Geoff's passion to share the Scriptures and to defend the truth of the gospel. He has enthusiastically supported the expansion of gospel work through the provision of new ministry opportunities in our schools, through the acquisition of more sites upon which God's people will gather, and through the many important yet unseen administrative tasks within the life of our Diocese. We wish Geoff and Marilyn God's blessing in their retirement and for their continued ministry in Oak Flats.

(Bishop Peter Hayward 11/10/2017)

**20/17 General Synod – Safe Ministry to Children Canon 2017 Adopting Ordinance 2017**

This Synod, having passed the *General Synod – Safe Ministry to Children Canon 2017 Adopting Ordinance 2017* calls upon the Standing Committee to –

- (a) prioritise the preparation, drafting and other work needed on aspects of Part 2 of the Second Schedule of the Canon, which it considers would make the standards in this Part more suitable and workable within the Diocese of Sydney,
- (b) promptly engage in the consultation process required in order to present proposed changes to the General Synod Standing Committee meeting on the 8 – 9 December 2017,
- (c) take all necessary steps to make preparations within the Diocese for the implementation of this Canon, and
- (d) where possible consider implementing those aspects of the Canon (and its Schedules) that are not subject to the processes in part (a) and (b) of this motion.

(The Rev Dr Andrew Ford 11/10/2017)

**21/17 150<sup>th</sup> Anniversary of Scripture Union**

Recognising that this year marks the 150<sup>th</sup> anniversary of Scripture Union internationally, Synod gives thanks to God for the work of Scripture Union in our Diocese, working with the churches to make God's good news known to children, young people and families and encouraging people of all ages to meet God daily through the Bible and prayer.

The Synod recognises that many Sydney Anglicans, including many of our leaders, have found opportunities to serve the kingdom and opportunities to grow in leadership in the context of SU's ministries. So we pray that God will continue to bless the work of Scripture Union, especially their missions, camps, and the ISCF and SUPA groups in public schools.

(Mr Andrew McLachlan 11/10/2017)

**22/17 Appointment of assistant ministers and stipendiary lay workers**

Synod hereby resolves to request Standing Committee to appoint a committee to review and report to the next session of Synod on the appropriate terms and conditions for appointment of assistant ministers and stipendiary lay workers to parishes and other church organisations including, inter alia, the following matters –

- (a) the applicability of a probationary period,
  - (b) circumstances where a fixed term contract may apply,
  - (c) appropriate review mechanisms for performance,
  - (d) appropriate mechanisms for transition from being a Deacon to a Presbyterian in the case of assistant ministers,
  - (e) terms and conditions for the appointment of assistant ministers and stipendiary lay workers,
  - (f) terms and conditions in relation to the termination of assistant ministers and stipendiary lay workers,
  - (g) appropriate dispute resolution mechanisms in the event of a breakdown in relationship between the Senior Minister and the Assistant Minister or the stipendiary lay worker,
  - (h) comparison of these matters with any relevant employment legislation, and
- such other matters as the Committee may consider appropriate for consideration by Synod.

(The Rev Dr David A Höhne 11/10/2017)

**23/17 Gender Identity Initial Principles of Engagement**

Synod, noting the Gender Identity Report –

- (a) agrees to approve in principle the Initial Principles of Engagement at 9.1 of the Gender Identity Report as a policy of the Synod, and
- (b) in particular affirms –
  - (i) The promise of the gospel is that all who trust in Christ are assured of everlasting peace and wholeness in the resurrection life of the new creation.
  - (ii) All those who have faith in Christ are loved by God and belong to the body of Christ, including those whose personal trials and afflictions in this life include gender identity issues or gender incongruence.
  - (iii) Those who experience gender identity issues or incongruence deserve our compassion, love, and care.
  - (iv) In the beginning, God made humanity male and female, and, in his creative purposes, biological (bodily) sex determines gender.
  - (v) Human nature was damaged and distorted by the Fall but not destroyed. All people continue to be made in the image of God. The experience of incongruence between objective biological sex and subjective gender identity is one consequence of that damage and distortion but in no way diminishes a person's full humanity.
  - (vi) The human person is a psychosomatic unity, where body and soul come into being at the same time and, in this life and the next, exist together. Embodiment is integral to human identity, and biological sex is a fundamental aspect of embodiment. Preserving the integrity of body and soul, and honouring and protecting the biologically sexed body that God has given are necessary for human flourishing.
  - (vii) The binary distinctions of male and female are to be embraced and upheld in the lives of Christian men and women respectively, and expressed in culturally appropriate ways that conform to Scripture.
  - (viii) We deeply regret that, in the past, some gender non-conforming people have experienced rejection or lack of compassion in our churches and ministries.
  - (ix) Churches, schools, and other Anglican organisations are to be places where all people, including those who experience gender identity issues and incongruence, are welcomed, loved, supported and helped to live in obedience to Christ.

