

52nd Synod of the Diocese of Sydney

Third Session

Minutes of Proceedings of the Synod for Saturday 10 and Monday 12 September 2022

1. Assembly

The Synod assembled in the Oran Park Anglican College at 3.25 pm after a service of Holy Communion at which the address was given by the Rev Stuart Starr.

2. Prayers

Prayers were read by Bishop Peter Lin.

The President welcomed the Rev Jay Behan, Bishop of the Church of Confessing Anglicans Aotearoa/New Zealand, and Mrs Jaimee Behan.

3. List of members of the Synod

The President tabled a copy of the list of members of the Synod.

4. Document appointing a Commissary

The President tabled a copy of a document appointing a commissary.

5. Procedural motion

5.1 Arrangements concerning the Presidential Address

Mr Daniel Glynn moved –

‘Synod –

- (a) agrees to treat Saturday 10 September and Monday 12 September 2022 together as the first day of this session for the purposes of the order of business set out in Standing Order 3.2 of the *Synod Standing Orders Ordinance 2019* (the Standing Orders), noting that –
 - (i) the business paper for day 1 will therefore be used for both 10 September and 12 September 2022, and that it is intended to address the matters in that clause as follows –
 - (A) paragraphs (a)-(d) on Saturday 10 September, and
 - (B) paragraphs (e)-(s) on Monday 12 September,
 - (ii) as a consequence of these arrangements, minutes for Saturday 10 September and Monday 12 September will be together signed as a correct record (or otherwise dealt with) by the President on Tuesday 13 September, in accordance with Standing Order 3.3(c),
- (b) agrees to treat Tuesday 13 and Wednesday 14 September 2022 as the second and third days of this session respectively, for the purposes of the order of business set out in Standing Order 3.3, and
- (c) notwithstanding paragraph (a), agrees to commence the order of business for Monday 12 September 2022 with the following two items –

- “(i) The President, or a person appointed by him, is to read prayers.
- (ii) The President, or a person appointed by him, is to read a passage from the Bible and apply it.”, and
- (d) notes that, with regard to Standing Order 3.2(h), the results of uncontested elections are published on the SDS website, including that the persons concerned were declared elected with effect from 10 September 2022; and notes further that the President will formally table the relevant document on Monday 12 September, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

6. Presidential Address

The President delivered his address to the Synod.

Adjournment

At 4.38 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15pm on Monday 12 September 2022.’

Seconded and carried

Resumption

The Synod resumed at 3.15pm on Monday 12 September 2022 in the Wesley Theatre.

The President welcomed Bishop Glenn Davies.

7. Prayers

Prayers were read by Archdeacon Simon Flinders.

8. Bible study

Bishop Jay Behan led the Bible study.

9. Procedural motions

9.1 **Amendment to the business paper for Monday 12 September 2022**

Having been granted leave, Mr Daniel Glynn moved –

‘Synod permits the alteration of today’s business paper in the manner set out on the paper circulated to Synod members headed “Amendments to the business paper for 10 and 12 September 2022”.’

Seconded and carried

10. Calling of motions related to the election of Synod Officers and Committees

The President called the motions related to the election of Synod Officers and Committees in order in which they appeared on the business paper. No items were passed formally as a result.

11. Motions related to the election of Synod Officers and Committees

11.1 Election of Secretary of the Synod

Dr Robert Tong AM moved –

‘Synod, noting –

- (a) the casual vacancy arising in the office of Secretary of the Synod following the resignation of Mr Daniel Glynn as Diocesan Secretary and Secretary of the Synod with effect from the conclusion of this session of the Synod, and
 - (b) that at its meeting on 22 August 2022 the Standing Committee appointed Mrs Briony Bounds to be the next Diocesan Secretary,
- elects Mrs Bounds to be Secretary of the Synod, with effect from the conclusion of this session.’

Seconded and carried by acclamation

Mrs Briony Bounds absented herself from the Synod during consideration of this matter.

11.2 Uncontested elections

The list of the uncontested elections was tabled, for which the results were declared by the President pursuant to 4.1(b) of the Second Schedule to the *Synod Elections Ordinance 2000*.

12. Tabling of the minute book of the Standing Committee

The minute book of the Standing Committee was tabled.

13. Petitions

There were no petitions.

14. Questions

A list of questions asked by the following members in accordance with Standing Order 6.3(2)(a) was tabled –

- (1) Ms Lyn Bannerman
- (2) Ms Lyn Bannerman
- (3) Ms Lyn Bannerman
- (4) The Rev Dr Antony Barraclough
- (5) Mr Tony Brownlow
- (6) Mr Tony Brownlow
- (7) Mr Tony Brownlow
- (8) The Rev Jon Guyer
- (9) Mr Eddie Ozols
- (10) Mr Chris Pettett
- (11) Mr Chris Pettett
- (12) Mr Tim Tunbridge
- (13) Mr Peter M G Young
- (14) Mr Peter M G Young
- (15) Mr Peter M G Young
- (16) Mr Peter M G Young
- (17) Mr Peter M G Young

15. Notices of Motions

Notices of motions were given by the following members –

- (1) Ms Lyn Bannerman
- (2) Professor Bernard Stewart AM
- (3) Bishop Michael Stead
- (4) The Rev Dominic Steele

16. Procedural motions from members

16.1 Arrangements for consideration of motion regarding The Rev Greg Peisley

The Rev Dominic Steele moved the following procedural motion –

‘Synod agrees to consider the motion for which notice was given today, regarding the Rev Greg Peisley, on Tuesday 13 September 2022 following the formal matters.’

Seconded and carried

17. Notices of Motions

Notices of motions were given by the following members –

- (5) Dominic Steele

18. Procedural motions from members

18.1 Arrangements for consideration of motion regarding Gospel Foundation Fund of the Diocese of North West Australia

Dr Laurie Scandrett moved as a procedural motion –

‘Synod notes that under Standing Order 4.1(d) the mover and seconder of Motion M23 (Gospel Foundation Fund of the Diocese of North West Australia) have elected to make a joint presentation, with visuals, for up to 15 minutes.’

Seconded and carried

19. Notices of Motions

Notices of motions were given by the following members –

- (6) Archdeacon Anthony Douglas
- (7) The Rev Mark Tough
- (8) Mr Matthew Robson

20. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or those motions to be considered at a time determined by the President.

20.1 Arrangements concerning Daily Papers and amendments

Mr Daniel Glynn moved –

‘Synod –

- (a) notes that it is proposed to prepare and print Daily Papers (usually including the Business Paper and Schedule of motions with amendments) in a consolidated form

and provide them to members in the foyer of the Wesley Theatre from 2.15 pm on each day,

- (b) notes that the Daily Papers will be posted on the SDS website, www.sds.asn.au as soon as they are finalised,
- (c) in order to facilitate this process, agrees that amendments for inclusion in the Daily Papers for any day of the session must be received by the Synod Secretary (either on paper or by email sent to synodbusiness@sydney.anglican.asn.au) in a substantially complete form by 10.30 am to be included Daily Papers for that day, and
- (d) notes that amendments received by the Synod Secretary after that time or which are not in a substantially complete form may, where feasible, be projected on the overhead screen in the Wesley Theatre (if required to be considered on that day) but will otherwise be included in the Daily Papers for the following day.'

Seconded and carried

20.2 Arrangements for consideration of motion regarding review of Diocesan Investment Strategy

Mr Daniel Glynn moved –

'Synod agrees to the following arrangements for considering motion M4 (Review of Diocesan Investment Strategy) –

- (a) debate on the Motion at M4 to be scheduled for 4:30 pm on Monday 19 September 2022,
- (b) following the speech of the mover of the Motion (and without a seconder's speech), the President will invite the following persons to speak for or against the Motion in the order shown, for up to 5 minutes each –
 - (i) Ms Evelyn Horton (in favour),
 - (ii) Mrs Melinda West (against),
 - (iii) Bishop Michael Stead (in favour),
 - (iv) The Rev David Ould (against),
 notwithstanding that Mr Ould is not a member of the Synod,
- (c) following these speeches, there will be a time of up to 10 minutes for questions about the Motion, which may be answered by any of the previous speakers at the discretion of the President,
- (d) following the time for questions, consideration of the Motion will continue in the usual manner, and
- (e) at the conclusion of the debate on the Motion, the mover may speak for up to 5 minutes in reply,

and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

20.3 Publication of presentation material

Mr Daniel Glynn moved –

'Synod agrees that any video presentation or presentation material may be published by the Synod Secretary, with the agreement of the presenter of the material, on the Synod webpage.'

Seconded and carried

20.4 Arrangements for consideration of motion regarding response to Newmarch House 2020 COVID-19 Outbreak

Having been granted leave, Mr Daniel Glynn moved –

'Synod, noting that –

- (a) a coronial inquest into the Newmarch House 2020 COVID-19 outbreak is underway, and
- (b) a motion (M10) is on the Synod Agenda, which among other things seeks a report on this matter when all inquiries and legal matters are resolved,

agrees not to consider any motion other than M10 on the topic of the Newmarch House 2020 COVID-19 outbreak and Anglicare Sydney's response at this session, and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

Bishop Gary Koo led the Synod in prayer for Newmarch House and Anglicare.

20.5 Annual reports submitted under the *Accounts, Audits and Annual Reports Ordinance 1995*

Mr Daniel Glynn moved –

'Synod notes that the following annual reports submitted under the *Accounts, Audits and Annual Reports Ordinance 1995* have been tabled and receives them –

- (1) Abbotsleigh (The Council of)
- (2) Anglican Church Growth Corporation
- (3) Anglican Church Property Trust Diocese of Sydney as trustee for the Anglican Church Diocese of Sydney Grants Administration Fund
- (4) Anglican Church Property Trust Diocese of Sydney
- (5) Anglican Church Property Trust Diocese of Sydney as trustee for the Long Term Pooling Fund
- (6) Anglican Church Property Trust Diocese of Sydney as trustee for the Mission Property Fund
- (7) Anglican Education Commission
- (8) Anglican Media Council
- (9) Anglican Schools Corporation
- (10) Anglican Youth and Education Diocese of Sydney (Anglican Youthworks)
- (11) Archbishop of Sydney's Discretionary Trust
- (12) Arden Anglican School Council (The)
- (13) Arundel House Council
- (14) Barker College (The Council of)
- (15) Campbelltown Anglican Schools Council
- (16) Endowment of the See Corporation as trustee of the Endowment of the See Property Fund
- (17) Evangelism and New Churches (The Board of)
- (18) Glebe Administration Board as trustee of the Diocesan Cash Investment Fund
- (19) Glebe Administration Board as trustee of the Diocesan Endowment
- (20) Illawarra Grammar School (The Council of The)
- (21) King's School (The Council of The)
- (22) Living Faith Council
- (23) Macarthur Anglican Church School Council (The)
- (24) Ministry Training and Development (The Council of)
- (25) Moore Theological College Council
- (26) Northern Regional Council
- (27) St Andrew's Cathedral Chapter
- (28) St Andrew's Cathedral School (The Council of)
- (29) St Andrew's House Corporation as trustee of the St Andrew's House Trust
- (30) St Catherine's School Waverley (The Council of)
- (31) South Sydney Regional Council
- (32) South Western Regional Council
- (33) Sydney Anglican Indigenous Peoples' Ministry Committee
- (34) Sydney Anglican Loans Board
- (35) Sydney Church of England Grammar School Council (Shore)
- (36) Sydney Diocesan Services
- (37) Tara Anglican School for Girls (The Council of)
- (38) Trinity Grammar School (The Council of)

- (39) Western Sydney Regional Council
- (40) William Clarke College Council
- (41) Wollongong Regional Council'

Seconded and carried

20.6 Annual reports due by 30 September

Mr Daniel Glynn moved –

'Synod notes that the following organisations have a financial year ending 30 June and that they are not due to submit their annual report and a copy of their audited accounts until 30 September –

- Archbishop of Sydney's Anglican Aid (The)
- Archbishop of Sydney's Anglican Aid (The), as trustee of the Archbishop of Sydney's Overseas Ministry Fund
- Archbishop of Sydney's Anglican Aid (The), as trustee of the Archbishop of Sydney's Overseas Relief and Aid Fund
- Anglican Community Services'

Seconded and carried

20.7 Standing Committee and other special reports

Mr Daniel Glynn moved –

'Synod receives the following reports and notes that they have been printed at the direction of the Standing Committee –

- (1) 2021 Report of the Standing Committee
- (2) 2022 Report of the Standing Committee
- (3) Synod Funds Amalgamated Annual Financial Report for 2020
- (4) Synod Funds Amalgamated Annual Financial Report for 2021
- (5) Parish Funds Amalgamated Annual Financial Report for 2020
- (6) Parish Funds Amalgamated Annual Financial Report for 2021
- (7) Synod – St Andrew's House Fund Annual Financial Report for 2020
- (8) Synod – St Andrew's House Fund Annual Financial Report for 2021
- (9) Synod Funding Arrangements
- (10) Stipends, Allowances and Benefits for 2022 (2/05)
- (11) Stipends, Allowances and Benefits for 2023 (2/05)
- (12) Amendment to *Faithfulness in Service*: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers
- (13) Diocese of Bathurst // Financial support for the Diocese of Bathurst (8/18)
- (14) Doctrine Commission Report: The Unchanging Heart of Parochial Incumbency
- (15) Domestic Violence Response Monitoring Committee: Progress Report
- (16) Gender Representation on Diocesan Boards and Committees (62/19)
- (17) GS18: Eighteenth Session of General Synod: The Diocese and the National Church
- (18) GS18: Outcomes of the 2022 General Synod
- (19) Holding surplus ministry assets in trust for the purposes of the Diocese
- (20) Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (3/19)
- (21) Indigenous Ministry in the Diocese of Sydney
- (22) Newmarch House 2020 COVID-19 Outbreak
- (23) Ordinances passed by the Standing Committee
- (24) Ordinances passed by the Standing Committee (since December 2021)
- (25) Pastoral Consultation (Professional Supervision) Recommendation
- (26) Review of the *Governance Policy for Diocesan Organisations*
- (27) Review of Diocesan Investment Strategy
- (28) Review of the *Nomination Ordinance 2006*
- (29) Toward the development of a Diocesan Property Strategy
- (30) Voluntary Assisted Dying

- (31) Jamberoo, Proposal to change the status of the provisional parish to a parish
- (32) Anglican Church Property Trust Annual Report 2020
- (33) Anglican Church Property Trust Annual Report 2021
- (34) Mission Property Committee
- (35) Ministry Spouse Support Fund Report Annual Report for 2021
- (36) Regional Councils' Annual Reports for 2020
- (37) Regional Councils' Annual Reports for 2021
- (38) Reporting on the National Redress Scheme (42/18) – to 30 June 2021
- (39) Reporting on the National Redress Scheme (42/18) – to 30 June 2022
- (40) Safe Ministry Board and Professional Standards Unit Annual Report 2020-2021
- (41) Safe Ministry Board and Professional Standards Unit Annual Report 2021-2022
- (42) Tertiary Education Ministry Oversight Committee (2/15)
- (43) Explanatory statements and reports on Bills'

Seconded and carried

20.8 Amendments to Faithfulness in Service

Bishop Michael Stead moved –

'Synod, noting the report 'Amendment to Faithfulness in Service: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers', adopts the amendments to Faithfulness in Service as set out in paragraphs 2 and 3 of the report.'

Seconded and carried

20.9 Leadership of Anglicare

Bishop Gary Koo moved –

'Synod –

- (a) gives praise and thanks to God for his continued goodness in the provision of leadership for Anglican Community Services (Anglicare Sydney),
- (b) thanks Mr Grant Millard for his decade-long tenure as CEO of Anglicare Sydney and the Sydney Anglican Home Mission Society, characterised by faithful servant leadership through bountiful and challenging times, humility, compassion and a deep commitment to serving the vulnerable and aged within our community,
- (c) welcomes Mr Simon Miller to the role of CEO of Anglicare Sydney and prays for God's wisdom and strength for him as he serves the Diocese in this important role, and
- (d) thanks all the other staff and volunteers who continue to deepen and extend the way Anglicare Sydney loves and serves the many vulnerable and aged clients across Sydney and Armidale, in the name of Christ.'

Seconded and carried

20.10 Response to Newmarch House 2020 COVID-19 Outbreak

Mr Simon Miller moved –

'Synod –

- (a) notes the report from Anglican Community Services (Anglicare Sydney) entitled *Report to Synod on the Newmarch House 2020 COVID-19 Outbreak* and Anglicare Sydney's Chairman's acknowledgement of the tragic loss of life and the distress experienced by residents, their families and friends, and apology for the communication failures that amplified the trauma for those concerned; and Anglicare Sydney's former Chief Executive Officer's expression of his regret in relation to the failures in communication during the early days of the outbreak,

- (b) recognises that the Newmarch House 2020 COVID-19 outbreak is *subjudice* as the coronial inquest is not finalised, and
- (c) requests that, when all inquiries and legal matters are resolved, the Board and executive team of Anglicare Sydney prepare a report to Standing Committee for promotion to Synod on the steps and actions that have been taken to address the specific and broader issues and challenges revealed by the COVID-19 outbreak at Newmarch House in 2020.'

Seconded and carried

20.11 Voluntary Assisted Dying

Mr Simon Miller moved –

'Synod, noting the report 'Voluntary Assisted Dying' –

- (a) reaffirms the principled and continuing opposition of the Sydney Diocese of the Anglican Church to euthanasia or physician assisted suicide, because these practices –
 - (i) are prohibited by the sixth commandment, forbidding murder,
 - (ii) are a threat to the safety and well being of the most vulnerable in our society,
 - (iii) overturn the ethics of medicine and health care,
 - (iv) undermine the need to provide adequate and appropriate palliative care to all Australians, irrespective of who they are or where they reside, and
 - (v) are opposed by all faiths, including Christianity, that share belief in the sanctity of life,
- (b) notes that –
 - (i) the NSW *Voluntary Assisted Dying Act 2022* will commence in eighteen months' time,
 - (ii) in the meantime the Archbishop has established a Working Group to provide operationally informed guidance to the Board of Anglican Community Services (**Anglicare Sydney**), and the Archbishop as President of Anglicare Sydney, and other Anglican organisations on the theological issues and implications of the *Voluntary Assisted Dying Act 2022*, and
 - (iii) the Working Group invites comments from members of Synod on the theological issues and implications of the *Voluntary Assisted Dying Act 2022* by no later than 14 October 2022. Comments should be sent by email to DiocesanSecretary@sydney.anglican.asn.au,
- (c) laments that although the *Voluntary Assisted Dying Act 2022* makes some allowance for faith-based organisations to refuse to participate directly in euthanasia and physician-assisted suicide, it requires that residential aged care facilities grant external health practitioners unhindered access for the purposes of administering a Voluntary Assisted Dying substance or to deliver a Voluntary Assisted Dying substance for purposes of self-administration, which constitutes a provocative and potentially intolerable infringement of religious freedom, and
- (d) calls on the NSW Government to administer the *Voluntary Assisted Dying Act 2022* in such a manner as to permit faith-based organisations, including residential aged care providers, who oppose euthanasia or physician assisted suicide on the grounds of institutional conscientious objection, not to participate in or facilitate in any way euthanasia or physician assisted suicide in or at their premises, facilities or services.'

Seconded and carried

20.12 Review of the Governance Policy for Diocesan Organisations

Bishop Chris Edwards moved –

'Synod, noting the report "Review of the Governance Policy for Diocesan Organisations" –

- (a) notes the report "*Diocesan Organisations' Conformity with the Governance Policy*" (**Conformity Report**), and in particular –

- (i) the extent to which the constituting ordinances of diocesan organisations (including schools) conform to the Policy Guidelines in Appendix 2 to the *Governance Policy for Diocesan Organisations (Governance Policy)*, as outlined in the Conformity Report,
- (ii) that the Standing Committee has amended the definition of a “diocesan organisation” in clause 12 of the Governance Policy by omitting the previous version and inserting instead –
 - “diocesan organisation’ means a body which has an Australian Business Number and –
 - (a) is constituted by ordinance or resolution of the Synod, or
 - (b) in respect of whose organisation or property the Synod may make ordinances,
 but excludes –
 - (i) the Synod, the Standing Committee and any of their subcommittees,
 - (ii) parish councils,
 - (iii) the chapter of a cathedral, and
 - (iv) entities that perform an administrative function under ordinance or resolution rather than conduct an enterprise in its own right.”
- (iii) that the Standing Committee has approved a suitable schedule of diocesan organisations that meet the definition adopted in the Governance Policy which has been appended to the Policy (and which will be maintained as up-to-date), and
- (iv) that, in consultation with each affected diocesan organisation, the constituting ordinances of diocesan organisations are progressively being updated to ensure greater conformity to the Policy Guidelines in Appendix 2 to the Governance Policy (including the inclusion or updating of the Statement of Personal Faith in Appendix 3 to the Governance Policy),
- (b) requests the Standing Committee to provide opportunities for members of diocesan organisations to undertake governance training, where not otherwise provided, and consider the provision of suitable subsidies,
- (c) confirms that the Synod recognises that for some diocesan organisations it may not be appropriate to conform to all the Policy Guidelines (as stated in the opening paragraph in Appendix 2 to the Governance Policy),
- (d) notes that the Standing Committee –
 - (i) has appointed a Governance Policy Review Committee (**GPRC**) to undertake a more thorough review of the Governance Policy including –
 - (A) the relationship of the Governance Policy with other relevant Diocesan policies and guidelines, and
 - (B) a review of changes in law and regulation, and developments in not-for-profit governance policies and practices since the Governance Policy was first adopted in 2014, and
 - (ii) had requested comments from Synod members and diocesan organisations on the operation of the Governance Policy by no later than 30 June 2022, and that a significant number of the comments received related to the revised form of the Statement of Personal Faith,
 and that the GPRC is continuing to consult with diocesan organisations regarding the GPRC’s review of the Governance Policy (including, in particular, with the Heads and Chairs of diocesan schools, and in relation to the form of the Statement of Personal Faith),
- (e) since diocesan organisations are currently required to provide a further report which assesses their conformance to the Governance Policy and explains any areas of non-conformity in 2023, requests the Standing Committee to take any necessary steps (including the amendment of any ordinances) to defer the requirement for such a report until after any recommendations of the GPRC have been considered by the Standing Committee, and

- (f) requests a further report on the Governance Policy be brought to Synod in 2023.'

Seconded and carried

20.13 **Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse**

Mr Daniel Glynn moved –

'Synod, noting the report *3/19 Implementation of the Recommendations of the Royal Commission into Institutional Child Sexual Abuse*, requests the Standing Committee to provide a further update to the next session of the Synod in relation to implementation of the actions set out in the table to the report.'

Seconded and carried

20.14 **Women's Work in the Church**

Archdeacon Kara Hartley moved –

'Synod –

- (a) notes that this year marks 100 years since it passed the *Women's Work in the Church Ordinance 1922*,
- (b) gives thanks for the hundreds of women, both ordained and lay, who have served and do serve in gospel ministry across the Diocese,
- (c) rejoices in the variety of ministries in which women participate, including parish ministries, chaplaincy in schools and with Anglicare in hospitals, prisons and aged care, and
- (d) encourages the parishes and organisations of the Diocese to continue to promote the ministry of women, and to foster collaborative ministry relationships between women and men, for the glory of Christ.'

Seconded and carried

20.15 **Addressing domestic violence "Before it Starts"**

Dean Sandy Grant moved –

'Synod welcomes the "Before it Starts" program with its goal of preventing domestic abuse and promoting safe and respectful relationships in our churches. Synod thanks Anglicare and Youthworks for their partnership in developing this free, four-week, biblically-engaged, primary prevention program for youth groups. Synod commends it to parishes and encourages ministers and synod representatives to draw it to the attention of their youth leaders so they might consider using in their youth group programming. Synod also notes the willingness of Anglicare and Youthworks to receive feedback, which could help shape future amendments to the program.'

Seconded and carried

20.16 **Know Domestic Abuse online training**

Archdeacon Simon Flinders moved –

'Synod, noting the provision to parishes of the *Know Domestic Abuse* online training course, and further noting that there had only been 161 enrolments in the course during the reporting period covered by the Safe Ministry Board's report to this session of Synod –

- (a) acknowledges the need for all church leaders to understand and regularly reconsider –
 - (i) the needs of domestic abuse victims in our churches,
 - (ii) the responsibilities leaders have to pastor them (and their abusers), and
 - (iii) the resources available to help,

- (b) commends the *Know Domestic Abuse* course to the parishes of the Diocese, and
- (c) urges all Rectors to encourage all pastoral staff and lay leaders in their churches to complete the course if they have not already done so.'

Seconded and carried

20.17 Adequacy of clergy superannuation contribution rates

The Rev Tom Hargreaves moved –

'Synod, noting the recent increases in the Superannuation Guarantee rate, requests Standing Committee to report on the adequacy of the current clergy super contribution rates.'

Seconded and carried

20.18 Support for Gafcon Tanzania

The Rev Jodie McNeill moved –

'Synod –

- (a) commends and gives thanks for the Gafcon provinces of Nigeria, Rwanda and Uganda which supported the resolution of GAFCON Jerusalem in 2018, to not send delegates to Lambeth 2022,
- (b) sends greetings to those bishops who are members of Gafcon Tanzania and commends those Gafcon Tanzania bishops for their commitment to orthodoxy and the principles of Gafcon, and assured them of our prayers,
- (c) further commends The Archbishop of Sydney's Anglican Aid for its support of Gafcon Tanzania to facilitate their meeting together and for its Bible College Student Sponsorship program which is providing theological education for one hundred (100) students at three Tanzanian colleges as well as other part time courses, and
- (d) requests the Archbishop to communicate the support of Sydney Diocese to the Chair of Gafcon Tanzania.'

Seconded and carried

The Rev Jodie McNeill led the Synod in prayer for Gafcon Tanzania.

21. Procedural Motions

21.1 Arrangements for the scheduling of business

Mr Daniel Glynn moved –

'Synod notes that the Timetable for Synod Business sets out the anticipated order of business including –

- (a) on Monday 12 September during the evening session, a video presentation of up to 4 minutes from the Anglican Church Growth Corporation to be followed by prayer,
- (b) on Tuesday 13 September at 5.25 pm a video and presentation of up to 15 minutes regarding Anglican Schools in the Diocese,
- (c) on Wednesday 14 September during the evening session, a presentation by the Bishop of Bathurst for up to 10 minutes, and
- (d) on Monday 19 September, immediately prior to the dinner break, a video of 1 minute duration, for the 60th anniversary of Anglican Super,

and notes that the Standing Committee has approved –

- (e) a presentation from Anglican Community Services (Anglicare) for up to 15 minutes, to be delivered by the CEO, Mr Simon Miller (at a time determined by the President),

- (f) the mover of the motion M14 (National Anglican Family Violence Research project) speaking for up to 15 minutes, including time to screen a video of up to 12 minutes duration,

and agrees –

- (g) that the mover and seconder of motion M1 (classification of Jamberoo as a Parish) may combine for a joint presentation with visuals for up to 20 minutes, including prayer,
- (h) that the mover and seconder of Bill B1 (Church Land Acquisition Levy Ordinance 2022) may combine for a joint presentation including visuals for up to 20 minutes,
- (i) that the mover of the motion at M28 (Ministry wellbeing and development) not be called upon to move the motion prior to 5.00 pm on any day of the session,
- (j) that the mover of the motion at M21 (Religious Freedom) not be called upon to move the motion until after the formal matters and callover on Monday 19 September 2022,
- (k) to reserve the evening of Wednesday 14 September following consideration of matters related to the Diocese of Bathurst, to allow for the conclusion of debate on any matters commenced but not yet concluded earlier in the session,
- (l) for the purposes of the presentation on Anglican Schools in the Diocese (paragraph (b), above), to invite the Rev Tim Bowden and Miss Athena Jiang and Master Ben Mallin (students) to present to the Synod during that time,
- (m) to consider on Monday 12 September at 7.00 pm the following motion to be moved by Bishop Peter Hayward and seconded by Archdeacon Kara Hartley giving thanks for the life of Her Majesty Queen Elizabeth II, followed by prayer led by Archbishop Kanishka Raffel –

‘Synod,

- (a) gives thanks to God for the life and reign of Her Majesty Queen Elizabeth II, Queen of Australia,
- (b) expresses its deep condolence and sympathy to King Charles III and the members of the Royal Family,
- (c) expresses gratitude for Her Late Majesty’s lifetime of faithful service and her constant and steadfast leadership conducted with dignity and warmth throughout those years,
- (d) gratefully acknowledges Her Late Majesty’s public profession of her deep faith in Jesus Christ and her commitment to depending on Him throughout her reign, living faithfully and serving those entrusted to her care,
- (e) prays for King Charles III and the Royal Family as they mourn the death of Her Late Majesty, and
- (f) prays that God may bless King Charles III with all wisdom and strength as he reigns as Sovereign of the United Kingdom, Australia and his realms and territories, and as Head of the Commonwealth.’
- (n) to reserve the resolution number 1 of this Synod, for the motion at paragraph (m),
- (o) to adjourn at the dinner break on Monday 19 September 2022 in a mark of respect for Her Late Majesty on the occasion of her funeral, noting that Mission Hour has been rescheduled to 7:00 pm on Wednesday 14 September,

and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

22. Motions

22.1 National Anglican Family Violence Research project

Dr Karin Sowada moved –

‘Synod, noting the reports of the National Anglican Family Violence Research Project (**NAFVP**) tabled at the recent General Synod –

- (i) National Anglican Family Violence Research Report,
 - (ii) NAFVP Prevalence Study Report,
 - (iii) NAFVP Clergy and Lay Leaders Study Report, and
 - (iv) NAFVP Experience Study Report,
- (a) notes the 28 findings of the Research Project,
 - (b) continues to lament the violence which has been suffered by some of our members and continues to repent of the part we have played in allowing an environment where violence went unaddressed,
 - (c) notes the adoption the Ten Commitments for Prevention and Response to Domestic and Family Violence, and the creation of the Families and Cultures Commission by the General Synod as a means to help drive change in the national church, and refers the material to the Domestic Violence Monitoring Committee, and requests that the Committee bring a report to the first session of the 53rd Synod responding to the matters raised in the Reports and recommendations on strategies proposed by the Ten Commitments, as part of the wider review of our Synod's existing "Responding to Domestic Abuse: Policy and Good Practice Guidelines".'

Seconded and carried by acclamation

22.2 Parochial Cost Recoveries Ordinance 2022

Canon Phillip Colgan moved –

'That the Parochial Cost Recoveries Ordinance 2022 be approved in principle.'

Seconded

Canon Colgan spoke in support of the proposed ordinance.

The President asked –

'Does any member have a question about the proposed ordinance?'

There were no questions.

The President asked –

'Does any member wish to speak for or against the motion, or move an amendment to it?'

There was no member who wished to speak against the motion or move an amendment to it.

The motion that the ordinance be approved in principle was put and was carried.

The President asked –

'Does any member wish to move an amendment to the text of the proposed ordinance?'

There was no member who wished to move an amendment to the text of the proposed ordinance.

Canon Colgan moved –

'That the Parochial Cost Recoveries Ordinance 2022 pass as an ordinance of the Synod.'

Seconded and carried

22.3 Synod Appropriations and Allocations Ordinance 2022

Canon Phillip Colgan moved –

'That the Synod Appropriations and Allocations Ordinance 2022 be approved in principle.'

Seconded

Canon Colgan spoke in support of the proposed ordinance.

The President asked –

'Does any member have a question about the proposed ordinance?'

There were no questions.

The President asked –

'Does any member wish to speak for or against the motion, or move an amendment to it?'

There was no member who wished to speak against the motion or move an amendment to it.

The motion that the ordinance be approved in principle was put and was carried.

The President asked –

'Does any member wish to move an amendment to the text of the proposed ordinance?'

There was no member who wished to move an amendment to the text of the proposed ordinance.

Canon Colgan moved –

'That the Synod Appropriations and Allocations Ordinance 2022 pass as an ordinance of the Synod.'

Seconded and carried

22.4 **Jamberoo: Classification as a Parish**

The Rev Jodie McNeill moved –

'Synod assents to the classification of Jamberoo as a parish with effect from 1 January 2023.'

Seconded and carried by acclamation

Bishop Peter Hayward led the Synod in prayer for the parish of Jamberoo.

Adjournment

At 5.25 pm, Archdeacon Simon Flinders moved –

'That the Synod adjourn and resume at 7.00 pm tonight.'

Seconded and carried

Resumption

The Synod resumed at 7.00 pm.

23. Motion and prayer giving thanks for the life of Queen Elizabeth II

Bishop Peter Hayward moved –

‘Synod,

- (a) gives thanks to God for the life and reign of Her Majesty Queen Elizabeth II, Queen of Australia,
- (b) expresses its deep condolence and sympathy to King Charles III and the members of the Royal Family,
- (c) expresses gratitude for Her Late Majesty’s lifetime of faithful service and her constant and steadfast leadership conducted with dignity and warmth throughout those years,
- (d) gratefully acknowledges Her Late Majesty’s public profession of her deep faith in Jesus Christ and her commitment to depending on Him throughout her reign, living faithfully and serving those entrusted to her care,
- (e) prays for King Charles III and the Royal Family as they mourn the death of Her Late Majesty, and
- (f) prays that God may bless King Charles III with all wisdom and strength as he reigns as Sovereign of the United Kingdom, Australia and his realms and territories, and as Head of the Commonwealth.’

Seconded and carried

Archbishop Kanishka Raffel led the Synod in prayer for Her Majesty Queen Elizabeth II.

24. Anglican Church Growth Corporation presentation

A video presentation was given regarding the work of the Anglican Church Growth Corporation.

Bishop Peter Lin led the Synod in prayer for the work of the Anglican Church Growth Corporation.

25. Motions

25.1 **Toward the development of a Diocesan Property Strategy**

Bishop Peter Lin moved –

‘Synod, noting the report ‘Toward the Development of a Diocesan Property Strategy’ –

- (a) notes that the members of Synod have been invited to contribute to the development of a diocesan-wide ministry-directed property strategy that will encourage fellowship in the mission in the whole Diocese in relation to property decisions, and that they can send their feedback on the report to the Diocesan Secretary (DiocesanSecretary@sydney.anglican.asn.au) by 31 December 2022, and
- (b) asks the Standing Committee to prepare a diocesan-wide ministry-directed property strategy for the next session of the Synod, having taken into account the feedback from Synod members.’

Seconded and carried

25.2 **Church Land Acquisitions Levy Ordinance 2022**

Bishop Michael Stead moved –

‘That the Church Land Acquisitions Levy Ordinance 2022 be approved in principle.’

Seconded

Bishop Stead and the Rev Dr Raj Gupta spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There was a time for questions.

The President asked –

‘Does any member wish to speak for or against the motion, or move an amendment to it?’

There was no member who wished to speak against the motion or move an amendment to the motion.

The motion that the ordinance be approved in principle was put and was carried.

The President asked –

‘Does any member wish to move an amendment to the text of the proposed ordinance?’

A member of Synod indicated that they wished to move an amendment to the text of the proposed ordinance.

Bishop Stead moved –

‘That Synod resolve itself into the Synod in Committee to consider the text of the proposed ordinance.’

Seconded and carried

The text of the proposed ordinance was considered by the Synod in Committee. After consideration of the text had been completed, the Chair of Committees reported the proposed ordinance with amendments.

Bishop Stead moved –

‘That the report of the Chair of Committees be adopted.’

Seconded and carried

Bishop Stead moved –

‘That Synod agree to consider on a future date a motion that the proposed ordinance pass as an ordinance of the Synod.’

Seconded and carried

25.3 **Holding surplus ministry assets in trust for the purposes of the Diocese**

Bishop Michael Stead moved –

‘Synod, noting the report ‘Holding surplus ministry assets in trust for the purposes of the Diocese’, endorses the Standing Committee policy on Variations of Trusts after Parish Amalgamation.’

Seconded

Mr Malcolm Purvis moved as an amendment –

‘Immediately prior to the final full stop, insert the following –

“subject to Scenario 4 of the draft policy being omitted, and any amalgamations that were to fall under Scenario 4 being handled under Scenario 3 instead”.

Seconded

The Rev Nigel Fortescue moved as a procedural motion –

‘Synod agrees to suspend so many of the Standing Orders as would prevent the mover of the motion addressing the questions that have been asked during debate, before deferring further consideration and the mover’s right of reply.’

Seconded and carried

Adjournment

At 9.28 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm tomorrow.’

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod’s proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

13 September 2022

52nd Synod of the Diocese of Sydney

Third Session

Minutes of Proceedings of the Synod for Tuesday 13 September 2022

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Prayers were read by Archdeacon Kara Hartley.

3. Bible study

Bishop Jay Behan led the Bible study.

4. Minutes

The President signed the minutes for Saturday 10 and Monday 12 September 2022.

5. Answers to Questions

5.1 **Preaching of ordained women to mixed congregations**

Ms Lyn Bannerman asked the following question –

In his paper titled “The Ministry of Women in The Diocese of Sydney”, dated February 2016, the then Archbishop of Sydney, the Most Rev’d Dr Glenn N. Davies wrote, and I quote: “... the Synod has not endorsed the view that women should never preach to mixed congregations. On the contrary, the Synod has embraced the long-standing custom of women preaching.....” Davies concluded, in summary, to say that at the end of the day, Rectors are free to make their own decision on this matter. His paper acknowledges these different practices and encourages us to respect our differences.

Please confirm to this Synod that the position outlined in the above paper remains unchanged, thereby ensuring that all Rectors and parishes understand that there is no formal barrier to allowing ordained women to preach to mixed congregations, while respecting alternative views of some Rectors.

To which the President replied –

The question is out of order under rule 6.3(4) of the Synod standing orders as it contains assertions, expresses opinions and offers an argument.

Nevertheless, I am able to advise the Synod that I have not adopted any practice contrary to that now long endorsed by Synod that the Rector of a parish is at liberty to invite suitably authorised, gifted and godly men and women to preach, if he chooses.

5.2 **Doctrine Commission Report: The Unchanging Heart of Parochial Incumbency**

Ms Lyn Bannerman asked the following question –

- (a) What is the formal status of this Report, which is in Book One, commencing at page 138?

- (b) The paper asserts (eg. at paras 10 and 30), in summary, that incumbents must devote themselves entirely to their tasks, giving “single-minded devotion to this task” and requiring “...all the minister can give, and then more”. The only exception is if the Diocese calls upon his time, What then are the expectations of a clergyman’s wife? Is she expected to ensure he is never distracted by, for example, the needs of home and family, young children, elderly parents as well as all household duties, plus involvement in some ministries, no matter what?
- (c) What is “tent-making” (para 30) in the 21st century?
- (d) Has the Safe Ministry Board been asked to consider this paper, particularly the emotional and physical impact on both the husband and wife, and also the children?
- (e) The recommendation for an allowance to be paid in respect of “an accompanying wife” (para 4) does not say to whom the allowance is to be paid – clergyman or his wife? And if not to the wife, have the authors considered D.V. expert’s advice about the importance of some financial independence in healthy relationships?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Standing Committee requested this report from the Doctrine Commission as theological advice to the Stipends and Allowances Committee to assist their policy review of ministry remuneration and preparation for retirement.
- (b) This part of the question is out of order under rule 6.3(4) of the Synod standing orders as it contains assertions and offers an argument.

Nevertheless, the Doctrine Commission did not consider the expectation of a clergyman’s wife since this was not included in the Standing Committee’s reference.
- (c) “Tent-making” means the income producing employment of a person which enables ministry which would not otherwise not be possible under particular circumstances (e.g. church planting).
- (d) No.
- (e) Paragraph 4 of the Report exegetes a part of 1 Corinthians 9 and does not refer to allowances of any type.

5.3 Living Faith Council Establishment

Ms Lyn Bannerman asked the following question –

- (a) It is understood that the Living Faith Council was initially rejected by the Australian Charities and Not-for Profit Commission.
 - (i) What were the reasons given for this rejection?
 - (ii) What was advised to the ACNC in response to this rejection that resulted in successful registration?
- (b) The Ordinance for this Council provides for it to own property. As the Council’s role is described as essentially a support and counselling service, what activities are envisaged that would require acquisition of property?
- (c) From where does the Council currently operate and does the Council own it or pay rent? Depending on the answer, how much did the property cost, or how much rent is paid?
- (d) How many staff are employed? Are they full or part time?
- (e) Do any Board members or any staff member have expertise in medical and/or psychological counselling on LGBTIQ+ issues? If not, why not (in both cases)?
- (f) From which source of Diocesan funds is the Living Faith Council funded?
- (g) As Synod was first advised of this Council on the first (ordinary) day of May 2020:
 - (i) Why has Synod not received any report, including financial statements, from this Council?
 - (ii) Could Synod please be provided with a report of income and expenditure over the period since its formation?
- (h) The Diocesan Governance Policy requires that the majority of Board members of a Diocesan Organisation be appointed by Synod (Appendix 1 D (b) of the Policy.) Why have no appointments been made by Synod?