(Dr Claire Smith 11/10/2017)

**24/17 Development of a final form of diocesan policy for gender identity issues**

Synod commends the Gender Identity Report ('the Report') to all Synod members, Anglican schools and other agencies in the Diocese which are called upon to care for people with gender identity issues and asks the governing boards and councils, and the heads and chief executive officers of such schools and agencies, as well as Synod members, to –

- (a) provide comments and feedback to Standing Committee on the Initial Principles of Engagement approved in principle as a policy of the Synod at its session in 2017 by 30 April 2018, and
- (b) ensure any policies, guidelines and procedures which they draft to address this issue are consistent with those Initial Principles of Engagement, and
- (c) consult with the Archbishop about the final form of such policies, guidelines and procedures before they are published, and
- (d) commit to reviewing such policies, guidelines and procedures in light of any revised form of policy adopted by the Synod following its session in 2017,

and requests that the Standing Committee bring to the Synod session in 2018 a revised form of the Initial Principles of Engagement with a view to the revised form being adopted as a policy of the Synod.

(Dr Karin Sowada 11/10/2017)

**25/17 Appearance of the Archbishop on the ABC's Q&A**

Synod –

- (a) notes that the President is to appear on the ABC television program Q&A on Monday 23 October 2017; and
- (b) gives thanks to God for this opportunity for the Archbishop to appear on national television; and
- (c) encourages members of Synod to call upon God in prayer for his help, provision and sovereign overruling in these circumstances, and further encourages Synod members to consider attending as a member of the audience; and
- (d) commends the Archbishop to God in prayer that he may give an answer for the hope we have in Christ and do so with gentleness, respect and a clear conscience.

(The Very Rev Kanishka Raffel 16/10/2017)

**26/17 Pastoral Supervision Working Party and Rector Training Review Group**

Synod thanks the members of the Pastoral Supervision Working Party and Rector Training Review Group for the time and energy they have committed to discussing proposals concerning professional development and reflective practice.

(The Rev Phillip Wheeler 16/10/2017)

**27/17 Gender representation on Diocesan boards and committees**

Synod requests Standing Committee to bring a report to the next Synod which outlines the composition of the various Diocesan boards, committees and councils in so far as they reflect the gender participation of those groups.

Synod requests the report to include –

- (a) the numbers and percentages of women and men on the Synod Diocesan boards, committees and councils,
- (b) goals or targets that the Diocesan organisation could work towards to ensure greater balance of diverse representation of Diocesan boards, committees and councils,
- (c) recommendations as to how to improve participation by women, and
- (d) a summary of any theological considerations involved in reaching their decisions.

(The Rev Dr Andrew Ford 16/10/2017)



### **28/17 Exploring New Church Models**

Synod –

- (a) Thanks God for, and notes the Report “Mark Bilton Consultancy – Sydney Diocese, Report to Rectors on Central Support Services”, that came to Rectors in May 2017. In 2016 over 100 rectors across the Diocese, met in 10 meetings with Mark Bilton and different challenges facing us were identified, as we seek to reach the lost and build them up in Christ. The Report, just noted, is our bishops’ response to those findings.
- (b) Encourages Rectors to read the Report if they haven’t already.
- (c) Calls particular attention to Area 2 in this Report “Exploring New Church Models: A Call for an openness to, and exploration of, new and innovative models of ‘church’”, as ways of reaching more with the gospel and building them up in Christ. We need to continue to explore what it means to be all things to all people, so that by all possible means we might save some (1 Corinthians 9:22, 23).
- (d) Encourages Rectors and existing Churches, and Mission Areas therefore, to be open to new ways of doing ‘church’, to note all the items indicated in the report, including that Evangelism and New Churches and the Strategic Research Group are exploring and considering new models, and therefore to consult with them in their endeavours to reach the lost and build them up in Christ.