To which the President replied –

I am informed that the answer is as follows –

- (a)
- (i) The application for registration as a charity was not rejected; the ACNC issued a preliminary notice of intention to refuse registration on the basis it did not consider Living Faith to have purposes that are for public benefit and invited Living Faith to provide a response.
 - (ii) The arguments put to the ACNC by Living Faith in its response centred on the following points:
 - The ACNC misconstrued Living Faith’s purpose and the section of the public to whom those purposes are directed.
 - The ACNC considered irrelevant evidence in relation to practises and therapies that are neither conducted nor supported by Living Faith.
 - The ACNC failed to acknowledge that expert medical opinion in relation to gender incongruence is divided and proceeded as if a settled position had been reached.
 - The ACNC used an incorrect methodology to assess public benefit, in particular by failing to identify and weigh benefit with possible detriment. Clear evidence exists of the benefits flowing from the activities of Living Faith – namely, that they will lead to greater support, acceptance and understanding, and a welcoming place in the Church for individuals who experience same sex attraction or gender incongruence and wish to stay true to their Christian faith.

Living Faith also undertook to make certain amendments to its purposes to clarify the section of the public to whom its purposes are directed.

Having considered these arguments and the amendments, the ACNC accepted that Living Faith has purposes that are for the public benefit.
- (b) No activities are envisaged at this time that would require acquisition of property. The provision is there in case a need arises in the future.
 - (c) Living Faith staff either work from home or from a small office rented from an inner west parish. The rental on the small office is \$2000 per annum.
 - (d) There are two part time staff, each employed three days a week. There is an administrator, who works half a day a week.
 - (e) Living Faith does not engage in medical or psychological counselling but rather pastoral care. There are Council members and staff with theological, pastoral expertise in LGBTIQ+ issues. Both pastoral workers have theology degrees, one also has a Masters in counselling. However, they do not engage in counselling for Living Faith. One Council member has a PhD in gender studies.
 - (f) Living Faith is funded by donations from parishes and individuals. If you would like to make a donation please go to www.livingfaith.online/give
- (g)
- (i) The Synod has received an annual report from Living Faith. See item 17.1 (21) of the Business Paper for Day 1. Living Faith has not yet been categorised under the *Accounts, Audits and Annual Reports Ordinance 1995*. The Finance Committee has recently received the necessary financial information to determine a category and is expected to consider the matter at its next meeting.
 - (ii) From 1 December 2020 to 31 December 2021, total income was \$80,351. Total expenses for 2021 were \$59,045. As a result, there was a net surplus of \$21,035 for 2021.
 - (iii) From 1 January 2022 to 30 June 2022, total donations were \$50,782. Total expenses were \$70,787. As a result there was a net loss January to June 2022 of \$20,004.
- (h) The Standing Committee elects the majority of members of a number of diocesan organisations. The Standing Committee and the Synod are not intended to be differentiated for the purpose of this requirement in the Governance Policy.

5.4 Development of the new Archbishop’s Residence

The Rev Dr Antony Barraclough asked the following question –

Could the Archbishop inform the Synod of the progress in the construction and expected availability of the new Archbishop's residence in Catherine St. Forrest Lodge?

To which the President replied –

I am informed that the answer is as follows –

The answer to this question is still being compiled, with the intention that it will be provided to the Synod next Monday in a short video format.

5.5 Expenditure under Fund 127 'Work Outside the Diocese'

Mr Tony Brownlow asked the following question –

- (a) What organisations/projects were funded under Fund 127 in 2020 and 2021 financial years, and what was the amount in each case?
- (b) Could you please provide a statement on the specific purpose for which each grant was provided.

To which the President replied –

I am informed the answer is as follows –

The answer is set out in tabular form and will be provided to the questioner and posted on the notice board in the foyer [see below].

Grants and other funding provided from Work Outside the Diocese Fund 127

	2020	2021
WITHIN AUSTRALIA		
Other Dioceses -		
Armidale - <i>in support of ministry expenses of the diocese</i>	5,000	5,000
North West Australia - <i>in support of ministry expenses of the diocese</i>	60,000	60,000
Tasmania - <i>in support of ministry expenses of the diocese</i>	5,000	5,000
Northern Territory - <i>in support of ministry expenses of the diocese</i>	50,000	55,000
Indigenous ministries -		
National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC)	1,000	1,000
WITHIN AUSTRALIA SUBTOTAL	121,000	126,000
Diocese of Bathurst - <i>in support of ministry expenses of the diocese</i>	250,000	250,000
WITHIN AUSTRALIA TOTAL	371,000	376,000
OUTSIDE AUSTRALIA		
Strategic EOS travel and visitors -		
Archbishop's overseas visits - <i>air fares and accommodation</i>	6,870	-
SUBTOTAL	6,870	-
Training leaders and providing bursaries -		
Madagascar - <i>contribution to Bible School bursaries</i>	-	8,000
Sammy Shehata (Alexandria School of Theology) - <i>support for expenses as Dean</i>	17,457	-
Training leaders in Tanzania - <i>resource materials</i>	687	-
SUBTOTAL	18,144	8,000
Moore College PTC related -		
Province of Indian Ocean - <i>in support of ministry expenses</i>	5,340	-
SUBTOTAL	5,340	-
Gafcon -		
Archbishop, Malcolm Richards and others - <i>air fares and accommodation</i>	4,114	-
Gafcon Global - <i>support for central administration expenses</i>	10,000	10,000
Peter Jensen - <i>mobile phone expenses</i>	751	850
SUBTOTAL	14,865	10,850

Other

Travel insurance	844	329
FCAANZ - <i>support for administration expenses</i>	60,000	100,000
Diocese of Concepcion, Chile - <i>contribution to travel costs of Bishop</i>	1,869	1,920
Dublin Silicon Docks Project - <i>in support of ministry expenses</i>	10,000	7,000
	SUBTOTAL	72,713 109,249
	OUTSIDE AUSTRALIA TOTAL	117,932 128,099
	WOD TOTAL	488,932 504,099

5.6 Grant from this Diocese to Gafcon internationally and to the Southern Cross Diocese

Mr Tony Brownlow asked the following question –

- (a) Has this Diocese provided any funds to Gafcon provinces, dioceses or parishes internationally in 2021 and/or 2022 for any purpose, for example by way of membership fees, grants for any purposes, including management support, or for specific projects across countries or within a specific country?
- (b) If so, how much, for what purpose and from which source of Diocesan funds, including the Endowment of the See?, and
- (c) Similarly, have any funds been transferred for any purpose to the Diocese of the Southern Cross?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes
- (b) The Fellowship of Confessing Anglicans Aotearoa and New Zealand for administration expenses –

2021: \$100,000

2022: \$80,000 (budgeted but not yet approved)

The Diocese of Concepcion, Chile as a contribution to the travel costs of the Bishop -

2021: \$1,920

GAFCON Global – support for central administration expenses

2021: \$10,000

2022: \$10,000

The payments were made, or will be made, from the Work Outside the Diocese Fund.

- (c) No

5.7 Gender Balance at Moore College

Mr Tony Brownlow asked the following question –

- (a) In the first circular for this Synod, page 9, Notices of Contested and Uncontested Elections were provided, including one position for the Council of Moore College. As has been the case for a number of years now, the advice given by the College on gender balance is that it “remains under active consideration.”
 - (i) What precisely does “active consideration” mean?
 - (ii) What specific action has the Council undertaken?
 - (iii) What is the current gender balance on the Council, the Boards and other Boards or Committees of the College and its four Centres?
- (b) In relation to job opportunities, the College claims on its website that it is “an equal employment opportunity employer.” What are the current figures relating to employment, by gender, for the College and its four Centres separately, broken down between major categories (e.g. senior leaders, admin staff, lecturers and other support staff)?

To which the President replied –

I am informed that the answer is as follows –

(a)

- (i) “Active consideration” means the Moore Theological College Governing Board welcomes and actively seeks appropriately skilled women to join the Council.
- (ii) Each time a vacancy occurs on the Moore Theological Council, the question is asked whether there is an appropriate woman who might be nominated for the position. However, it should be noted that the College Ordinance requires three of the four synod-elected clergy places on the Council to be filled by ‘rectors of parishes within the Diocese’, given the role of the College in training those who in time will become incumbents.

The recent lay vacancy on the Council was created by the College’s long-serving Honorary Treasurer indicating his wish to retire from the Council at the conclusion of his current term, on the first day of this Synod. As the First Circular indicated to replace him the Council was looking for a ‘Chartered Accountant, preferably a partner of a major accounting firm’. This was the most important consideration as the College needs to comply with the *Higher Education Standards Framework (Threshold Standards) 2021*.

- (iii) The two legislated College boards are the Governing Board and the Academic Board. Note that the Centres report to the Academic Board and do not have separate management committees. The current gender balance on the Council and the two aforementioned boards is:

Council	Female	Male
Archbishop		1
Clergy (Synod-elected)		4
Lay (Synod-elected)	1	3
Total Council	1	8
Governing Board <i>(includes the Council)</i>	2	14
Academic Board	4	22

- (b) An ‘equal employment opportunity employer’ means that all employment decisions (including hiring, promotion, development, termination, compensation, etc.) must never be based on race, ethnicity, or gender, or any other factors which might be deemed discriminatory. With regard to ‘job opportunities’ selection is based on an applicant’s suitability to a role and agreement to work within Moore College’s vision, mission, and strategic plan.

The current gender balance of employees, for the College and its four Centres separately, broken down between major categories, is as follows –

Teaching Staff		
Role	Female	Male
Principal		1
Faculty	2	16
Chaplains	13	
Total Teaching Staff	15	17

Administrative Staff		
Role	Female	Male
Executive		1
Managers	10	8
Specialist Support Staff	12	22
Other Support Staff	6	7
Total Admin. Staff	28	36

Centre for Global Mission		
Role	Female	Male
Director		1
Specialist Support	1	2

Priscilla and Aquilla Centre		
Role	Female	Male
Director *	1	
Specialist Support	1	

Centre for Christian Living		
Role	Female	Male
Director *		1
Specialist Support	1	

Christian Ministry Development		
Role	Female	Male
Director *		1
Specialist Support	1	2

* Note: the persons filling these positions are also members of the Faculty.

5.8 Beneficiaries of the Archbishop's Christmas gift

The Rev Jon Guyer asked the following question –

- (a) How many retired ministers and clergy widows received the Archbishop's monetary Christmas gift in each of the last 5 years?
- (b) Prior to the recent reduction of this list, what criteria, method or information gathering process was conducted in order to determine which retired ministers and clergy widows were most in need of this gift?

To which the President replied –

I am informed that the answer is as follows –

- (a) 2021 - 113
2020 - 134
2019 - 134
2018 - 139
2017 - 143
- (b) In 2005 and in prior years, a questionnaire was sent to retired clergy and clergy widows asking if they wished to be included in the Archbishop's Christmas Grants and inviting them

to note any particular expenses or circumstances they would like taken into account. Any person declining a grant or not responding was removed from the list, but was free to reapply. Some found the questionnaire embarrassing and intrusive, so the practice was discontinued.

After that, and until 2020, retired clergy and clergy widows were added to the list and an informal assessment was made by the Registrar about the financial needs of those on the list and the grants were made accordingly.

In 2020, the amounts were standardised. There were some exceptions such as usually not providing grants to clergy who did not retire in the Diocese and providing larger grants to clergy and widows who were known to be in greater financial need.

In 2021, clergy who have been retired for less than 10 years were removed from the list and sent a letter of explanation. There has been no change to the practice in relation to grants to clergy widows.

5.9 Tertiary Education Ministry Oversight Committee (TEMOC) grants

Mr Eddie Ozols asked the following question –

Noting the Tertiary Education Ministry Oversight Committee Report (page 175 of Book 1) which states at point 2 –

“The Committee is committed to supporting the development of on-campus evangelical tertiary ministries (especially Chaplaincy) within the Diocese in accordance with the statement of vision, strategic priorities and core principles detailed in its report to the Synod in 2010 (listed at the end of this report in the Appendix)”

and at 11:

“For 2020 a total of 10 grants were distributed. All projects were initiated by Anglican ministries in consultation with evangelical student groups on campus. Continuing grants are assisting in the ministry at Unichurch (UNSW) and Sydney University, ministry trainees at four universities. New grants support cross cultural work at Macquarie university and ministry trainees at five universities.”

- (a) What percentage of TEMOC grants in 2020 were allocated to the actual Anglican organisations listed in column 2 at point 12?
- (b) Which organisations received the funds for Macquarie University, Sydney University (2), Wollongong University, and WSU Bankstown/Liverpool for “Anglican Chaplaincy”?
- (c) Are grants provided for other than Anglican identifying workers? If so, what percentage of the trainees in 2020 were not Anglican?
- (d) Which Anglican churches working directly on a campus in their parochial area received TEMOC grants in 2020?
- (e) Since its formation how many parish initiated on-campus ministries have applied for support to TEMOC? What percentage of applications did these represent?
- (f) Since its formation how many parish initiated on-campus ministries were successful in receiving grants from TEMOC? What percentage does this represent?
- (g) What is the relationship between TEMOC supported trainees and the local parishes in the parochial areas where the university is located?
- (h) How has TEMOC met its “Core Principle (b): In addition to the values in the vision above, we want these university and VET campus ministries to serve churches in partnership through training and equipping their members”
- (i) Specifically, how has this core principle been enacted across all Anglican churches in the mission area surrounding the Wollongong University?
- (j) How did staff supported by TEMOC support international students during COVID, many of whom lost employment and were in significant distress?

To which the President replied –

I am informed that the answer is as follows –

- (a) TEMOC grants are allocated to specific individuals working or training in university ministries based on applications by (Anglican) Chaplains or Parishes. Anglican Chaplains are authorised clergy, however as a result of various historical developments they may not be employed by a parish. As such TEMOC distributes funds to their employing organisation. All funds were distributed for on-campus tertiary ministry and the percentage of grants allocated to an Anglican Parish was 52%.
- (b) Macquarie University: MTS Scholarship Fund - for the training of ministry apprentices.
Sydney University: EU Graduates Fund – both grants.
Western Sydney University Bankstown: AFES - for the training of ministry apprentices.
- (c) Grants recipients are provided to ministry workers or trainees who originate from a variety of denominational backgrounds.

Since its inception, all theologically trained workers who have received grants have attended Anglican churches and almost all have been ordained Anglican clergy.

TEMOC does not collect information on the denominational affiliation of grants given to trainees, however all grant recipients either attend or work at an Anglican Church or are under the supervision of an Anglican Chaplain in their university ministry. There were no grants given to anyone outside of these categories.

- (d) The Anglican Churches with campuses in their parochial area that have received grants in 2020 are –
 - Kingswood Anglican
 - St Barnabas Broadway
 - Parish of Unichurch (UNSW)
- (e) There have been 72 applications from parish initiated on-campus ministries in the last eleven years. This is 51% of all applications received.
- (f) Of the 72 applications received 60 were successful in receiving funding. The 60 applications that received funding were 43% of the total applications funded.
- (g) It is not possible in the time available to detail the involvement in their local church of all the trainees supported by TEMOC for campus ministry. A significant number are involved in local or on-campus churches with high numbers of university students. Some attend other Anglican and non-Anglican churches where most actively participate in church ministry. Both chaplains and trainees endeavour to develop ongoing relationships with a range of churches, especially those in the area where their campuses are located.
- (h) All campus ministries supported by TEMOC ascribe to the vision of 'serving churches through partnership in training and equipping their members.' Most students involved in campus ministries continue to attend and serve their local churches during their studies. Campus ministries are able to undertake intensive ministry training and equipping of students during their time on campus which is directly applicable to local church ministry and benefits these churches immediately and over the longer term. Where possible this partnership is also expressed through church visiting and ongoing prayerful support of campus ministries by churches.
- (i) All 3 grant recipients in 2020 at the University of Wollongong were active members of their local churches. One grant recipient was at an Anglican church and was primarily involved in training and equipping amongst the international students in that church.
- (j) The grant recipient, a ministry apprentice, working amongst international students supported them in a variety of ways, including: hosting, provision of meals, home groups, phone and Zoom conversations, walk and talks (during lockdowns), Bible Studies (online and in person), online activities and emergency financial support.

5.10 Departure of Headmaster of Shore School

Mr Chris Pettett asked the following question –

My question relates to the circumstances around the departure in July 2022 of the previous Headmaster of the Shore School, Dr Timothy Petterson, and how the diocese can learn from this experience – the question is in a number of parts –

- (a) What was the process that led to the recruitment of Dr Petterson to the role of Headmaster in 2020?
- (b) What was the process and circumstances that led to the departure of Dr Petterson from the role of Headmaster in July 2022?
- (c) Have any differences in the recruitment process of a new and permanent Headmaster been learnt that will be implemented in comparison to when Dr Petterson was recruited as the School's previous Headmaster?
- (d) Have there been any other lessons learnt resulting from these circumstances that the Diocese and the School could outline to the Synod for its assurance and edification?
- (e) Who are the current members of the school's Council and what are their qualifications?
- (f) Does the Archbishop have confidence in the current members of the school's Council?
- (g) Does the Anglican Diocese of Sydney have any accountability processes in place to assist governing bodies that are responsible to Synod in exercising their roles and responsibilities of governance?
- (h) What can members of Synod pray for regarding these circumstances?

To which the President replied –

I am informed that the answer is as follows –

- (a) A comprehensive international search was undertaken supported by an experienced recruitment firm and educational experts.
- (b) From the letter to parents July 15 2022 –

‘I can assure you that this decision has only been made following deep deliberation and thorough assessment of the School's situation. As part of this deliberation, Council commissioned an independent review into the culture and leadership of the School to more fully understand the nature of and reasons for recent disquiet within elements of the School community.

Council thanks Dr Petterson for the loyalty and commitment he has given Shore, including guiding the School through the external challenges of the past two years and leading the introduction of a number of important and positive changes.

This decision is not based on any suggestion of improper conduct on his part. However, Council has concluded that in the interests of unity within the School, leadership renewal is required. While Council appreciates the significance of a change in leadership, we believe that it is in the best interests of the School and its students.’

- (c) Yes.
- (d) The value of the Synod's Governance Policy for Diocesan Organisations - which helps shared expectations to be understood.
- (e) These are listed on the School's website.
- (f) Yes.
- (g) The New South Wales Parliament has provided a legislative framework for our synod to carry out responsible and effective governance. The *Anglican Church of Australia Constitutions Act 1902* and the *Anglican Church of Australia (Bodies Corporate) Act 1938* empower our synod to make ordinances for order and good government within the Diocese, and to constitute such councils and committees as bodies corporate for the management and governance of our organisations. The Synod acknowledges that diocesan organisations should and have taken steps on their own to ensure proper and effective governance.

Nevertheless, the Synod as the ‘parliament of the diocese’ also has a responsibility to facilitate proper and effective governance as part of its oversight of all diocesan organisations. Currently, the Synod seeks to discharge this responsibility by electing a majority of the board or council members of diocesan organisations and by providing relevant guidelines and policies for diocesan organisations. The Governance Policy for Diocesan Organisations articulates the Synod's two broad expectations in the area of governance, namely seeking the highest standards of governance appropriate to the size

and nature of each organisation and, secondly pursuing the highest standards of governance to maximise the extent to which the objects of the organisation can be met.

An audit of each organisation's conformance to the Policy has recently been completed. The results are summarised in the Review of the Governance Policy for Diocesan Organisations Report received by the Synod on day 1.

- (h) The Synod should give thanks to God for the appointment of Dr John Collier as interim Principal. Synod can also pray for the wellbeing of all the students and their families, for unity among the staff of the School, for Dr Petterson and his family, for the Council and for the appointment of the next principal, asking that God would raise up a leader who is committed to seeing the gospel proclaimed and the School continue as a place of gospel hospitality.