(The Rev Craig Hooper 16/10/2017)

### **29/17 Passing the leadership baton at Youthworks**

Synod gives thanks for the ministry of the Rev Zac Veron as CEO of Anglican Youthworks and acknowledges, with thanks to God, the outstanding service given by Zac to the Youth and Children’s ministry in our Diocese and beyond in churches, schools, SRE training, Youthworks College, Year 13, Christian Education Publications and outdoor education and camping ministry.

We pray for Zac and his wife Sheree in their new parish ministry leading St David’s Arncliffe.

Synod welcomes the appointment of the Rev Craig Roberts as the next CEO of Anglican Youthworks. Synod notes that Craig will commence as new CEO of Anglican Youthworks at the end of 2017 in this important role of leading and facilitating Youth and Children’s ministry in our Diocese.

We also pray for Craig and his wife Libby in this new ministry.

We also give thanks to God for the sterling efforts of Dr Laurie Scandrett as our Interim CEO throughout 2017.

(Canon Stephen Gibson 16/10/2017)

### **30/17 Fellowship of Confessing Anglicans Australia**

Synod notes that –

- (a) the Fellowship of Confessing Anglicans Australia (FCA) as part of the GAFCON movement aims to guard and proclaim the unchanging truth in a changing world by standing with and supporting brothers and sisters in the worldwide Anglican Communion who remain orthodox and faithful to Biblical principles,
  - (b) FCA’s Annual General Meeting will be held on Wednesday 29 November 2017 at 7.00 pm in the Chapter House of St Andrew’s Cathedral, Sydney,
  - (c) the keynote speaker at the FCA AGM will be the Rev Michael Kellahan from Freedom For Faith on the topics of Religious Freedom and Christian Mission in Australia in the 21<sup>st</sup> Century,
- and encourages members of Synod to support FCA by praying for FCA, joining FCA and attending the AGM.

(Mr Philip Gerber 16/10/2017)

**31/17 Assistance for authorised employees in parish ministry**

This Synod –

- (a) commends Mr Martin Thearle, Mr Robert Wicks, the President and Standing Committee in the development of the Clergy Assistance Program,
- (b) thanks the Standing Committee for the 12 month review,
- (c) is encouraged that feedback received to date has been very positive,
- (d) notes that the program is presently available only to clergy and their spouses,
- (e) recognises that many of the “presenting issues” such as stress, employment, anxiety and parish conflict on paragraph 15 of the 12 month review may be present in the lives of authorised employees in parish ministry, and
- (f) requests the Standing Committee to bring to the next ordinary session of the Synod, a report examining the feasibility of expanding the eligibility criteria of the program to allow authorised employees in parish ministry to gain access to assistance.

(Mr Matthew Robson 16/10/2017)

**32/17 Assistance for spouses and families of clergy and lay stipendiary workers where separation has occurred due to domestic violence**

In light of its wholehearted acceptance of the *Provisional Sydney Anglican Policy on Responding to Domestic Abuse*, and its deeply sincere expression on 10 October 2017 of grief, regret and sorrow to victims and survivors of domestic abuse, Synod –

- (i) acknowledges the responsibility of the Anglican Church of Australia to examine its ordination candidates to ensure that they are fit to enter Holy Orders,
- (ii) acknowledges the responsibility of the Anglican Church of Australia to ensure that its clergy are fit to remain in Holy Orders,
- (iii) acknowledges the responsibility of the Anglican Church of Australia to ensure that its lay stipendiary workers are fit to be licenced to work in churches and to remain in this work,
- (iv) accepts the theological statements in the *Provisional Sydney Anglican Policy on Responding to Domestic Abuse* that speak of the circumstances when it is right for the victims of domestic abuse to separate from their spouses and not be reconciled,
- (v) acknowledges that a key reason why domestic abuse victims might find it difficult to separate from their spouses is because of potential financial hardship (especially where children are involved),
- (vi) acknowledges that the family of clergy and lay stipendiary workers live in locations where the relevant ministry worker is licenced to minister, rather than around their natural support networks (e.g. family and close friends), and that this can make it even more difficult for victims of domestic abuse to separate from their spouses,