5.11 Finances of Anglicare Community Services

Mr Chris Pettett asked the following question –

My question relates to the finances of Anglican Community Services (trading as Anglicare Sydney and will be referred to as Anglicare henceforward) and it is in a number of parts –

- (a) When was the last financial year Anglicare reported made a profit?
- (b) In the last five financial years, what has been the profit and loss reported?
- (c) What have been the reasons for the years of financial profit?
- (d) What have been the reasons for the years of financial loss?
- (e) What are the reasons why Anglicare began reporting the "change in fair value of its investment properties" as per the 2020-2021 financial report on page 14.
- (f) What are the reasons why Anglicare did not report the "change in fair value of investment properties" in the previous financial reports?
- (g) What is the difference in Anglicare's profit-loss within the 2020-2021 financial report if the "change in fair value of investment properties" had not been reported?
- (h) What is Anglicare's strategy to return to profit?
- (i) What is Anglicare's current debt?
- (j) What is Anglicare's current capacity to service that debt using its revenue streams?
- (k) What is Anglicare's current capacity to pay its debt without divesting its property portfolio?
- (l) What is Anglicare's current capacity to pay its debt that would include a strategy to divest its property portfolio?
- (m) Over how many years will Anglicare need to reduce its debt position to become sustainable against incoming revenues?
- (n) Does Anglicare project revenues to increase into the future? If so, what is that projection and from what revenue sources?
- (o) Does Anglicare's debt position impact its capability to deliver its services?
- (p) Is Anglicare still pursuing its 2028 strategy?
- (q) In percentage and dollar terms, what is the donor's giving as a revenue stream comparable to the rest of the revenue received into Anglicare?
- (r) Out of donations given to Anglicare, how much is spent on: the administration of donations, the salary of the donations team, donations events, contractors hired to support the donations team, marketing collateral produced for the donations team, and residual spend? To assist this answer, can this information please be itemized into dollar terms against total donations received?

To which the President replied –

I am informed that the answer is as follows –

- (a) The year ended 30 June 2021, Anglicare reported Total Comprehensive Income ('surplus') of \$46,476,000 for the year ended 30 June 2021.
- (b) The reported Total Comprehensive Income amounts in the five previous years have been –
Year ended 30 June

2021	Profit	\$46,476,000
2020	Loss	\$63,133,000
2019	Loss	\$15,801,000
2018	Profit	\$5,212,000
2017	Profit	\$13,502,000

Anglicare changed its accounting policy with respect to investment properties in the year ended 30 June 2021, the impact on the reported result in that year (and the comparative period) is set out in the notes to the accounts for that year (page 19).

- (c) In normal operating conditions Anglicare's various business activities will produce a small profit margin. This will be supplemented by income from investments and donations. That operating surplus will fund the cost of running various community, chaplaincy, pastoral care, support and parish partnership programs, in fulfilments of the objectives set out in Anglicare's constituting ordinance. (In the event there is no operating profit these are funded from Anglicare's retained earnings).

There will be a number of reasons that there are deviations from this –

- Asset values are volatile, investments are recorded at fair value and there will be years where values go up, and others where they go down;
- Sale of surplus assets can often generate a surplus; conversely, where assets are no longer of use, they may require a write-down;
- Anglicare has undertaken a significant program of capital expenditure and refurbishment, having old assets 'offline' and bringing new assets 'online' incurs significant additional operating costs for a transition period;
- Sectoral change. There has been significant decline in funding relative to costs and consequently in profitability in the residential aged care sector. This has developed over an extended period, but accelerating from 2018, and has resulted in the majority of the sector reporting losses. Residential Aged Care is the most significant activity Anglicare undertakes in terms of revenue and operating result;
- The significant levels of cost related to managing COVID-19 which cost well over \$10 million in FY20 and will do so again in FY22.

- (d) Refer answer above.

- (e) The change has been made to provide users of the financial statements and other stakeholders with a better understanding of the financial position of Anglicare's balance sheet (as noted on page 10 of the financial report).

The use of 'fair value reporting' of assets classified as investment properties, principally retirement villages, is consistent with the accounting treatment of similar assets by a significant number of other organisations (in both the 'for profit' and 'for purpose' sector).

This accounting treatment will produce a level of fluctuation in Anglicare's reported result as values are impacted by market factors and changes in economic conditions and outlook.

The movements may even look significant relative to Anglicare's net profit but are relatively minor as a percentage of an investment property portfolio valued at over \$2 billion.

The gains included in the reported result to 30 June 2021 are in large part related to a rebound in property values from declines reported in the previous financial year.

- (f) The inclusion of the change in fair value of investment properties is the result of adopting a change in accounting policy in the year ended 30 June 2021 and accounting for certain properties under AASB 140 *Investment Properties*.

Under the previous accounting policy Anglicare was not required to measure or disclose movements in fair value at the time the 30 June 2020 financial statements were prepared. The exercise is a complex one and would not generally be undertaken unless the amounts were required to be disclosed.

The impact on Anglicare's balance sheet as at 30 June 2020 and 2019 *had* AASB 140 been adopted in those years is shown in the 30 June 2021 financial statements (page 19),

and the comparative results for the year ended 30 June 2020 have been restated to show the results for that year on a like basis.

- (g) The reported result would have been a loss using the previous accounting basis – the positive change in value of investment properties of \$58,255,000 would be eliminated and an additional depreciation charge on those properties would have been incurred (as the calculation of depreciation was not performed at time of preparing the financial statements the amount of depreciation that would have been charged is not available).
- (h) The question pre-supposes that the profit resulting from a change in value of investment properties is somehow not a 'real' profit. That is not the case, it is an appropriate measure of the long-term value generated by Anglicare's management of its assets.

It is true however that Anglicare has experienced operating losses in its Residential Aged Care business. Anglicare operates in sector that continues to face very significant operating, staffing, regulatory and financial challenges. At the same time, it is an operation where Anglicare serves people at their most vulnerable and can make a significant impact in their lives – without operators like Anglicare many people would not be able to access the quality aged care they deserve.

Anglicare recognises the need to improve many aspects of its Residential Aged Care service, including financial outcomes, and is working towards that in a number of ways: with a new management team; in actively preparing for changes to be introduced in the sector over then next two years; by reviewing its operating systems and practises; by reviewing its facilities and withdrawing some services where appropriate. Anglicare continue to monitor the viability of the sector and at the same time are actively working to improve its performance within the constraints that exist.

- (i) Anglicare currently has bank debt facilities of approximately \$170 million drawn to approximately \$105 million.
- (j) Anglicare does not foresee any difficulty servicing its debt.
- (k) Anglicare does not need to divest property to service debt, and has not done so.

Anglicare will continue to divest properties that do not meet current service delivery requirements or future development needs, and similarly will continue to acquire other properties that allow Anglicare to expand its service delivery.

- (l) This has been addressed above – the capacity to pay debts and the divestment of property are not related.
- (m) Anglicare does not need to reduce its debt to be sustainable.
- (n) Over the last 6 years Anglicare has grown revenues consistently across all operational areas – the key challenge to profitability is not growth but the significant difficulty in delivering profitable residential aged care services in the current environment. The challenges here and Anglicare's plan to address this have been covered in the answers above.

Anglicare sees significant opportunities to expand its delivery of services to seniors and expects that the shape of that will continue to change – proportionally more emphasis on seniors in retirement living, increasingly with integrated care services; proportionally less emphasis on large format residential aged care services.

Anglicare is actively seeking to expand its reach to families, particularly those who are vulnerable and marginalised, and sees partnership with parishes as an increasingly important platform for doing this.

- (o) No.

Debt financing has enabled Anglicare to make a significant investment in social housing – the 550 dwellings Anglicare will deliver (of which over 500 are already operational) would not otherwise be a part of Anglicare's operations.

Anglicare also use short-term debt financing to accelerated delivery of new retirement village dwellings.

- (p) Anglicare is committed to the 'three pillars' underpinning that strategy – to see Christ honoured in all Anglicare does, to deliver services that transform the lives of its Customers, and to do this in a way that builds Community.

How Anglicare goes about its goals is something that should be under frequent re-appraisal. Anglicare's Board and management are currently working through an assessment how Anglicare can be most impactful – in the current environment, with the resources Anglicare has at its disposal – and what changes need to be made to deliver that effectively and sustainably into the future.

- (q) In the current financial year (ended 30 June 2022), donation income totaled \$10.2 million out of total revenue of \$417 million, or 2.4%.
- (r) In the current financial year Anglicare raised \$10.2 million in donations (including legacies and bequests) and incurred \$0.8 million in direct costs (marketing, event costs, etc) and \$1.2 million in salaries and costs related to running the team. No management overheads are allocated to the fundraising team, and the net amount is committed to current or future program expenditure.

5.12 General Synod Statutory Assessments

Mr Tim Tunbridge asked the following question –

What is the quantum of the General Synod statutory assessments payable by the Sydney Diocese to the national church for each of the years 2019, 2020, 2021 and 2022?

To which the President replied –

I am informed that the answer is as follows –

2019	\$481,252
2020	\$530,100
2021	\$530,106
2022	\$535,400

5.13 Synod membership

Mr Peter M G Young asked the following question –

- (a) How many individuals are entitled to attend this Synod (in September 2022) in aggregate?
- (b) How is this number divided into the different Parts (for example from 1 to 9 inclusive)?

To which the President replied –

I am informed that the answer is as follows –

- (a) 821
- (b) Part 4 = 253
Part 5 = 495
Part 6 = 7
Part 7 = 26
Part 8 = 28
Part 8A = 1
Part 9 = 11

5.14 Parishes operating under the 'hub and spoke' system

Mr Peter M G Young asked the following question –

- (a) Which parishes in the Diocese are currently operating under the "hub and spoke system", where the Rector concerned has oversight over more than one parish?
- (b) Are there any further arrangements proposed and, if so, which parishes are to be affected?

To which the President replied –

I am informed that the answer is as follows –

- (a) 'Hub and Spoke' is any arrangement where two or more Parishes come together to one Parish that then operates with multiple centres seeking to coordinate ministry and resources under one Rector and Parish Council to have effective gospel reach. As such, the Rector of a 'hub and spoke system' does not have oversight of more than one Parish. There are currently ten 'hub and spoke' parishes:

- Christ Church Inner West and Drummoyne
- Kirribilli and Neutral Bay
- Bondi and Waverly
- St George North and Bexley
- Chester Hill and Villawood
- Fairfield and Bossley Park
- Ingleburn and Glenquarie
- Wollongong and Corrimal
- Glenmore Park and Mulgoa
- St Mary's and St Clair

As well, three Parishes have developed a 'hub and spoke' arrangements with additional congregations in other areas:

- Soul Revival has four 'spokes'
- MBM has two 'spokes'
- Camden Valley has one 'spoke'

- (b) Presently 14 parishes are considering future 'hub and spoke' arrangements. Until the parishes make final decisions, it is not possible to give further information.

5.15 Lay Synod membership under Part 5

Mr Peter M G Young asked the following question –

- (a) With the reduction in the number of Part 4 Rectors entitled to attend this Synod, has the Diocese considered any plans to reduce the number of laity entitled to attend future Synods under Part 5?
- (b) If so, what plans have been or are being considered?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under rule 6.3(d) of the Synod standing orders as it contains an assertion.

The assertion in the question is false. There has not been any reduction in the number of Part 4 Rectors entitled to attend this Synod.

5.16 Long leases of Real Property

Mr Peter M G Young asked the following question –

- (a) How many long leases of real property of twenty-five (25) years or more have been granted by the Anglican Church Property Trust of Sydney in the past ten (10) years?
- (b) Where are they located?
- (c) To whom have they been granted?

To which the President replied –

I am informed that the answer is as follows –

- (a) Under the relevant ordinances, the ACPT has granted one (1) ground lease for a term of greater than 25 years during the past 10 years. In addition, the ACPT is in advanced negotiations in respect to two separate parishes regarding another two leases with terms each exceeding 25 years (assuming all options are exercised).
- (b) The ground lease approved during the past 10 years relates to church trust property at 118 Darlinghurst Road, Darlinghurst (expiring 2057 plus two 10 year options). The two ground leases under negotiation relate to church trust property located at 335 Cobbitty Road, Cobbitty (30 year term inclusive of options) and 75 Hawkesbury Rd, Westmead (99 years).
- (c) The Head Lessee of the ground lease approved over the past 10 years is a wholly owned special purpose subsidiary of HammondCare. The proposed Head Lessees of the two ground leases currently under negotiation are Learning Tree (Cobbitty) and Schools Infrastructure NSW (Westmead).

5.17 Proposed reconstitution of the Glebe Administration Board

Mr Peter M G Young asked the following question –

- (a) In what specific and detailed ways is it proposed that the Glebe Administration Board is to be reconstituted in order to avoid the risks of being the sole trustee of the Diocesan liquid assets, as envisaged in the Standing Committee's Report entitled Review of Diocesan Investment Strategy?
- (b) What are such particular risks, which are alluded to in the Report and its Attachments?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under rule 6.3(4) of the Synod standing orders as it contains assertions. Nevertheless, I am able to advise as follows.

- (a) There is no intention to reconstitute the GAB. The GAB is currently the sole trustee of \$200 million of liquid investment assets (being assets capable of being withdrawn at short notice). If the Synod passes the motion concerning the Diocesan Investment Strategy, the GAB will become the sole trustee of \$283 million of liquid investment assets. While there is no intention to reconstitute the GAB, the GAB will continue to review its membership in co-operation with the Standing Committee to ensure it collectively has the skills and experience necessary to effectively fulfil its role as trustee in whatever form the Synod determines.
- (b) A number of matters have been raised as risks and objections to establishing the GAB as the trustee of an amalgamated central investment vehicle for the Diocese. These can be summarised under the following 3 headings –

The risk of amalgamation outweighs the benefit

Amalgamation would prevent future differentiation of investment objectives

ACPT assets should not be held by another trustee for investment purposes

These matters have received extensive and careful consideration. A detailed response from the GAB to these matters can be found in Attachment 4 of the report to the Synod (which is posted on the Synod webpage). The Finance Committee's own conclusions in relation to these matters can be found in Attachment 3 of that report (Book 2, pages 102-104).

6. Questions

Questions were asked by the following members –

- (1) The Rev Dr Raj Gupta
- (2) Mrs Paula Turner
- (3) Professor Penelope Coombes
- (4) Professor Bernard Stewart AM
- (5) The Rev Michael Turner

- (6) The Rev James Warren
- (7) Mr James Flavin
- (8) The Rev Mike Doyle
- (9) The Rev Mike Doyle
- (10) The Rev Mike Doyle
- (11) The Rev Mike Doyle
- (12) The Rev Mike Doyle
- (13) Canon Alistair Seabrook
- (14) Canon Alistair Seabrook
- (15) Mr Chris Pettett
- (16) Mr Chris Pettett
- (17) The Rev David Clarke
- (18) The Rev Zac Veron
- (19) The Rev Dr Brian Tung

7. Notices of Motions

Notices of motions were given by the following members –

- (1) The Rev Roger Fitzhardinge
- (2) Mrs Nicola Fortescue
- (3) Mrs Nicola Fortescue
- (4) Professor Bernard Stewart AM
- (5) Dr Robert Tong AM

8. Procedural motions from members

8.1 **Arrangements for consideration of motion regarding the election of the Rev Darrell Parker as the next Bishop of the Diocese of North West Australia**

Dr Robert Tong AM moved the following procedural motion –

‘Synod agrees to consider the motion for which notice was given today, regarding the election of the Rev Darrell Parker as the next Bishop of the Diocese of North West Australia, immediately following the consideration of M23 (Gospel Foundation Fund of the Diocese of North West Australia).’

Seconded and carried

9. Notice of motions

Notices of motions were given by the following members –

- (6) Mrs Patricia Jackson
- (7) The Rev Richard Blight
- (8) Mr Chris Hamam
- (9) Bishop Chris Edwards
- (10) The Rev Peter Tong

10. Calling of motions

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or those motions to be considered at a time determined by the President.

10.1 **Arrangements for consideration of motion regarding holding surplus assets in trust for the purposes of the Diocese**

Mr Daniel Glynn moved –

'Synod, noting that the motion at M17 (Holding surplus ministry assets in trust for the purposes of the Diocese) has been moved, and an amendment to the motion has been moved by Mr Malcolm Purvis, agrees –

- (a) to allow the mover of the amendment to withdraw his amendment, and move instead the amendment in his name listed at M17 amendment (2), and
- (b) to allow the mover of the amendment to speak for up to five minutes to the amendment, prior to resuming debate on the matter,

and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

10.2 Fund 127 Work Outside the Diocese

Ms Lyn Bannerman moved –

'Synod requests that a report be provided to each ordinary session of the Synod in relation to Fund 127 ("Work Outside the Diocese"), advising which projects or organisations were funded, how much each received, and for what specific purpose(s).'

Seconded and carried

10.3 Mr Daniel Glynn

Bishop Michael Stead moved –

'Synod, noting that Mr Daniel Glynn has resigned as Diocesan Secretary and as the Secretary of the Synod with effect from the conclusion of this session, gives thanks to God for his faithful and committed service in these roles since 2017 and prior to that as Manager, Diocesan Services since 2014, and assures Mr Glynn of its prayers for him in his new role as Head of the Parishes and Operations Division of SDS.'

Seconded and carried by acclamation

The Rev Tom Hargreaves led the Synod in prayer for Mr Glynn.

10.4 Book launch regarding Canon John Chapman

The Rev Dominic Steele moved –

'Synod notes that Archbishop Kanishka Raffel will formally launch a book examining the life and legacy of Canon John Chapman, authored by the Rev Dr Baden Stace, at St Andrew's Cathedral, on Wednesday 14 September 2022, beginning at 1:00pm; and that all Synod members are warmly invited to attend.'

Seconded and carried

10.5 Doctrine Commission report on parish system

Archdeacon Anthony Douglas moved –

'Synod, in light of the anticipated growth of new communities in greenfields areas of the Diocese, the speed at which this growth is occurring, and the urgent need to plant churches to reach them, requests the Doctrine Commission to prepare a report on the parish system for the 2023 session of Synod, with special attention to:

- (a) its definition, history, theological rationale and pastoral objectives,
- (b) its relationship to a biblical ecclesiology that prioritises the local congregation as the arena for gospel mission and ministry, and
- (c) its continuing usefulness in a complex urban and semi-urban environment.'

Seconded and carried

10.6 Engagement with members of parliament

The Rev Mark Tough moved –

'Synod encourages each parish rector to make positive connections with their local state and federal members of parliament, so as to be in a position to engage on concerns such as religious freedom and other social issues as well as matters of public Christianity.'

Seconded and carried

11. Motions

11.1 The Rev Greg Peisley

The Rev Dominic Steele moved –

'Synod gives thanks for the life and ministry of the Rev Greg Peisley, former Rector of Pitt Town, and Rector of Arndell Community Church, who died of brain cancer in 2020. Greg planted the church in Arndell School out of Wilberforce Parish in 2000, which later moved to become Pitt Town Anglican Community Church. Under his leadership the ministry grew from 30 in 2000 to 300+ in 2020.

Synod gives thanks for Greg's integrity, passion, action and mission in service for Jesus, as a pastor, mission area leader & evangelist. Particularly we give thanks for the many who were saved and built up in Christ through Greg's ministry.

Synod prays for God's comfort to Greg's wife Sue and family as they grieve his death and undertake many changes in their life.'

Seconded and carried

Dr Terry Herder led the Synod in a prayer of thanks for the life of Mr Peisley.

11.2 Ministry Standards Ordinance 2017 Amendment Ordinance 2022

Mr Michael Easton moved –

'That the Ministry Standards Ordinance 2017 Amendment Ordinance 2022 be approved in principle.'

Seconded

Mr Easton spoke in support of the proposed ordinance.

The President asked –

'Does any member have a question about the proposed ordinance?'

There was a time for questions.

The President asked –

'Does any member wish to speak for or against the motion, or move an amendment to it?'

There was no member who wished to speak against the motion or move an amendment to it.

The motion that the ordinance be approved in principle was put and was carried.

The President asked –

'Does any member wish to move an amendment to the text of the proposed ordinance?'

A member of Synod indicated that they wished to move an amendment to the text of the proposed ordinance.

Mr Easton moved –

‘That Synod resolve itself into the Synod in Committee to consider the text of the proposed ordinance.’

Seconded and carried

The text of the proposed ordinance was considered by the Synod in Committee.

Before consideration of the text of the proposed ordinance in Committee had concluded, the Chair of Committee moved –

‘That the Chair of Committee leaves the chair and reports progress.’

Seconded and carried

The Chair of Committee reported progress to the Synod.

Mr Easton moved –

‘That the report of the Chair of Committee be adopted.’

Seconded and carried

Mr Easton moved as a procedural motion –

‘That this matter be deferred until a suitable time.’

Seconded and carried

12. Anglican Schools in the Diocese presentation

The Rev Tim Bowden, Miss Athena Jiang and Master Ben Mallin gave a presentation, including a video presentation, regarding Anglican Schools in the Diocese.

Archdeacon Simon Flinders led the Synod in prayer for the work of Anglican Schools in the Diocese.

Adjournment

At 5.48 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 7.00 pm tonight.’

Seconded and carried

Resumption

The Synod resumed at 7.00 pm.

13. Motions

13.1 Indigenous Ministry in the Diocese of Sydney

Having been granted leave, the Rev Michael Duckett moved –

'Synod, noting the report, 'Indigenous Ministry in the Diocese' and associated documents from the Synod Task Force for Indigenous Ministry in the Diocese of Sydney –

- (a) acknowledges and apologises for past failures in relationships with this nation's First Peoples,
- (b) supports and encourages every person from parishes and Diocesan organisations to seek reconciliation with Aboriginal and Torres Strait Islander peoples and commit to partner in Indigenous Ministry through development of an Action Plan which –
 - (i) is informed by the following diocesan documents –
 1. *A Theological Framework for Reconciliation, with Special Reference to The Indigenous Peoples of Australia* (Doctrine Commission Report, Diocese of Sydney, 2020)
 2. *Ministry to, and Reconciliation with, Aboriginal and Torres Strait Islander Peoples in the Diocese of Sydney* (Social Issues Committee Report, Diocese of Sydney)
 - (ii) notes the challenges provided in Dr Peter Adam's paper –
 3. *Australia – whose land? A call for recompense.* (The Rev Dr Peter Adam *John Saunders Lecture 2009*)
 - (iii) encourages the development of personal relationships with Aboriginal and Torres Strait Islander peoples with a view to *walk alongside* them, as well as partnering in prayer and partnering financially and in other practical ways with one or more Indigenous ministries,
- (c) notes and endorses the model for Indigenous ministry as envisaged by the Rev Michael Duckett and now established by the Sydney Anglican Indigenous People's Ministry Committee in the Macarthur Region at 19 Lysaght Rd Wedderburn, NSW,
- (d) noting the importance of ongoing and appropriate capital support for Indigenous ministry in the Diocese in order to purchase further suitable properties in the future, requests the Standing Committee to –
 - (i) consider and prioritise the needs of the SAIPMC in the allocation of funds for purchase of properties for new ministry infrastructure, and
 - (ii) report back to Synod in September 2023 with proposals to identify suitable property priorities to progress Indigenous ministry, along with the identified funding sources, for inclusion in the overall ministry infrastructure planning for the Diocese, and
- (e) requests that a review of the action outcomes from this report be brought to the Synod in 2024.'

Seconded

Ms Larissa Minniecon moved as an amendment –

'In paragraph (a), following the words "First Peoples", insert the words, "and affirms the call for the establishment of a First Nations' Voice enshrined in the Constitution and the need for Makarrata".'

Seconded

The Rev David Morgan moved as a procedural motion –

'Synod, noting the goodwill of the mover of the proposed amendment, agrees to treat the proposed amendment as a separate motion.'

Seconded

Dean Sandy Grant moved as an amendment to Mr Morgan's procedural motion –

'Omit the matter, "separate" and insert instead, the words "notice of".'

Seconded

Archdeacon Simon Flinders moved as an amendment to Mr Morgan's procedural motion –

'Immediately prior to the final full stop, insert the matter ', to be referred to the Sydney Anglican Indigenous Peoples' Ministry Committee for consideration.'

Seconded

Archdeacon Flinders' amendment to Mr Morgan's procedural motion was not carried.

Mr James Flavin moved as an amendment to Dean Grant's amendment to Mr Morgan's procedural motion –

'Immediately prior to the final full stop, insert the matter ', and requests the Order of Business committee to schedule consideration of the motion at a suitable time in consultation with members of the Sydney Anglican Indigenous Peoples' Ministry Committee.'

Seconded

Mr Flavin's amendment to Dean Grant's amendment was carried.

Dean Grant's amendment, as amended, was carried.

Mr Morgan's procedural motion, as amended, was carried in the following form –

'Synod, noting the goodwill of the mover of the proposed amendment, agrees to treat the proposed amendment as a notice of motion, and requests the Order of Business committee to schedule consideration of the motion at a suitable time in consultation with members of the Sydney Anglican Indigenous Peoples' Ministry Committee.'

The motion of Mr Duckett was carried without amendment.

13.2 Recognising local Indigenous history

Dean Sandy Grant moved –

'Synod –

- (i) recalling resolution 21/14 which among other things encouraged individual parishes to develop their own Reconciliation Action Plan, and
- (ii) noting the report "Ministry to, and Reconciliation with, Aboriginal and Torres Strait Islander Peoples in Diocese of Sydney Parishes" (especially paragraphs 39-56),

requests each parish to take concrete steps towards first identifying and then recognising the Indigenous history of the area in which their parish is situated, alongside any current identifiable Indigenous community, ministry or other significant matters of Indigenous concern in their area.'

Seconded and carried

13.3 Church Land Acquisitions Levy Ordinance 2022

Bishop Michael Stead moved as a procedural motion –

'Synod agrees to consider passing the Church Land Acquisition Levy Ordinance 2022 in the form attached to today's business paper and incorporating the following further amendment –

"In clause 6, omit the matter 'Archdeacon of the area (or their delegate)', and insert instead the matter, 'Archdeacon (or their delegate) of the area'."

and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

Bishop Michael Stead moved –

‘That the Church Land Acquisitions Levy Ordinance 2022 pass as an ordinance of the Synod.’

Seconded and carried

13.4 **Ministry Standards Ordinance 2017 Amendment Ordinance 2022**

Consideration of the Ministry Standards Ordinance 2017 Amendment Ordinance 2022 resumed.

Mr Easton moved –

‘That Synod resolve itself into the Synod in Committee to consider the text of the proposed ordinance.’

Seconded and carried

The text of the proposed ordinance was considered by the Synod in Committee. After consideration of the text had been completed, the Chair of Committee reported the proposed ordinance with amendments.

Mr Easton moved –

‘That the report of the Chair of Committees be adopted.’

Seconded and carried

Having been granted leave, Mr Easton moved –

‘That the Ministry Standards Ordinance 2017 Amendment Ordinance 2022 pass as an ordinance of the Synod.’

Seconded and carried

13.5 **Reportable Allegations and Convictions Ordinance 2022**

Mr Michael Easton moved –

‘That Synod agree to consider passing the Reportable Allegations and Convictions Ordinance 2022 formally.’

Seconded and carried

Mr Easton spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There were no questions.

Mr Easton moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

13.6 **Safe Ministry Board Ordinance 2001 Amendment Ordinance 2022**

Having been granted leave, Ms Nicola Warwick-Mayo moved –

'That the Safe Ministry Board Ordinance 2001 Amendment Ordinance 2022 be approved in principle in a form incorporating the following amendment –

“In the definition of ‘vulnerable person’ in clause 2 of the Schedule, omit the words ‘a child or’”.

Seconded

Ms Warwick-Mayo spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There were no questions.

The President asked –

‘Does any member wish to speak for or against the motion, or move an amendment to it?’

There was no member who wished to speak against the motion or move an amendment to it.

The motion that the ordinance be approved in principle was put and was carried.

The President asked –

‘Does any member wish to move an amendment to the text of the proposed ordinance?’

There was no member who wished to move an amendment to the text of the proposed ordinance.

Ms Warwick-Mayo moved –

‘That the Safe Ministry Board Ordinance 2001 Amendment Ordinance 2022 pass as an ordinance of the Synod.’

Seconded and carried

13.7 **Ministry Standards and Safe Ministry Amendment Ordinance 2022**

Ms Nicola Warwick-Mayo moved –

‘That Synod agree to consider passing the Ministry Standards and Safe Ministry Amendment Ordinance 2022 formally, in a form incorporating the following amendment –

“Omit paragraph 2(o)”.

Seconded and carried

Ms Warwick-Mayo spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There were no questions.

Ms Warwick-Mayo moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

13.8 **Standing Committee Ordinance 1897 and Synod Membership Ordinance 1995 Amendment Ordinance 2022**

Having been granted leave, Bishop Michael Stead moved –

‘That Synod agree to consider passing the Standing Committee Ordinance 1897 and Synod Membership Ordinance 1995 Amendment Ordinance 2022 formally, in a form incorporating the amendments shown in marked form on today’s business paper.’

Seconded and carried

Bishop Stead spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There was a time for questions.

Bishop Stead moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

13.9 **General Synod – Episcopal Standards (Child Protection) (Amendment) Canon 2022 Adopting Ordinance 2022**

Mr Garth Blake AM SC moved –

‘That Synod agree to consider passing the General Synod – Episcopal Standards (Child Protection) (Amendment) Canon 2022 Adopting Ordinance 2022 formally.’

Seconded and carried

Mr Blake spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There were no questions.

Mr Blake moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

13.10 **Accessibility Guidelines**

The Rev Dr Andrew Errington moved –

‘Synod, noting the Accessibility Guidelines produced by Dr Louise Gosbell and the Social Issues Committee –

- (a) gives thanks for the work of all those involved in developing the Accessibility Guidelines,
- (b) encourages Parish Councils to give consideration to the Guidelines in order to make their parish a welcoming and accessible place for all of the community.’

Seconded and carried by acclamation

Adjournment

At 9.28 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm tomorrow.’

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod's proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

14 September 2022

52nd Synod of the Diocese of Sydney

Third Session

Minutes of Proceedings of the Synod for Wednesday 14 September 2022

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Prayers were read by Archdeacon Simon Flinders.

3. Bible study

Bishop Jay Behan led the Bible study.

4. Minutes

The President signed the minutes for Tuesday 13 September 2022.

5. Further answer to a question asked in accordance with Standing Order 6.3(2)(a)

5.1 Long leases of Real Property

Mr Peter M G Young asked the following question –

- (a) How many long leases of real property of twenty-five (25) years or more have been granted by the Anglican Church Property Trust of Sydney in the past ten (10) years?
- (b) Where are they located?
- (c) To whom have they been granted?

To which the President replied –

In addition to the answer given yesterday, I am informed that there is an additional long term lease between ACPPT as trustee for St Andrew's Cathedral and St Andrew's Cathedral School over the ground floor and mezzanine level of the Chapter House, and the atrium between the Chapter House and the Cathedral that was granted in 2019 and concludes in 2059 (assuming two 5 year options at the tail of the lease are exercised by the School).

Under the arrangement, there is a licence back which permits the Cathedral to use the premises from 7.00 am to 10.00 pm every Sunday, Good Friday, Christmas Eve and Christmas Day, and other times agreed in writing between SACS and the Cathedral.

6. Answers to Questions

6.1 Parish statistics for 2010 to 2021

The Rev Dr Raj Gupta asked the following question –

For each year, 2010-2021, what is –

- (a) Total parish adjusted net operating receipts

- (b) Total parish offertories
- (c) Total average attendance
- (d) Total number of licensed clergy

To which the President replied –

I am informed that the answer is as follows –

The answer is shown in tabular form and will be available on the notice board in the foyer.

	(a) NOR	(b) Offertories	(c) Attendance	(d) Licensed clergy
2021	\$122.8m	\$114.4m	Not available*	723
2020	\$136.6m	\$108.9m	46031	714
2019	\$122.9m	\$111.2m	45853	695
2018	\$116.9m	\$107.5m	46608	697
2017	\$112.5m	\$108.7m	47063	710
2016	\$110.0m	\$103.4m	47023	678
2015	\$104.2m	\$97.3m	48554	684
2014	\$101.2m	\$93.0m	47868	713
2013	\$95.4m	\$87.6m	46896	649
2012	\$92.8m	\$88.1m	47221	618
2011	\$88.8m	\$80.9m	46983	612
2010	\$83.2m	\$74.7m	47256	656

* 48 parishes have not submitted their data and are being followed up.

6.2 Office bearers of the Diocese of the Southern Cross

Mrs Paula Turner asked the following question –

Clause 6(1) of the Synod Membership Ordinance 1995, states that: Each Parochial Representative, alternate for a Parochial Representative, Nominated Layperson and lay Nominated Indigenous Representative must sign the following declaration prior to notice of his or her election or appointment being given under this Ordinance to the Registrar – “I, the undersigned A.B., do declare that I am a communicant member of the Anglican Church of Australia and not a member of any other Church.”

Noting the requirement to not be a member of any other church, and that a member of the synod must be a member of the Anglican Church of Australia; and that GAFCON Australia, the primate and our Archbishop of Sydney have all acknowledged that the Diocese of the Southern Cross is not part of the Anglican Church of Australia, will the President confirm that any persons who are listed as Directors, Board Members, Secretaries and Employees of the Diocese of the Southern Cross, have been advised that they are ineligible to be a Parochial Representative, alternate for a Parochial Representative, Nominated Layperson and lay Nominated Indigenous Representative in the Synod of the Diocese of Sydney, Anglican Church of Australia? If not, why not?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under rule 6.3(4) of the Synod standing orders as it seeks a legal opinion.

Nevertheless, it may be helpful to point out that holding a position of employment or an office in a body of another church does not make a person a member of that church.

6.3 Palliative Care

Professor Penelope Coombes asked the following question –

We have left no stone unturned in broadcasting our opposition to voluntary assisted dying and made it clear to all we are not for turning.

But what for palliative care?

I was delighted to read in Book 2 page 118

“We must be vigilant to maintain an emphasis on palliative care so that people can have quality to the end of their lives.”

But is there a compelling plan and vision for palliative care?

To which the President replied –

The answer to this question is still being worked on and will be provided to Synod next week.

6.4 **Timetable for Synod Business**

Professor Bernard Stewart asked the following question –

Given my understanding of advice provided, that the ‘Timetable for Synod Business’ is not a summation of the outcome from relevant procedural motions, but replaces the need for such procedural motions, is it appropriate, and in keeping with Standing Orders, that a procedural motion to adopt the Timetable be considered on the first day of business of any Synod session?

In respect of current practice of according priority to certain motions via the Timetable, who determines which motions are so listed and are determinations in relation to particular motions (a) explained and justified, and (b) subject to challenge under current practice?

If the answer to either (a) or (b) is ‘No’, please outline whether a change in current practice could be considered.

To which the President replied –

I am informed that the answer is as follows –

This question is out of order under rule 6.3(4) of the Synod standing orders as it contains an assertion.

Nevertheless, I am able to advise Synod that the Standing Committee of the Synod is tasked under clause 4(1) of the *Standing Committee Ordinance 1897*, among other things, to "make arrangements for the sessions of the Synod, and to prepare the business to be brought before the Synod, with power to propose such business as may appear to the Committee to be necessary or desirable to be brought before the Synod".

In this capacity the Standing Committee typically approves a draft business paper including the timetable and presentations at its last meeting prior to Synod, noting that the final form is settled by the Archbishop and the Diocesan Secretary.

The Synod is typically asked to consider a procedural motion on its first day noting the arrangements made by the Standing Committee as shown on the business paper including the timetable, and to agree further scheduling matters as needed. In this way, the timetable for Synod business on the first day's business paper works with relevant procedural motions to arrange and prepare the business to be brought before the Synod, which Synod may accept, amend or reject.

In the case of the current session, the Synod considered a motion at 16.2 on the business paper and amendment sheet for 12 September 2022, which noted the timetable, and agreed several other matters relating to the scheduling of Synod business as prepared by the Standing Committee at its meeting of 22 August 2022.

Synod members who wish to make changes to the proposed arrangements may seek to do so through a procedural motion or amendment to the procedural motion regarding the scheduling of business. The specific circumstances of the desired change will inform which approach is best.

6.5 Doctrine Statement on Gender Identity

The Rev Michael Turner asked the following question –

Noting the Synod resolutions of 2017, 2018 and 2019, and the Archbishop's Advice to Anglican Schools regarding matters concerning Gender Identity:

- (a) How many Anglican schools have not affirmed the Doctrine Statement AND developed publicly accessible policies consistent with the Doctrine Statement?
- (b) Where schools have not affirmed the Doctrine Statement AND not developed policies consistent with the Doctrine Statement, what is being done, and why is Synod uninformed on this matter?
- (c) Where a school or schools have developed policies and acted on those policies in direct contravention of the Synod resolutions and/or the Archbishop's Advice, what is being done, and why is Synod uninformed on this matter?
- (d) Has consideration been given to disbanding Boards where they have made policies in contravention of the Synod resolutions and Archbishop's advice? If not, why not?

To which the President replied –

The answer to this question is still being worked on and will be provided to Synod next week.

6.6 Fit-out of St Andrew's House

The Rev James Warren asked the following question –

- (a) What are the major changes?
- (b) What are the benefits to the Diocese?
- (c) When is the fit out expected to be finished?
- (d) How do the new arrangements effect members of parishes interacting with this 'new hub'?

To which the President replied –

I am informed that the answer is as follows –

- (a) The current fit-out of the level 2 diocesan offices differs in a number of significant respects to the previous fit-out of 15 years ago. It has been particularly impacted by the significant changes in work practices arising from the COVID-19 pandemic over the last 2 years.

The main differences are as follows –

- (i) The overall area of the diocesan offices has been compressed by about 20%, which will result in a more cost efficient use of diocesan office floorspace. In order to compress to this size, arrangements have been put in place between the organisations on level 2 to maximise the shared use of meeting rooms, storage and breakout facilities, and workstations.
- (ii) More flexible meeting rooms, including operable walls in some, allow a wider range of meetings and other gatherings to be accommodated in the offices – ranging from small meetings of 2 or 3 people up to large functions of up to 100 people, reducing external hiring expenses.
- (iii) The staff breakout area in the offices is designed to serve as a "diocesan hub" which rectors, members of diocesan organisations and, in due course, others will be welcome to use as a place in the CBD to meet others, have a cup of coffee, use recharge points and take a break between meetings. It is expected that the diocesan hub will be formally launched at the beginning of next year.
- (iv) Meeting rooms will also be made available to be booked at significantly discounted rates for use by diocesan and affiliated organisations to ensure any excess capacity of these facilities is well used.
- (v) In conjunction with the physical fit-out, a significant amount of work has been undertaken to bring the diocesan offices together under the "Sydney Anglicans" banner. This is a work in progress but is intended to present to diocesan staff a common purpose for their work and to present to those served by diocesan staff a more seamless experience of their interactions with them. Initiatives to this end

include joint staff events and training, a joint values statement, and a move to adopt joint HR and other operational policies across level 2.

- (b) The principal benefits for the diocese of the new fit-out are largely an outworking of the matters mentioned in part (a) of this answer.
- (c) The fit-out is expected to largely be completed by the end of September.
- (d) The Diocesan hub (mentioned in part (a)(iii) of this answer) will initially be open to rectors of parishes and their guests (who will often be others from their parish). It is desired to extend “hub membership” to other parish officers in their own right, once capacity issues and usage are assessed.

6.7 Comparative statistics on parishes

Mr James Flavin asked the following question –

- (a) For the most recent year where this data is available, and for a year around 2000 where this data is similarly available:
 - (i) How many people hold a licence from the Archbishop for parochial ministry within our Diocese?
 - (ii) How many people attend Sydney Anglican Churches?
 - (iii) The sum of net receipts of parochial units across the Diocese?
- (b) For the two years selected, is there any factor that would make the data atypical, such as the Pandemic?

To which the President replied –

I am informed that the answer is as follows –

- (a) There is data available for the year 2008 and 2020:
 - (i) Licensed clergy were 642 in 2008 and 712 in 2020.
 - (ii) Licensed or authorised lay people were 240 in 2008 and 492 in 2020.
 - (iii) Church attendance in 2008 was 45,695 and in 2020 was 46,031.
 - (iv) Net operating receipts were \$75.1m in 2008 and \$122.8m in 2020.
- (b) The data was atypical in 2008 due to the Global Financial Crisis. It was also atypical in 2020 for reason of the COVID-19 pandemic and not the average of four dates as in 2008.

6.8 Ministry Standards Ordinance

The Rev Mike Doyle asked the following question –

- (a) When was the Ministry Standards Ordinance introduced, and how many times, and when, has it been reviewed?
- (b) Who was the chair, and who were the committee members who served on each of these occasions?

To which the President replied –

I am informed that the answer is as follows –

- (a) The ordinance commenced on 1 November 2017. It was reviewed in 2018, 2019 and also in the lead up to this 2022 session of Synod.
- (b) The Committee for these reviews was composed of Mr Michael Easton (Chair), Mr Garth Blake AM SC AO, Mr Lachlan Bryant, the Rev Mark Charleston, Mr Doug Marr, the Rev Tom Hargreaves, the Rev Craig Schafer and the Rev Mamie Long.