and therefore requests –

- (a) that Standing Committee, as a matter of urgency and in consultation with the Professional Standards Unit, create a generously provisioned long-term operating fund which has the purpose of assisting spouses of clergy and lay stipendiary workers who have been or will be left in financial hardship as a result of their need to separate from their spouse due to domestic abuse,
- (b) that the policy which is created to administer the fund proposed in paragraph (a) provide a way for funds to be distributed quickly to those who are in need,
- (c) that Anglican Schools Corporation schools have short to medium term bursaries available to assist the families of clergy and lay stipendiary workers where separation has occurred due to domestic abuse, and
- (d) that Anglicare give priority for emergency assistance to the families of clergy and lay stipendiary workers where separation has occurred due to domestic abuse.

(The Rev Mark Tough 16/10/2017)

**33/17 Licensing of incumbents interim report**

Synod, noting the Second Interim Report of the Licensing of Incumbents Review Committee –

- (a) requests the Standing Committee to amend the Ministry Training and Development (“MT&D”) Ordinance Objects to provide an approved accreditation system for clergy Professional Development,
- (b) requests MT&D to develop and distribute a resource to assist nominators who are involved in interviewing prospective rectors, that includes recommendations to discuss the prospective rector’s future professional development,
- (c) requests Standing Committee to amend the parish Prescribed Financial Statement to include an expense line for Professional Development and to ask the Stipends and Allowances Committee to make a recommendation of an appropriate amount per clergy to be included in annual parish budgets for professional development,
- (d) endorses the concept of Voluntary Relinquishment of Incumbency as a mechanism to assist Rectors who are choosing, or being encouraged to leave a parish, and requests Standing Committee to determine how it is to be implemented and report to Synod in 2018,
- (e) notes the draft Healthy Parish Relationships guidelines, invites members to provide feedback to the Committee and endorses the Committee’s attention to this area, and
- (f) requests the Standing Committee to bring a bill to the next Synod that would constitute as misconduct “unreasonable and persistent failure to attend the triennial *Faithfulness in Service* training” and “unreasonable and persistent failure to complete the triennial Safe Ministry training”.

(The Rev Phillip Wheeler 16/10/2017)

**34/17 Proposal for a Property Receipts Levy**

Synod, noting the report “Proposal for a Property Receipts Levy” –

- (a) affirms the principle that the proposed levy should apply only to parish property income,
- (b) agrees that a property levy should be applied against net, rather than gross, property income because of the theological principle of “a sharing out of surplus”,
- (c) agrees in principle, that –
  - (i) offertory income (including regular giving, donations, bequests etc) should be used to meet the stipend, allowances and benefits of the minister of the parish and, to the extent possible, other recurrent ministry expenditure of the parish (including maintenance of non-income producing property),
  - (ii) property income should first be used to meet property expenditure, including the maintenance of buildings and adequate provision for future capital expenditure on commercial property before it is used to support recurrent ministry expenditure, and
  - (iii) a proportion of a parish’s surplus property income (i.e., non-offertory income) should be shared with the wider Diocese,
- (d) supports in principle a Property Receipts Levy (“PRL”) as outlined in the report and attached schedule subject to –
  - (i) a deduction being provided for bank and financial statutory charges, taxes and assessments on finance income, and
  - (ii) the Standing Committee being restricted from increasing any percentage or modifying any monetary thresholds without authorisation from the Synod,
  - (iii) parishes with net receipts of \$120,000 or less being totally excluded from this levy, and
- (e) requests the Standing Committee to pass an ordinance to implement a PRL with respect to property income from 2018.

(The Rev Craig Roberts 16/10/2017)

**35/17 Freedom to uphold marriage as a union between one man and one woman**

Synod –

- (a) affirms the Bible's teaching that marriage is a life-long union voluntarily entered into between one man and one woman,
- (b) commends the brave women (Cella White, Dr Pansy Lai and Heidi McIvor) who appeared in the first "You can Say No" television advertisement authorised by the Coalition For Marriage, for speaking about some of the consequences for children if same sex marriage is legalised in Australia,
- (c) expresses its sadness at the barrage of abuse, threats and intimidation these women, and others, have been subjected to for exercising their democratic right to speak and voice an opinion,
- (d) requests the Archbishop to write to these three women to encourage them and convey the support and thanks of this Synod,
- (e) encourages all Australians to consider the implications for children's education and the teaching of gender ideology in Australian schools should same sex marriage become law, and
- (f) encourages all churches to urge their members to speak to friends and neighbours about the impact on future generations of children should the "yes" campaign succeed.