Ms Vikki Napier and I became members of the Committee in the middle of 2020. Mr Doug Marr resigned from the Committee upon his retirement as Diocesan Registrar towards the end of 2021.

The Committee has been assisted at various times by the Rev Jennie Everist and Ms Elenne Ford.

6.9 Preparation for ordination

The Rev Mike Doyle asked the following question –

What is the estimated typical financial cost born by the diocese and the candidate to prepare someone for ordination? Please include the opportunity cost in lost wages.

To which the President replied –

I am informed that the answer is as follows –

There are too many variables to give an accurate figure on the cost of preparing someone for ordination as a deacon (especially with opportunity costs). However, the costs involved in the discernment and development process for ordination as a deacon include:

Firstly, the cost of the candidate comprises theological education at Moore or Youthworks College (offset by AUSTUDY benefits). Moore College tuition is approximately \$22,000 per annum and accommodation \$15,000 – 20,000 per annum.

Secondly, the cost to the Diocese include:

- (a) Ministry Training & Development staffing, which is 2.3 full time equivalent staff
- (b) Moore College candidates' conferences, run in the final two years of college at approximately \$400 per person.
- (c) Deacon's retreat prior to ordination at approximately \$200 per person.
- (d) Psychological assessment at \$990 per assessment
- (e) Ordination Panel's time in preparing and conducting interviews
- (f) Ordination chaplain's time in meeting with candidates
- (g) Rectors (or supervising ministers) time in training and developing the candidate

6.10 People in Holy Orders

The Rev Mike Doyle asked the following question –

- (a) How many people have left Holy Orders in the last 5 years?
- (b) Of those, how many have been deposed from the exercise of their Holy Orders?
 - (i) Of those deposed, how many were deposed following allegations of sexual misconduct involving a minor?
 - (ii) Of those deposed, how many were deposed following allegations of sexual misconduct not involving a minor?
 - (iii) Of those deposed, how many were deposed following allegations of bullying or similar behaviour?

To which the President replied –

I am informed that the answer is as follows –

- (a) 6.
- (b) None. The Holy Orders were relinquished in each instance.

6.11 Parochial Team Ministry

The Rev Mike Doyle asked the following question –

Over the last 5 years, after hearing allegations of sexual misconduct not involving a minor or bullying (or similar) by ordained clergy:

- (a) Has any Bishop suggested or encouraged the subject of the complaint to resign from their position?
- (b) If so, how many times has this occurred?
- (c) How many clergy members have resigned following such an encouragement?
- (d) Where the clergy member resigned, were they removed from Holy Orders? If not, why not?

- (e) If the clergy member resigned, was the matter reported to the PSU?
- (f) If the matter was not reported to the PSU, why not?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes
- (b) Once
- (c) None
- (d) Not applicable
- (e) Not applicable
- (f) Not applicable

6.12 Stipend Continuance plan for Assistant Ministers

The Rev Mike Doyle asked the following question –

In the Report of the Standing Committee (item 3.14), the Standing Committee has reduced Stipend Continuance plan for assistant ministers to only 5 years of coverage, whilst continuing to cover Senior Ministers until they are 65 –

- (a) Other than financial, what other things were considered in making this decision?
- (b) How many Assistant Ministers have made claims on this insurance over the last 5 years?
- (c) How many Senior Ministers have made claims on this insurance over the last 5 years?
- (d) Are Assistant Ministers less likely to suffer a workplace injury than Senior Ministers?
- (e) Other than financial, on what basis was it decided that Assistant Ministers need less coverage than Senior Ministers?

To which the President replied –

I am informed that the answer is as follows –

- (a) Other than financial, the other consideration for a difference between the benefit period applying for a rector compared with that for an assistant minister is the different terms of each type of licence.

A rector's licence is open ended, meaning he has tenure.

By comparison the Assistant Ministers Ordinance 2017 provides a mechanism by which an assistant minister's appointment can be ceased even before the expiry of the licence, which itself is usually for a term less than 5 years.

- (b) 18
- (c) 16
- (d) No answer can be given to this question. It would require an assessment of the claims history by an actuary.
- (e) The financial impact was the only driver in the decision for the changes to the Stipend Continuance Plan.

6.13 Survey regarding the ACPT

Canon Alistair Seabrook asked the following question –

- (a) When did the SDS or Standing Committee last conduct a survey of parishes and organisations regarding their experience of working with ACPT?
- (b) Where are the results of that survey available for members of Synod to view?
- (c) Are there any plans to conduct such a survey in the near future?

To which the President replied –

I am informed that the answer is as follows –

- (a) As far as can be ascertained, neither SDS nor the Standing Committee has ever surveyed parishes or organisations specifically about their experience of working with the ACPT.

However, in 2019 SDS conducted an extensive “parish pain-points” survey which asked parishes to identify those areas of administration which cause them greatest difficulty and to make suggestions for what might be done to address those issues.

- (b) Any Synod member who wishes to see the feedback from the 2019 “parish pain-points” survey can do so by contacting the SDS CEO.
- (c) There are no plans to conduct in the near future a survey specifically about the experience of parishes and organisations of working with the ACPT.

However, SDS intends surveying a sample of parishes annually over the next 3 years as a means of assessing progress in achieving its strategic goal of increasing parish engagement with SDS as a valued partner in mission.

6.14 **Anglican Church Property Trust**

Canon Alistair Seabrook asked the following question –

In the past two years how many parishes and organisations have raised concerns with the Archbishop, bishops or archdeacons regarding the work of the ACPT?

To which the President replied –

I am informed that the answer is as follows –

There have been three complaints, although from time to time parishes have expressed frustration regarding their dealings with the ACPT.

Of course, this needs to be balanced with the parishes who have reported their appreciation in their dealings with the ACPT.

6.15 **Synod questions**

Mr Chris Pettett asked the following question –

My question concerns the purpose and intent of Synod members asking questions as per standing order 6.3.

Can the Archbishop please issue a memorandum to diocesan organisations to assist them around the purpose, intent, responsibilities, and procedures Synod members have in asking questions through the Synod of these organisations, especially in light of his encouraging remarks around questions asked by members of Synod?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under rule 6.3(4) of the Synod standing orders as it contains inferences and imputations.

The rules and procedures for asking and answering questions are set out in rule 6.3 of the Synod standing orders. The CEOs of a number of diocesan organisations are members of the Synod and are familiar with this aspect of the Synod’s business. Furthermore, the staff of SDS who manage the process will often provide an explanation when seeking information from representatives of diocesan organisations.

However, if the Synod considers more is required and was to ask the Archbishop to take any particular action, I anticipate he would give the Synod’s request due consideration.

6.16 **The King’s School**

Mr Chris Pettett asked the following question –

My question relates to the circumstances surrounding the Department of Educations' (both Commonwealth and NSW) recent correspondence to The King's School about their concerns of recurrent use of government funding under the Education Act and it is in a number of parts –

- (a) When did the Commonwealth Department of Education communicate to the School regarding the Department's concerns of recurrent use of government funding under the Education Act? What was the date?
- (b) When did the NSW Department of Education to the School regarding similar concerns? What was the date?
- (c) Could the School please disclose to the Synod the contents of the letter sent by the Commonwealth Department of Education?
- (d) Could the School please disclose to the Synod the contents of the letter sent by the NSW Department of Education?
- (e) Are these correspondences referred to previously either privileged or confidential?
- (f) What has been the lessons learnt for the School and the School's Council in responding to this matter that could benefit and edify the Synod and other Diocesan organisations?
- (g) Was there anything reported publicly, whether through the media or other channels, that the School wish to correct the record on regarding this and related matters?
- (h) Does the Headmaster retain the confidence of the School's Council?
- (i) Does the School's Council retain the confidence of the Archbishop?
- (j) What could members of Synod pray for The King's School with regard to it ministry?

To which the President replied –

The answer to this question is still being worked on and will be provided to the Synod next week.

6.17 Lessons from the New Capital Project

The Rev David Clarke asked the following question –

As we seek to identify surplus ministry assets to fund the purchase of new ministry sites in South West Sydney –

- (a) Which committees, task forces or other bodies have reviewed the failures of the New Capital Project undertaken 2004-2006 which according to synod reports cost \$833,576 but raised negligible funds for new sites?
- (b) What lessons have been learnt so we do not repeat these mistakes?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under rule 6.3(4) of the Synod standing orders as it contains assertions.

Nevertheless:

- (a) No reviews have been undertaken.
- (b) Not applicable.

The Synod received a final report on the New Capital Project in 2006 which outlines the key lessons learned from the project. This report is available in the Supplementary Report of the Standing for the 2006 session of Synod which is accessible on the SDS website.

6.18 Average church attendance

The Rev Zac Veron asked the following question –

- (a) How many people in total attended a Sydney Anglican church on any one Sunday, as an average expressed over a calendar year of attendance, and excluding periods of lock-down of society, in 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2010, 2009, 2008, 2007, 2006, and 2005?
- (b) If any figure for any one of these years is unknown, why is that so?

To which the President replied –

I am informed that the answer is as follows –

- (a) The answer to part (a) of the question (excluding 2007 and prior years) is shown in tabular form and will be available on the notice board in the foyer.

	ADULT ATTENDANCE ON A SUNDAY
2008	4,3231
2009	4,4461
2010	4,4959
2011	4,4487
2012	4,4508
2013	4,4440
2014	4,5362
2015	4,5946
2016	3,3456
2017	4,4493
2018	3,8014
2019	4,3885
2020	4,4059

- (b) The figures from 2008 onwards are easily accessible. Data for 2007, 2006 and 2005 is not easily accessible within the timeframe. Data for 2021 is not available as 48 parishes have not submitted their attendances and are still being followed up.

6.19 Translation of Safe Ministry material

The Rev Dr Brian Tung asked the following question –

- (a) What steps have been taken to translate the safe ministry essential and safe ministry refresher online material into languages other than English?
- (b) If the material has not been translated, what are the plans to translate the material and to support Anglican congregations and ministries that use languages other than English?

To which the President replied –

I am informed that the answer is as follows –

- (a) Some steps have been taken to translate the safe ministry training course materials and different approaches have been attempted, including self-paced training, spoken assistance and closed captions.

However, there are challenges: a lack of resources to fund the work; the need to regularly maintain the course materials due to changes in law, ordinance or church processes; and the difficulty of finding appropriately skilled people to translate and present the material.

- (b) The Professional Standards Unit is aware of the need to make the safe ministry training course materials more accessible to those who speak a language other than English (as well as others who may have learning difficulties with the current material).

However, working out the best solution is not easy given the challenges, and a one-size-fits all approach may not be effective. Further progress may require a conversation with the relevant parties but the current lack of resources will make it difficult to take additional steps.

7. Questions

Questions were asked by the following members –

- (1) The Rev Dr Raj Gupta
- (2) The Rev Dr Raj Gupta
- (3) The Rev Dr Matthew Wilcoxon
- (4) Mr Robert Gifford
- (5) Mr Craig Moore
- (6) The Rev Dr Michael Jensen

- (7) Mrs Kim Hinkley
- (8) The Rev Martyn Davis
- (9) The Rev Dr Rich Wenden

8. Notices of Motions

Notices of motions were given by the following members –

- (1) The Rev Chris Braga
- (2) The Rev Andrew Barry
- (3) Mr Tristan Anlezark
- (4) Mrs Nicky Fortescue
- (5) The Rev Craig Hooper
- (6) The Rev Jason Veitch
- (7) The Rev Jason Veitch
- (8) Dean Sandy Grant

9. Procedural motions from members

9.1 Arrangements for the consideration of the motion concerning First Nations Voice

Having been granted leave, Mr Daniel Glynn moved as a procedural motion –

‘Synod agrees to consider the motion at M50 (First Nations Voice) immediately following the motion at M18 (Financial support for the Diocese of Bathurst), during this evening’s session.’

Seconded and carried

10. Calling of motions

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or those motions to be considered at a time determined by the President.

10.1 Arrangements for consideration of business from the Order of Business Committee

Mr Daniel Glynn moved –

‘Synod agrees to schedule the following matters for consideration on Tuesday 20 September 2022 as shown on the timetable, unless passed previously during the calling of motions –

- (a) M40: Review of governance principles in diocesan schools,
 - (b) M41: Support and encouragement for the Heads of schools,
 - (c) M42: Diocesan support for the development of missional leaders and excellent educators in Anglican Schools,
 - (d) M48: Request to appoint a diocesan educational representative,
 - (e) M49: Establishment of an Education Committee, and
- and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

10.2 Holding surplus ministry assets in trust for the purposes of the Diocese

Bishop Michael Stead moved –

‘Synod, noting the report “Holding surplus ministry assets in trust for the purposes of the Diocese”, endorses the Standing Committee policy on Variations of Trusts after Parish Amalgamation, subject to paragraph 3 of the draft policy being changed to read –

“For all proposed amalgamations, parishes should prepare a ‘ministry and evangelism plan’ (MEP). The MEP should articulate how the church / residences / other property of the combined parish will be used to support the ministry of the parish. In addition, where the ministry activity in one or more of the ministry sites had declined such that the local offertories are below the Net Operating Receipts threshold for ongoing viability, the ministry and evangelism plan must include measures which have the potential to revitalise ministry, including a weekly service, at the site/in the former parish, unless scenario 4 below is considered the appropriate path forward. The ACGC should also prepare a report considering the reasonable property needs of the area weighed against the reasonable property needs elsewhere in the Diocese. The Regional Council should not proceed with an amalgamation unless the MEP is approved by the Regional Bishop.”.

Seconded and carried

11. Procedural motions from members

11.1 Arrangements concerning a video presentation regarding the Synod in the Greenfields

Having been granted leave, Bishop Michael Stead moved as a procedural motion –

‘Synod agrees that, immediately following the calling of motions, a video presentation of 3 minutes duration be given regarding the Synod in the Greenfields event held on 10 September 2022.’

Seconded and carried

12. Calling of motions

The calling of the motions continued.

12.1 Charity between Anglicans

Professor Bernard Stewart AM moved –

‘As Anglicans in Australia continue to be tragically divided over the biblical teaching on marriage, gender, and sexuality, Synod calls on all Sydney Anglicans to seek at all times to strive to speak the truth in love (Eph 4:15) in all contexts, especially in the present circumstances within the Anglican Church of Australia.’

Seconded and carried

12.2 Review of governance principles in diocesan schools

The Rev Roger Fitzhardinge moved –

‘Synod gives thanks for the Archbishop’s confidence in the SHORE School Council, the Council’s governance review, and commends the ongoing work of the Governance Policy Review Committee.’

Seconded and carried

12.3 Diocesan support for the development of missional leaders and excellent educators in Anglican Schools

Mrs Nicola Fortescue moved –

‘Acknowledging the enormous missional task before us, the increasing population of our Diocese, and the need for even more schools in the coming generations, Synod requests

the Standing Committee to prepare a report for the next Synod, outlining ways the Diocese can support the recruitment and development of outstanding Christian missional leaders who are excellent educators.'

Seconded and carried

12.4 **Synod in the Greenfields of the Northwest of Sydney**

Mrs Patricia Jackson moved –

'Given the great success of the Greenfields visit on the first day of Synod 2022 in moving us to see what is happening in the Southwest, Synod requests that we duplicate this visit next year for the Greenfields of the Northwest of Sydney.'

Seconded and carried

12.5 **Request to appoint a diocesan educational advisor**

Bishop Chris Edwards moved –

'This Synod requests the Standing Committee to take whatever steps may be necessary to ensure the appointment of a suitable person who is qualified in –

- (a) educational philosophy,
- (b) educational practice, and
- (c) educational leadership,

to advise and represent the Diocese in matters relating to education and to provide annual reports to the Synod on the status of Anglican Education in the Diocese.'

Seconded and carried

12.6 **Establishment of an Education Committee**

Having been granted leave, Mr Peter Fowler moved –

'In light of the termination of EdComm and in the absence of any diocesan body to undertake the important work of resourcing and advocacy for and oversight of education in the Diocese, this Synod requests the Standing Committee to establish a suitably qualified committee to bring to the next Synod –

- (a) a clear diocesan statement on what Reformed Anglican Education is,
- (b) a report on what initial and ongoing training in the fundamentals of Anglican Education is currently available for school governors,
- (c) recommendations for a specific program for school chaplains and Religious Education teachers, and
- (d) recommendations for ongoing in-service programs on the application of Christian principles to education as a requisite for practicing teachers (which may form part of teacher registration).'

Seconded and carried

13. **Presentation regarding Synod in the Greenfields**

A video presentation was given regarding the Synod in the Greenfields event held on 10 September 2022.

14. **Procedural motions from members**

14.1 **Arrangements for the display of a web address**

Having been granted leave, the Rev Dominic Steele moved the following procedural motion –

'Synod agrees that the web address, at which Synod members may download the video just presented, may be displayed on the screen.'

Seconded and carried

15. Motions

15.1 Withdrawal from fellowship in national or provincial contexts

The Rev Dr Mark Earngey moved –

'The Synod of the Diocese of Sydney notes with godly grief the deep breach of fellowship in our church exposed at the eighteenth session of General Synod on matters of doctrine and human sexuality, and –

- (a) recognises that as a consequence the Archbishop of Sydney, along with the assistant bishops, may choose to withdraw from fellowship in particular national or provincial church contexts, and
- (b) recommends that the Archbishop, with the assistant bishops, engage other orthodox bishops and convene a meeting with a view to how they may act in concert with one another in response to the broken fellowship.'

Seconded

The Rev Michael Armstrong moved as an amendment –

'Amend the motion as follows –

- (a) in the opening stanza –
 - (i) omit the words "breach of fellowship" and insert instead the words "theological differences", and
 - (ii) omit the words "our church" and insert instead the words "the Anglican Church of Australia",
- (b) in paragraph (a) –
 - (i) omit the words "recognises that as a consequence" and insert instead "encourages",
 - (ii) omit "may choose to withdraw from fellowship in" and insert instead "to continue in godly conversations and engagements that reveal the costly and sacrificial love of our Lord as they continue to raise deep theological concerns in", and
- (c) in paragraph (b) –
 - (i) insert "of the Anglican Church of Australia" after "orthodox Bishops", and
 - (ii) omit "in response to the broken fellowship".'

Seconded

The Rev Chris Braga moved as a procedural motion –

'That subparagraph (a)(ii) of Mr Armstrong's amendment be put separately.'

Seconded and carried

The President asked if the matter had been sufficiently debated, and the majority answered in the affirmative.

Subparagraph (a)(ii) of Mr Armstrong's amendment was put and carried.

The remainder of Mr Armstrong's amendment was put and was not carried.

Mr Armstrong moved as a procedural motion –

'That a secret ballot by Houses be taken on Dr Earngey's motion'.

8 members stood in their place to request the vote be taken by secret ballot by Houses.

Dr Earngey's motion, as amended, was taken by secret ballot by Houses.

Prior to the notice of the result of the vote by secret ballot by Houses, the Synod adjourned this matter.

Adjournment

At 5.46 pm, Archdeacon Simon Flinders moved –

'That the Synod adjourn and resume at 7.00 pm tonight.'

Seconded and carried

Resumption

The Synod resumed at 7.00 pm.

16. Mission Hour

Bishop Malcolm Richards and the Rev Alan Lukabyo led Mission Hour.

The presentation included the following –

- Mr Lukabyo shared reflections and videos regarding the Sydney Diocese's partnership with the Anglican Church in Madagascar through Anglican Aid, the Work Outside the Diocese Committee and the Centre for Global Mission (Moore College)
- Mr Lukabyo introduced a video of the Rev Berthier Lainirina who addressed Synod in 2019 and is now the Principal of St Patrick's Bible College in the Diocese of Toliara
- Bishop Richards introduced and interviewed the Rev Wilston Trin from the Diocese of Kuching, Malaysia. Bishop Richards led the Synod in prayer for Mr Trin
- The Rev Dr Bill Salier shared about the work of the Gafcon Theological Education Network
- Bishop Richards introduced a video of Bishop Alfred Olwa, from the Diocese of Lango, Uganda.

Following the presentations, Bishop Richards led the Synod in prayer for the continuing mission of the gospel.

17. Results of vote by secret ballot

17.1 Withdrawal from fellowship in national or provincial contexts

The results of the secret ballot were announced as follows –

	Lay	Clergy	Total
For	269	186	455
Against	65	16	81
Informal	2	1	3

Dr Earngey's motion was therefore carried, as amended, in the following form –

'The Synod of the Diocese of Sydney notes with godly grief the deep breach of fellowship in the Anglican Church of Australia exposed at the eighteenth session of General Synod on matters of doctrine and human sexuality, and –

- (a) recognises that as a consequence the Archbishop of Sydney, along with the assistant bishops, may choose to withdraw from fellowship in particular national or provincial church contexts, and
- (b) recommends that the Archbishop, with the assistant bishops, engage other orthodox bishops and convene a meeting with a view to how they may act in concert with one another in response to the broken fellowship.'

18. Presentation regarding Diocese of Bathurst

The President welcomed the Bishop of Bathurst, the Rt Rev Mark Calder.

Bishop Calder gave a presentation, and introduced a video, regarding the Diocese of Bathurst.

Bishop Chris Edwards led the Synod in prayer for the work of Bishop Mark Calder and the Diocese of Bathurst.

19. Motions

19.1 Financial support for the Diocese of Bathurst

Bishop Michael Stead moved –

'Synod agrees in principle to provide financial support of \$250,000 per year towards the costs of a Bishop and his registrar for the Anglican Diocese of Bathurst for a period of six years from 2025, subject to the Bishop of Bathurst during that time having the written support of the Archbishop of Sydney.'

Seconded and carried by acclamation

20. Procedural motions from members

20.1 Notice of procedural motion to recommit the motion concerning Synod in the Greenfields of the Northwest of Sydney

Having been granted leave, Bishop Michael Stead gave notice of the following procedural motion –

'That the Synod agree to recommit consideration of the motion regarding Synod in the Greenfields of the Northwest of Sydney, passed in the calling of motions on 14 September 2022, and suspends so many of the Standing Orders as may prevent this.'

Seconded and carried

20.2 Further arrangements for consideration of motion concerning First Nations Voice

Archdeacon Simon Flinders moved as a procedural motion -

'Synod, noting the goodwill of the mover of the motion at M50 (First Nations Voice), Ms Larissa Minniecon, agrees to consider that motion in the following amended form (with amendments shown in tracked form on the screen) –

"Synod of the Diocese of Sydney, perceiving the opportunity for all Australians to contribute to a matter of national importance –

- (a) welcomes the conversation regarding the establishment of a First Nations Voice enshrined in the Constitution, recognising this conversation to be an essential step in reconciliation with Aboriginal and Torres Strait Islander peoples, perceiving this conversation to relate to the social, spiritual, and economic wellbeing of Aboriginal and Torres Strait Islander peoples, and believing this conversation will empower Aboriginal and Torres Strait Islander people to create a better future for their communities to flourish,

- (b) commits to learning more, and educating all Anglicans, about the Voice '*From the Heart*', and
- (c) encourages church members to give generous consideration to the case to vote 'Yes' to the referendum question of whether the Constitution should establish a First Nations Voice, once the details have been made clear."

and suspends so many Standing Orders as would prevent these arrangements.'

Seconded and carried

21. Motions

21.1 First Nations Voice

Ms Larissa Minniecon moved –

'Synod of the Diocese of Sydney, perceiving the opportunity for all Australians to contribute to a matter of national importance –

- (a) welcomes the conversation regarding the establishment of a First Nations Voice enshrined in the Constitution, recognising this conversation to be an essential step in reconciliation with Aboriginal and Torres Strait Islander peoples, perceiving this conversation to relate to the social, spiritual, and economic wellbeing of Aboriginal and Torres Strait Islander peoples, and believing this conversation will empower Aboriginal and Torres Strait Islander people to create a better future for their communities to flourish,
- (b) commits to learning more, and educating all Anglicans, about the Voice '*From the Heart*', and
- (c) encourages church members to give generous consideration to the case to vote 'Yes' to the referendum question of whether the Constitution should establish a First Nations Voice, once the details have been made clear.'

Seconded

The Rev David Clarke moved as an amendment –

Omit all the matter in paragraph (c) and insert instead the matter –

- '(c) respectfully requests the Sydney Anglican Indigenous People's Ministry Committee, in dialogue with the Social Issues Committee, to –
 - (i) discuss as a matter of urgency the question of a constitutionally enshrined Voice to Parliament and the establishment of a Makarrata Commission, and
 - (ii) report back their reflections and recommendations to Synod members in the first half of 2023, prior to the Federal Government's referendum,
 and requests the Synod Secretary to facilitate the distribution of this material in a timely manner.'

Seconded

The amendment of Mr Clarke was not carried.

The motion was carried without amendment.

22. Presentation regarding Anglicare Sydney

Mr Simon Miller gave a presentation regarding the work of Anglicare Sydney.

Mr Miller led the Synod in prayer for Anglicare Sydney.

Adjournment

At 9.31 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm Monday 19 September 2022.’

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod's proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

19 September 2022

52nd Synod of the Diocese of Sydney

Third Session

Minutes of Proceedings of the Synod for Monday 19 September 2022

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Dr Laurie Scandrett led the Synod in prayer for Mr Stephen Hodgkinson.

Prayers were read by Archdeacon Kara Hartley.

3. Bible study

Bishop Jay Behan led the Bible study.

4. Minutes

The President signed the minutes for Wednesday 14 September 2022.

5. Answers to Questions asked in accordance with Standing Order 6.3(2)(a)

5.1 Development of the new Archbishop's Residence

The Rev Dr Antony Barraclough asked the following question –

Could the Archbishop inform the Synod of the progress in the construction and expected availability of the new Archbishop's residence in Catherine St. Forrest Lodge?

To which the President replied –

I am informed that the answer is as follows –

This question will be answered orally and with a short video that will be played at the same time. The video will show a time-lapse of the building works, followed by a graphical representation of the finished works.

As previously reported to Synod, the Endowment of the See (EOS) Corporation acquired land opposite Sydney University for the construction of facilities to be used by the Archbishop. The main feature of the property is a modern residence for the Archbishop and his family. The site will include accommodation, parking for guests and a ministry facility for meetings and to entertain larger groups of people.

Unfortunately, the building work has been delayed by extended periods of rain and the impacts of COVID. It is anticipated that the work will be completed by the end of 2022 but this is largely dependent upon the availability of the necessary joinery. The EOS Corporation is currently finalising the selection of furniture to be procured from the former Bishops Court at Darling Point and will ensure there is an appropriate balance of historical and modern items at the new property. I am confident the site will support a wide range of episcopal and other ministry for decades to come.

My wife and I greatly appreciate the kindness of Dean Sandy Grant and the Cathedral Chapter for allowing us to remain in the Deanery until the time comes for us to move to the new residence for the Archbishop.

6. Answers to Questions asked on Tuesday 13 September

6.1 Palliative care

Professor Penelope Coombes asked the following question –

Book 2 Page 118.

We have left no stone unturned in broadcasting our opposition to voluntary assisted dying and made it clear to all we are not for turning.

But what for palliative care?

I was delighted to read in Book 2 page 118

“We must be vigilant to maintain an emphasis on palliative care so that people can have quality to the end of their lives.”

But is there a compelling plan and vision for palliative care?

To which the President replied –

I am informed that the answer is as follows -

There are many faith-based and more particularly Christian providers of health services and aged care that have both deep and sustained practices providing excellent palliative care. Anglicare, the diocesan organisation charged with the provision of aged care, is numbered among them.

Anglicare’s care philosophy - *Rhythm of Life* - is grounded in the truths that every life is created in the image of God, is precious and has an innate dignity. It is committed to life affirming and enriching care at all stages including at the end of life through palliative care. This care is not limited to patients but extends as appropriate to their immediate family members and others.

Anglicare’s holistic model of palliative care for patients is delivered through Palliative Care Nurse Practitioners, Clinical Nurse Consultants and Clinical Educators, Chaplains, and Pastoral Carers. This occurs both in Residential Care and alongside clients in their own homes through Anglicare’s At Home services.

It seeks to reduce suffering through early identification, assessment and interventions to address pain, and promotes an open approach to discussions of death and dying between the resident, their family and Anglicare’s care team.

Anglicare’s aim is to ensure the people in its care are able to live full lives on this earth until God takes them home. It continues to build flexibility in its palliative care model to meet individual needs to offer a better alternative as people approach death.

The newly established Archbishop’s Working Group on Voluntary Assisted Dying will provide the Archbishop and other relevant Diocesan bodies, including Anglicare with appropriate advice and direction on these matters.

6.2 The King’s School

Mr Chris Pettett asked the following question –

My question relates to the circumstances surrounding the Department of Educations’ (both Commonwealth and NSW) recent correspondence to The King’s School about their concerns of recurrent use of government funding under the Education Act and it is in a number of parts:

- (a) When did the Commonwealth Department of Education communicate to the School regarding the Department's concerns of recurrent use of government funding under the Education Act? What was the date?
- (b) When did the NSW Department of Education to the School regarding similar concerns? What was the date?
- (c) Could the School please disclose to the Synod the contents of the letter sent by the Commonwealth Department of Education?
- (d) Could the School please disclose to the Synod the contents of the letter sent by the NSW Department of Education?
- (e) Are these correspondences referred to previously either privileged or confidential?
- (f) What has been the lessons learnt for the School and the School's Council in responding to this matter that could benefit and edify the Synod and other Diocesan organisations?
- (g) Was there anything reported publicly, whether through the media or other channels, that the School wish to correct the record on regarding this and related matters?
- (h) Does the Headmaster retain the confidence of the School's Council?
- (i) Does the School's Council retain the confidence of the Archbishop?
- (j) What could members of Synod pray for The King's School with regard to it ministry?

To which the President replied –

I am informed that the answer is as follows –

On 11 August 2022, the School's Council resolved to commission an independent broad-based governance and risk review, to be conducted under the purview of the School's Risk, Audit and Compliance Committee.

Given this process is underway, the School's Executive Committee has indicated that it is not yet possible to provide an answer to the question nor is it able to provide an estimated completion date for the review.

7. Answers to Questions asked on Wednesday 14 September

7.1 Vacant parishes

The Rev Dr Raj Gupta asked the following question –

In regards to the number of vacant parishes -

- (a) How many vacant parishes are there at this point in time?
- (b) How many vacant parishes were there at the year-end (31 December) for each of the last five years?
- (c) In the last two years, how many rectors have resigned, without the reasons being retirement or the taking up of another rector role in the Diocese of Sydney?
- (d) How many deacons are at some stage of the Presbyter application process at this point in time?
- (e) What steps are being proactively taken, by any and all organisations related to the Diocese of Sydney, to recruit more to serve as rectors in the Diocese of Sydney?

To which the President replied –

I am informed that the answer is as follows –

- (a) 26
Of these, 7 have arrangements in place that anticipate an appointment being made in the mid-term.
- (b) 2021 - 30 (of these 14 have mid-term arrangements)
2020 - 31 (of these 10 have mid-term arrangements)
2019 - 34 (of these 9 have mid-term arrangements)

2018 - 23 (of these 7 have mid-term arrangements)

2017 - 18 (of these 6 have mid-term arrangements)

(c) 11.

It should be noted that a number resigned to take up senior clergy positions in other dioceses or non-rector positions in the Diocese of Sydney, such as chaplaincy.

(d) 30 candidates and 24 applicants.

(e) Ordained deacons in the ministry development program are made aware of the need for presbyters and, where appropriate, encouraged to apply for candidacy. In addition to this there are currently 56 ordained presbyters under the age of 60 serving as assistant ministers in the Diocese.

7.2 Enrolments at Moore College

The Rev Dr Raj Gupta asked the following question –

In relation to Moore College enrolments –

- (a) How many students (male, female and total) are enrolled in a Bachelor of Theology or Bachelor of Divinity:
- (i) first year,
 - (ii) second year,
 - (iii) third year, and
 - (iv) fourth year
- (b) How many ordination candidates are there in each year of College?
- (c) What is the number of first year students (in a Bachelor of Theology or Bachelor of Divinity degree) in each of the last 5 years?

To which the President replied –

I am informed that the answer is as follows –

The questioner has asked for the answer to be read aloud. I will read the totals for each part of the answer. The full answers are shown in tabular form and will be available on the notice board in the foyer.

Female 45

Male 159

Total 204

Currently there are 34 students at Moore College who are Sydney ordination candidates and a further 22 students are seeking ordination in the Diocese of Sydney.

2018 - 52

2019 - 50

2020 - 45

2021 – 66

2022 - 52

(a)

Number of students (Headcount)

	Yr 1	Yr 2	Yr 3	Yr 4	Total
Female	19	18	4	4	45
Male	51	45	37	26	159
Total	70	63	41	30	204

(b)

	Number of students (Headcount)				
	Yr 1	Yr 2	Yr 3	Yr 4	Total
Ordination candidate (Sydney)	1	4	16	13	34
Ordination candidate (Armidale/other Anglican Diocese)	0	2	2	2	6
Seeking Sydney candidature	2	11	5	4	22
Not seeking ordination in the Anglican church	67	46	18	11	142
Total	70	63	41	30	204

(c) The table below shows the total number of students who commenced study at Moore College in either the Bachelor of Theology or Bachelor of Divinity in 2018 to 2022.

	2018	2019	2020	2021	2022
# Students (Headcount)	52	50	45	66	52

7.3 Non-Disclosure Agreements and similar instruments

The Rev Dr Matthew Wilcoxon asked the following question –

My question relates to Non-Disclosure Agreements (NDAs), deeds of release with confidentiality clauses, and any similar legal instrument, and their use in the termination of employment relations at the parish and diocesan organisation levels:

- Are NDAs, deeds of release with confidentiality clauses, or any similar legal instruments, used in the termination of employment relations at the parish and diocesan organisation levels?
- Is the Archbishop informed when an NDA, a deed of release with a confidentiality clause, or any similar legal instrument is used in the termination of employment relations at the parish and diocesan organisation levels?
- Has there been an increase in recent years of the use of NDAs, deeds of release with confidentiality clauses, or any similar legal instrument, in the termination of employment relations at the parish and diocesan organisation levels?
- Is the Archbishop aware of any instances where an NDA, a deed of release with a confidentiality clause, or any similar legal instrument, used in the termination of employment relations, has had a deleterious impact on the future employment prospects of young clergy or ministry workers?
- Can the Archbishop advise the Synod if there is a biblical or theological basis for the use of NDAs, deeds of release with confidentiality clauses, or any similar legal instrument, in the termination of employment relations at the parish and diocesan organisation levels?

To which the President replied –

I am informed that the answer is as follows –

- The practice of most parishes and diocesan organisations is not known. However, there are parishes and diocesan organisations that use deeds of release that include confidentiality and non-disparagement clauses. Whether they are used will depend on the nature and circumstances of the termination.
- No.
- No data is held on the extent to which these instruments have been used and are used currently by parishes and diocesan organisations, so it is not possible to ascertain if there has been an increase.
- No. It is difficult to draw a causal nexus between the use of these instruments and future employment prospects.
- The terms of reference of a Committee appointed by the Standing Committee include providing theological reflections on the use of these instruments.

I am grieved by the unhappy circumstances that sometimes arise in Anglican parishes and organisations where there has been relational breakdown, and am concerned that such instruments not be used inappropriately in those moments. So I am very supportive of the establishment of the Committee to reflect, investigate and make recommendations on this matter.

7.4 Asbestos remediation

Mr Robert Gifford asked the following question –

My question relates to the asbestos assessment and remediation conducted by Greencap amongst the parishes recently and is in several parts.

- (a) How much did the diocese pay Greencap to conduct the inspections and report.
- (b) How many parishes were selected for inspection.
- (c) How many parishes received remediation notices.
- (d) What is the total estimated cost of remediation across the parishes.
- (e) What was the total cost of supervision by Greencap in those estimates.
- (f) How many parishes have not yet completed the remediation.
- (g) How many parishes used the services offered by Greencap to complete the remediation.
- (h) How many parishes were able to arrange independent Worksafe approved remediation.

To which the President replied –

I am informed that the answer is as follows –

- (a) \$60,000 over 3 years in accordance with the Synod budget.
- (b) 76 parishes were inspected over the 3 year period from 2019 to 2021 (a period affected by Covid-19 related restrictions on movement between local government areas).
- (c) 13.
- (d) Not known as the cost of remediation is borne by the relevant parish.
- (e) Not known as the costs of supervision either by Greencap or other licensed supervisory authority are borne by the parish.
- (f) 2. This work is in progress.
- (g) None, although 2 parishes elected to appoint Greencap to supervise the remediation works conducted by the contractor chosen by the parish.
- (h) 9.

7.5 Child Sexual Abuse

Mr Craig Moore asked the following question –

I am conducting research on the professional understanding and construction of Child Sexual Abuse post the Royal Commission into Institutional Responses to Child Sexual Abuse (CSA). Research informs us that 80% of Child Sexual Abuse occurs in the family context. Research also informs us that there is a high correlation between Domestic Violence and Child sexual Abuse.

- (a) What steps are to be taken to raise the issue of domestic CSA to a diocesan level so that the appropriate resources are allocated to address it?
- (b) Given the work being done in Domestic Violence, can this work be expanded to include CSA?
- (c) What steps are being developed to train our ministers, church workers, chaplains, etc. in:
 - (i) Understanding and identifying CSA in their congregations and ministries they are involved with for the Diocese?
 - (ii) Responding to disclosures of CSA?
 - (iii) Training their congregations about domestic CSA?
 - (iv) Empowering children in our care to see our ministers, church workers, chaplains and teachers as safe people to disclose CSA in the family context?

To which the President replied –

I am informed that the answer is as follows –

- (a) Resources are already available. Safe Ministry training provides education on all forms of abuse, including child sexual abuse (regardless of where it is perpetrated and by whom) and covers how to respond appropriately in a church ministry setting.
- Parishioners, clergy and other church workers can also contact the PSU (now renamed as the Safe Ministry Office) for advice and assistance about all forms of abuse, including responding to domestic abuse identified in the course of church ministries.
- (b) The Standing Committee could consider doing so.
- (c)
- (i) The following resources are currently available:
- Safe Ministry training (Essentials, Refresher & Junior Leaders)
- Safe Ministry modules 2-5 for Moore Theological College students. This is compulsory training. Relevant modules are:
- Module 2: Faithfulness in Service Code of Conduct
- Module 3: What is Child Abuse and Effects of Child Abuse
- Module 4: Pastoral Response to Child Abuse
- Safe Ministry modules 6-8 for ordinands in the Ministry Training & Development program. This is compulsory training. The modules include: 'the Consequences of Abuse on a Parish', 'Safe Churches', and 'People who Abuse: Pastoral Management'.
- The Safe Ministry Blueprint documents for various leadership roles
[\(https://safeministry.org.au/blueprints/\)](https://safeministry.org.au/blueprints/)
- The resources page of safe ministry training website
[\(https://safeministry.training/resources/\)](https://safeministry.training/resources/)
- (ii) See the previous answer.
- (iii) All persons who undertake ministry to children are required to undertake Safe Ministry Training. Anyone can undertake Safe Ministry Training or access information about child sexual abuse on the resource page of the safe ministry training website.
- (iv) Empowering children in our care is covered in the Safe Ministry training course which is informed by the Child Safe Standards and the Anglican Church of Australia Safe Ministry Training Benchmarks. This topic will also be addressed at the upcoming *Faithfulness in Ministry Conference 2023*.

7.6 Committee to review use of Non-Disclosure Agreements

The Rev Dr Michael Jensen asked the following question –

Can you confirm that the Standing Committee has set up a committee to conduct a review of the use of non-disclosure agreements and the like in the Diocese? If so, who is on the committee and what are its terms of reference? And was anyone from Uphold (formerly known as the Gospel Workers Advocacy Group) consulted before setting this committee up?

To which the President replied –

I am informed that the answer is as follows –

Yes.

The Committee is comprised of Archdeacon Simon Flinders, Mrs Stacey Chapman, Ms Yvette McDonald, Mr Mark Streeter and the Rev Alli Muscat.

Uphold was consulted. A member of the review Committee, the Rev Alli Muscat, is also a member of the Uphold Committee.