(The Rev Zac Veron 17/10/2017)

**36/17 Legal equality for LGBTI couples**

Synod –

- (a) noting that the Federal Government's comprehensive Same-sex Relationships reforms in 2008 removed every piece of legal discrimination against gay men, lesbians and same sex couples in Federal legislation, giving LGBTI couples the same legal rights as heterosexual de-facto couples, and
- (b) noting that there are state-based Registers of Civil Unions, Relationships Registers or equivalent that provide for recognition and registration of de-facto relationships in all states and Territories (except Western Australia and the Northern Territory), which provide de-facto couples with substantively the same legal rights as married couples,
- (c) but also noting that these systems for recognition and registration of de-facto relationships are not consistent across Australia,
- (d) affirms that the appropriate way for Australia to address the remaining areas of inequality or inconsistency for LGBTI couples is via a national system for the recognition of same-sex unions, similar to the Civil Partnership Act 2004 (UK), and
- (e) urges the Federal Government and state and territory governments to work together to implement a nationally consistent legislative approach to this end.

(Mr Jim Campbell 17/10/2017)

**37/17 Promotion and protection of religious freedom**

Synod notes the growing public conflicts over religious freedom in the context of the postal survey, and requests the Standing Committee consider –

- (a) how an ongoing positive public case might be made to promote freedom of religion and belief for all, and
- (b) how to publicly protect freedom of belief where it is being challenged.

Synod commends the ongoing religious freedom work Freedom for Faith are doing for the Diocese.

(The Rev James Warren 17/10/2017)

### **38/17 Luther and other Reformers**

This Synod, noting that the end of this month marks 500 years since Martin Luther nailed his 95 theses to the door of the castle church in Wittenberg, thus beginning the European Reformation, gives thanks to God for his mercy in bringing Luther to a life of repentance and faith, his wisdom in bringing Luther and other Reformers to a firm understanding of the great truths of the Scriptures and his providence in ordering the circumstances of history in order that the ideas of the Reformers could take root and spread. In particular, Synod praises God for –

- (a) the recovery of the doctrine that we are justified by faith alone,
- (b) the reminder that we are saved by the free gift of God's grace alone,
- (c) the great news that Christ alone has done all that needs to be done for our salvation,
- (d) the Reformation principle that the Scripture should be accessible to all, and that no Christian's conscience should be bound other than by Holy scripture, and
- (e) the fact all this is for the glory of God alone.

Synod calls on all churches to hold out this great news to a world which does not know Christ and asks churches in our Diocese to promote knowledge of the Reformation as a key part of our heritage. Synod further calls on all parishes to emulate our Reformation forebears by regularly and prayerfully reviewing its ministries, conduct of services, and strategic-planning practices, to ensure that these Reformation principles are magnified rather than diluted in our churches.

(The Rev Jason Ramsay 17/10/2017)

### **39/17 Anglicare's Housing Assistance program**

Synod gives thanks to God for Anglicare's commitment to the provision of accommodation to older people at risk of homelessness through their Housing Assistance program and –

- (a) encourages Anglicare to continue their expansion of this ministry; and
- (b) encourages parishes in which Housing Assistance programs are planned to be located to partner with Anglicare in reaching out to build relationships with the programs' residents through which they may hear and respond to the gospel.

(The Rev Ray Robinson 17/10/2017)

### **40/17 Kangaroo Valley: Reclassification as a Parish**

Synod assents to the reclassification of Kangaroo Valley as a parish with effect from 1 January 2018.

(The Rev Andrew Paterson 17/10/2017)

### **41/17 Lifelong Ministry Development Guidelines**

Synod, noting the report Lifelong Ministry Development guidelines –

- (a) thanks MT&D for their attention to this important area,
- (b) recognises the significance of last year's Synod survey research that –
  - (i) 42% of respondents do not believe that rectors are looked after in a way that gives them the best opportunity to improve and grow over time,
  - (ii) 8% of rectors do not believe that they are currently "well suited" to their position,
  - (iii) 30% of rectors report a low level of energy,
  - (iv) 21% of rectors significantly struggle with depression or anxiety,
- (c) encourages all clergy to participate in LMD being operated by MT&D,
- (d) recognises that a culture of professional development will be best achieved if confidentiality is maintained in relation to the personal information of participants in LMD, other than disclosing the name of a participant to a person who has pastoral responsibilities in respect to the participant,

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- (e) urges parish councillors and lay Synod representatives to support their minister's commitment of time and resources to professional development and reflect this in their parish budget, and
- (f) asks the diocesan members of the Nomination Board, when considering a prospective rector, to discuss with the parish nominators the prospective rector's involvement in professional development.

(The Rev Gary O'Brien 17/10/2017)

### **42/17 Application of funds from the Property Receipts Levy**

Synod, noting the report "Application of funds from the proposed Property Receipts Levy" –

- (a) supports the creation of a Parish Property Development Fund ("PPDF") as outlined in the report at paragraph 21(A), funded by the first \$500,000 of additional proceeds raised by the Property Receipts Levy ("PRL") each year, noting that the criteria in 21(A)(v) do not indicate any priority, and subject to projects with a solid ministry case (without potential for revenue generation) also benefitting from the PPDF and doing so from its inception, and
- (b) supports the creation of a development grant administered by the Mission Property Committee as outlined in the report at paragraph 21(B), funded by any additional proceeds raised by a PRL in excess of those required by the PPDF, and
- (c) requests the Standing Committee to pass an ordinance to implement the PPDF and the development grant in conjunction with the implementation of the PRL.

(The Rev Dr Raj Gupta 17/10/2017)

### **43/17 Composition, purpose and role of Synod**

Synod asks the Standing Committee to bring a report to the October 2018 session of Synod on the composition, purpose and role of Synod.

(Mr Doug Marr 17/10/2017)

### **44/17 Proposed review of the Standing Committee Ordinance 1897**

Synod asks the Standing Committee to review the *Standing Committee Ordinance 1897* particularly in respect to the inconsistency between the definition of a "Regional Elector" in clause 1(1) and the definition of a "Qualified Lay Person" in clause 1(2)(b), and any other inconsistencies it may find in the Ordinance.

(Mr John Pascoe 17/10/2017)

### **45/17 Consecration of Bishop Andy Lines**

Synod gives thanks to God for the leadership of our Archbishop in representing our Diocese and participating in the consecration of Bishop Andy Lines as the Anglican Church in North America ("ACNA") Missionary Bishop to Europe in Chicago on 30 June 2017. The announcement of Bishop Lines' consecration, within hours of the Scottish Episcopal Church announcing its amendment of canon law on marriage in order to allow same sex marriages on 8 June, was a message of hope to Scottish Episcopalians and others who have been left without faithful episcopal oversight for these stranded Christians and we rejoice that three Australian bishops (Archbishop Davies, Bishop Richard Condie and Bishop Gary Nelson) were among the consecrators. We note with gratitude that the Archbishop took this step with the unanimous support of the Standing Committee. We commit to continuing in prayer for Bishop Lines and all faithful Anglicans who stand for biblical truth and faithful Christian discipleship.

(The Rev Canon Dr Mark Thompson 17/10/2017)

**46/17 Scottish Episcopal Church**

Synod –

- (a) notes with regret that the Scottish Episcopal Church has amended their Canon on Marriage to change the definition that marriage is between a man and a woman by adding a new section that allows clergy to solemnise marriage between same-sex couples as well as couples of the opposite sex,
- (b) declares that this step is contrary to the doctrine of Christ and the doctrine of our Church, and therefore inconsistent with the Fundamental Declarations of our Churches,
- (c) notes with sadness that the Scottish Episcopal Church has thereby put itself out of fellowship with the wider Anglican Communion,
- (d) expresses our support for those Anglicans who have left or will need to leave the Scottish Episcopal Church because of its redefinition of marriage, or who struggle to remain in good conscience, and
- (e) prays that the Scottish Episcopal Church will return to the doctrine of Christ in this matter and be restored to communion with faithful Anglicans around the world.

(The Very Rev Kanishka Raffel 17/10/2017)