7.7 Workers Compensation Claims

Mrs Kim Hinkley asked the following question –

- (a) How many worker's compensation claims have been made by employees of the diocese in the last 10 years?
- (b) And, of those claims in Q1, please provide the nature of the workplace injuries sustained (i.e.: whether the injuries were classified as physical injuries or psychological injuries); and how many for each classification. And, of these claims of each classification how many did the insurance company accept liability for and how many resulted in the Workers Compensation Commission/Personal Injury Commission order the diocese organisation to pay lump sum compensation and was there any additional negligence or other payment made?
- (c) How many worker's compensation claims have been made by employees of diocese organisations in the last 10 years?
- (d) And, of those claims in Q3, please provide the nature of the workplace injuries sustained (i.e.: whether the injuries were classified as physical injuries or psychological injuries) and how many for each classification and, of these claims of each classification how many did the insurance company accept liability for and how many resulted in the Workers Compensation Commission/Personal Injury Commission order the diocese organisation to pay lump sum compensation and was there any additional negligence or other payment made?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Diocese is not a legal entity and does not have employees.
Nonetheless, in relation to parishes, each has its own policy of workers compensation insurance and no data is received or kept on the total number or type of claims by workers in parishes.
In relation to the organisations that run the central administration of the Diocese, the answer is 6.
- (b) Of these 6 claims: 5 were physical and 1 was psychological. All claims were accepted by the insurer. No orders were made by the Commission. In 1 case an additional payment was made as part of agreed terms to bring the employment to an end.
- (c) Each diocesan organisation has its own policy of workers compensation insurance. The total number of claims is not known.
- (d) Not applicable.

7.8 Administrative support for parishes

The Rev Marty Davis asked the following question –

- (a) How many Rectors in the Sydney Diocese are the only paid staff member at the church?
- (b) Has Standing Committee considered the administrative support needs of Churches and the workload placed on Rectors in Parish, without paid administration staff?
- (c) Has the SDS or the Bishops or Standing Committee considered providing administration staffing services to churches, on an opt-in basis, whereby they pay for certain hours of work? Eg: ENC's centralised administration arrangement with its churches.

To which the President replied –

I am informed that the answer is as follows –

- (a) This part of the question cannot be answered as no data is collected from parishes on this matter.
- (b) The Standing Committee has recently requested the Strategy and Research Group to make recommendations to address the findings of a recent research study into Rector departures. One of the findings of the research was the need to identify ways in which the Diocese can provide effective assistance with the ongoing administrative workload of Rectors.

Further, the various needs of churches across the Diocese, including those related to parishes without paid administrative staff, often inform debate and decisions made across the range of issues that come before the Standing Committee.

- (c) The idea has not been given detailed consideration in recent years, although a concerted effort is made to relieve administrative burden where possible. In early 2023 SDS is to enact a planned restructure, so as to create a “Parishes and internal Operations Division” using existing staff and resources, but with a greater focus upon providing support to parishes in their ministry. Ideas such as these are very welcome as that Division seeks to determine how it may best support the ministry of parishes.

7.9 Statement of support for the Christian ethos and charter of a school

The Rev Dr Richard Wenden asked the following question –

This question relates to the Governance policy for Diocesan Organisations – statement of support for the Christian ethos and charter of a school.

The Standing Committee minutes at point 7.7 in the report state that:

“Noting that the guidelines had included an exception that ‘a person who is elected or appointed as an alumni representative on a school board before 1 July 2020 may sign a statement of support for the Christian ethos and charter of the school as an alternative to signing a statement of personal faith’, we amended the Guidelines to remove that exception and the associated appendices.”

My question is this: Given that this was a matter that went before the Synod in 2014 and that it was strongly debated, is there a reason why the decision by Standing Committee to remove the exception for alumni did not go before Synod again?

To which the President replied –

I am informed that the answer is as follows –

In 2014, by resolution 23/14, the Synod determined that the *Statement of support for the Christian ethos* would only remain available as an option for alumni members until 1 July 2020. Thereafter, any person appointed as an alumni representative on the governing board or council of a diocesan school must sign the *Statement of personal faith* instead.

The amendments referred to in the Standing Committee report to the Synod for 2021 at point 7.2 did not have any substantive effect. The decision was made by the Synod in 2014 when it set the 1 July 2020 end date.

8. Calling of motions

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or those motions to be considered at a time determined by the President.

8.1 Arrangements for consideration of business from the Order of Business Committee

Mr Daniel Glynn moved –

‘Synod, noting that out of respect for Her Majesty Queen Elizabeth II on the occasion of her funeral, there is to be no evening session on Monday 19 September 2022, agrees –

- (a) to adopt the expedited procedural rule at Standing Order 4.19(2)(b) for Monday 19 September 2022 only, thereby extending the afternoon session to 6:00 pm, and
- (b) as a consequence of the extended afternoon session, to commence consideration of M4 (Review of Diocesan Investment Strategy) at 4:45 pm (being 15 minutes later than previously scheduled),

and noting the remaining items on the Schedule to the Business Paper, further agrees –

- (c) to adopt the expedited time limits at Standing Order 4.19(1)(c) for the remainder of this session, thereby reducing the time allowed for certain speeches as follows –

- (i) a mover of a motion (other than procedural motions or amendments) may speak for up to 8 minutes (rather than 10 minutes), and up to 4 minutes in reply (rather than 5 minutes),
 - (ii) a member moving a motion to amend a motion may speak for up to 4 minutes (rather than 5 minutes), and
 - (iii) other members speaking in a debate when Synod is not “in committee” may speak for up to 4 minutes (rather than 5 minutes),
- noting that there is no change to the time allowed for speeches associated with ordinances, or matters “in Committee”, nor to the special agreements for the debate regarding the motion at M4 (Review of Diocesan Investment Strategy),
- (d) to consider the following motions on Monday 19 September if time allows, and if not, to Schedule these for consideration following M8 on Tuesday 20 September –
 - (i) M21 (Religious Freedom),
 - (ii) M23 (Gospel Foundation Fund of the Diocese of North West Australia), and
 - (iii) M44 (Congratulations to The Rev Darrell Parker on election as the Bishop of North West Australia), and
 - (e) notwithstanding paragraph (d), allows M21 (Religious Freedom) to be put on the callover, and if passed, allows the seconder of the motion to lead the Synod in prayer regarding Religious Freedom at a time determined by the President,
 - (f) to adopt the further changes to the scheduling of matters shown in tracked form on the timetable,
- and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

8.2 **Recommittal of motion regarding Synod in the Greenfields of the Northwest of Sydney**

Bishop Michael Stead moved –

Synod agrees to recommit consideration of the motion regarding Synod in the Greenfields of the Northwest of Sydney (passed during the calling of motions on 14 September 2022), to allow consideration of the motion in amended form shown at M45 in the Schedule, and suspends so many of the Standing Orders as may prevent this.

Seconded and carried

8.3 **Notice of withdrawal of motion regarding the Diocese of the Southern Cross**

Dr Robert Tong AM moved –

‘Synod notes that motion M20 (Diocese of the Southern Cross) has been withdrawn by the mover and seconder.’

Seconded and carried

8.4 **Notice of withdrawal of motion regarding the younger members’ dinner**

Mr Tristan Anlezark moved –

‘Synod notes that motion M53 (Younger members’ dinner) has been withdrawn by the mover and seconder.’

Seconded and carried

8.5 **Mr Martin Thearle**

Mr Daniel Glynn moved –

‘Synod accepts the following notice of motion –

“Synod, noting that Mr Martin Thearle plans to retire as Manager, Diocesan Finance with SDS in 2023, acknowledges with thanks his committed service over the past 21 years supporting Synod – faithfully overseeing voting, elections and screen presentations, among other responsibilities; and also his support for parishes, particularly in his advice to parish treasurers and wardens, his financial circulars and explanations of complex financial matters – not least the circulars advising parishes regarding access to government financial support packages associated with COVID-19 during 2020 and 2021. Synod congratulates Martin on his retirement, and assures him and his wife Janet of its prayers.”

and suspends so many of the Standing Orders as would prevent this.’

Seconded and carried by acclamation

8.6 Mrs Catherine Rich, Registrar of the Diocese of Sydney

Bishop Michael Stead moved –

‘Synod accepts the following notice of motion –

‘Synod notes with great thanks that Mrs Catherine Rich has been appointed by Archbishop Kanishka Raffel to the Office of Registrar and Keeper of the Acts and Records in and for the Diocese of Sydney, with effect from 21 September 2022. Synod congratulates Catherine upon this appointment and expresses its appreciation for her willingness to take up this responsibility and for her dedicated service as Deputy Registrar, having served in that capacity for over twenty-five years; and assures her and her husband James of its prayers.’

and suspends so many of the Standing Orders as would prevent this.’

Seconded and carried by acclamation

8.7 Motions of thanks

Mr Daniel Glynn moved –

‘Synod accepts the following notice of motions, with the names of movers and seconders to be provided on the business paper for tomorrow –

“Leadership of Bible studies

Synod records its appreciation for the preaching of the Rev Stuart Starr at the Synod Service and the encouraging Bible Studies of Bishop Jay Behan during this session.

Committees and Officers of the Synod

Synod records its appreciation for –

- (a) the President and his chairmanship, and
- (b) the Chair and Deputy Chairs of Committee and their work in the consideration of the text of ordinances, and
- (c) for the members who helped during the session by giving advice and serving the Synod, especially the Chancellor and Deputy Chancellors, Deputy Registrar, Archdeacon to the Archbishop, Acting Registrar, and Chair of Committee, the Synod Secretary and Secretary-designate, as well as the Order of Business and Minute Reading Committees, and
- (d) the services given by the staff of SDS and the Archbishop’s Office, Anglican Media, the music team, Bible readers, Wesley staff, and all those who have helped facilitate this session of Synod.

Minutes of 20 September 2022

Synod authorises the President to sign the minutes of 20 September 2022 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.”

and agrees to consider these motions at a time to be determined by the President on Tuesday 20 September 2022, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried by acclamation

8.8 Religious Freedom

Bishop Michael Stead moved –

‘Synod –

- (a) expresses its disappointment that there is still no NSW or Commonwealth legislation prohibiting religious discrimination, and therefore that it continues to be lawful to discriminate against people on the basis of their religious belief or religious activity in New South Wales,
- (b) calls on the NSW Government and the Commonwealth Government to reaffirm their commitment to religious freedom as set out in international law including Article 18 of the Universal Declaration of Human Rights and Article 18 of the International Covenant on Civil and Political Rights, and to take all practical steps necessary to ensure that the following six freedoms are protected in Australia within the constraints of the civil and criminal law generally applicable and consistent with Australia’s obligations under international law –
 - (i) freedom to manifest a religion through religious observance and practice,
 - (ii) freedom to preference the employment of persons of faith to organisations run by faith communities,
 - (iii) freedom to teach and uphold moral standards within faith communities and organisations run by faith communities,
 - (iv) freedom of conscience to differentiate between right and wrong,
 - (v) freedom to teach and propagate religion, and
 - (vi) freedom of a person to change their religion,
- (c) notes that Australia's obligations under Article 18 of the International Covenant on Civil and Political Rights to uphold freedom of religion is, in part, acquitted by means of legislative exemption clauses for religious bodies, and that that these exemption clauses only apply where "an act or practice conforms to the doctrines[, tenets, beliefs or teachings] of that religion" or words to that effect,
- (d) notes the 2020 Majority Opinion of the Appellate Tribunal in both the Wangaratta and Newcastle references sought to distinguish between “doctrine” in the technical sense in which that word is used in the Constitution of the Anglican Church of Australia (limited to those matters that which are required of necessity to be believed for salvation) and “doctrine” in the broader sense generally used in the Church,
- (e) recognises that, for the avoidance of doubt, it is expedient to affirm that past statements of this Synod about our Church’s “doctrine” of marriage use the word in the generally accepted broader sense, and therefore that these statements continue to describe the “doctrines” of our Church,
- (f) in particular, this synod continues to affirm that our doctrine of marriage is determined by the teaching of Christ that, “from the beginning the Creator made them male and female”, and in marriage, “a man will leave his father and mother and be united to his wife, and the two will become one flesh” (Matt 19:4-5), and that it would not conform to the doctrine, tenets, beliefs or teachings of our Church for clergy to solemnise or bless a marriage between two people of the same sex,
- (g) affirms that when a Sydney Anglican Diocesan School seeks to teach and uphold the doctrine of Christ on marriage and human sexuality it does not thereby discriminate against students, parents and others in the school community who do not hold to these teachings; further, Synod laments the harm caused both among

our school communities and the wider community by the propagation of suggestions to the contrary and supports the ongoing commitment of Anglican Schools to the inclusion, pastoral care and support of all members of their school communities, and therefore calls upon both the NSW Government and the Commonwealth Government to give priority to the passage of legislation that respects the six freedoms listed above, and to do this in such a way that does not further polarise the community on these issues; and requests the Diocesan Secretary to communicate this resolution to NSW and Federal Attorneys-General and shadow Attorneys-General.'

Seconded and carried

Mr Gavin Jones led the Synod in prayer for religious freedom.

8.9 **Synod in the Greenfields of the Northwest of Sydney**

Mrs Patricia Jackson moved –

'Given the great success of the Greenfields visit on the first day of Synod 2022 in moving us to see what is happening in the Southwest, Synod recommends that the Standing Committee consider duplicating this visit next year for the Greenfields of the Northwest of Sydney.'

Seconded and carried

8.10 **The Rev Craig and Mrs Annie Segært**

Mr Chris Hamam moved –

'Synod gives thanks to God for the life and work of Rev Craig and Annie Segært at St Nicolas' Church, Coogee, as they retire at the end of this year; and in particular for their patient, loving stewardship establishing a Christian Preschool from next to nothing, fostering the Intergenerational Study as seen on the ABC program "Old People's Home For 4 Year Olds", indigenous scholarships to the preschool, and many other community ministries.'

Seconded and carried

Mr Hamam led the Synod in prayer for Mr and Mrs Segært.

8.11 **Youthworks College Centre for Christian Education**

The Rev Chris Braga moved –

'Synod, noting –

- (a) with thanks to God the enrolment growth experienced by diocesan and Schools Corporation schools,
- (b) the consequent need for an increased supply of qualified, skilled and passionate teachers, and
- (c) the need for a sufficient quantity of godly Christian teachers with well-formed theological convictions in order to ensure the mission of each Christian school is maintained and strengthened,

thanks God for the Youthworks College "Centre for Christian Education", which, from 2023, will offer a "Diploma of Theology" for Christian teachers either before, during or after their university studies, and welcomes the invitation from Bishop Edwards, the Diocesan Bishop for Education, to celebrate the launch of the Centre for Christian Education on Wednesday 2 November 2022 at Moore College.'

Seconded and carried

8.12 Request for Doctrine Commission report on the relationship between church and state, in the absence of religious freedom

The Rev Andrew Barry moved –

‘Given the impact of the COVID-19 governmental restrictions on church gatherings, weddings and funerals, and in light of changing attitudes in society to free speech, especially on issues of sexuality, compelled by our Lord’s call that all people come to repentance and faith, Synod requests a Doctrine Commission report be brought to the 2023 session of Synod which considers –

- (a) the relationship of church and state, and in particular the extent to which Christians and church leaders are beholden to obey government directives that are contrary to the word of God and Christian conscience, particularly those concerning –
 - (i) the conduct of church gatherings,
 - (ii) the exclusion of a person from our public gatherings,
 - (iii) the removal of, or the prohibition of, an otherwise suitable person to ministry positions, and
 - (iv) forced compliance with certain forms of speech,
 including consideration of when it would be right and proper to disobey such directives, and
- (b) what responsibilities does the wider Christian community have in defending believers who, in Biblical conscience, have made costly decisions to disobey directions to limit Christians’ freedom to assemble, and freedom to speak and assert Biblical truths.

Further, Synod invites any Synod members who wish to make submissions to the Doctrine Commission on the above, for consideration by the Doctrine Commission, to do so by 31 January 2023.’

Seconded and carried

8.13 Relational distress in the ministry workplace

Mrs Nicola Fortescue moved –

‘Synod requests the Standing Committee to consider ways to resource those experiencing relational difficulty causing distress in a ministry workplace, so they can be empowered to take action to navigate this relational difficulty soon after they experience any such distress.

Synod requests a report to be provided to the next session of Synod on any action taken by the Standing Committee and thereafter for a suitable form of the report to be provided to all church workers in the Diocese.’

Seconded and carried

8.14 Gospel partnerships between parishes

The Rev Craig Hooper moved –

‘Synod –

- (a) gives thanks to God for the gospel partnerships that exist already between churches in different demographical areas across the Diocese, and the blessings and growth that they bring to all involved,
- (b) encourages other churches to look for ways to develop these kinds of partnerships to help further grow God’s work in and through all Churches involved, and be an expression of the interdependency of the body of Christ in our Diocese, and
- (c) encourages churches to speak to their regional Bishop and/or regional Anglicare Parish Development Officer to help with that process.’

Seconded and carried

8.15 **Appreciation for Sydney Anglican public school teachers**

The Rev Jason Veitch moved –

‘Synod gives thanks to God for –

- (a) all Sydney Anglican public school teachers and students ensuring a Christian presence in our public schools, and
- (b) all Sydney Anglican Special Religious Education (SRE) teachers faithfully taking the gospel message to many who do not know Jesus.’

Seconded and carried

8.16 **Sydney Anglican Schools partnering in teaching SRE in public schools**

The Rev Jason Veitch moved –

‘Synod encourages all Sydney Anglican Schools and their Councils to allocate staff member time to partnering with local Parishes in teaching Special Religious Education (SRE) in local public schools as a way of blessing the wider community with the Gospel.’

Seconded and carried

8.17 **Official Provincial Memorial Service for Her Majesty, Queen Elizabeth II**

Dean Sandy Grant moved –

‘Synod notes that St Andrew’s Cathedral will host the Official Provincial Memorial Service for Her Majesty, Queen Elizabeth II on Wednesday 21 September, 11am, in the presence of the Governor of NSW, the Hon. Margaret Beazley AC KC, and state, federal and Commonwealth dignitaries, and other faith leaders, with the Most Reverend Kanishka Raffel, Archbishop of Sydney, Metropolitan of NSW, preaching; the service will be live-streamed.

Synod also notes other opportunities for the public to mourn Her Late Majesty at Choral Matins (BCP), on Sunday 18 September, 10:30am, with music and prayers suitable to the occasion and by attending our Community Live-site for the Royal Funeral, on Monday 19 September, from 7:15pm, preceded by Choral Evensong at 5:15pm; the TV Commentary will be muted for Christian prayers at 7:45pm, prior to the funeral proper at 8pm.’

Seconded and carried

9. Procedural motions from members

9.1 **Arrangements for a presentation and video regarding Anglican Super**

Having been granted leave, Mr James Flavin moved as a procedural motion –

‘Synod agrees that the Chair of Anglican Super may give a presentation of up to three and a half minutes, including the video of 1 minute duration already approved.’

Seconded and carried

10. Motions

10.1 **Gaming Machine Reform for NSW Parliament**

Dean Sandy Grant moved –

‘Synod notes that –

- (i) Australia has the world's worst rate of gambling losses per capita, with gaming machines ("the pokies") causing the significant majority of those losses, being home to less than half a percent of the world's population but with 20 percent of its pokies,
- (ii) gaming machines alone cause half the losses of all forms of gambling in Australia,
- (iii) the Productivity Commission reported over a decade ago that about 40% of all losses on gaming machines come from problem gamblers,
- (iv) recent research sponsored by federal, state and territory governments reported that the prevalence of problem gambling has doubled over the last decade,
- (v) NSW has almost double (or worse) the rate per capita of gaming machine losses compared to every other state and territory,
- (vi) the worst gaming machines losses tend to be concentrated in the poorest LGAs, and
- (vii) NSW Treasury budget papers project gambling taxes on gaming devices alone in clubs and hotels to grow to over \$2 billion in the next financial year, with an average annual growth rate of 12.55% over the next four years, while gambling taxation also increases as a share of NSW Government revenue.

So Synod laments that NSW and its government has the biggest and most destructive gambling addiction in the world and a growing reliance on a regressive form of taxation.

Synod also notes that the Bible says "Whoever oppresses the poor shows contempt for their Maker, but whoever is kind to the needy honours God" (Proverbs 14:31), and it also reminds rulers to "Speak up and judge fairly; defend the rights of the poor and needy" (Proverbs 31:9).

Therefore in light of the enormous losses on gaming machines, Synod urges the NSW State Parliament to consider urgently –

- (a) implementation of \$1 bet limits on all poker machines (recommended by Productivity Commission),
- (b) implementation of a cashless gaming smart card system (commended by the Bergin Inquiry),
- (c) more extensive compulsory shut down periods for all poker machines, for example between midnight and 10am,
- (d) limiting the maximum number of gaming machines in clubs,
- (e) giving local councils the right to limit the number of gaming machines in their LGA, and
- (f) as an immediate initial step, mandating that all future electronic gaming device technology (including the gaming devices themselves and any gambling card technology) be capable of implementing such measures.

Synod requests the Diocesan Secretary to advise all members of the NSW Parliament of the terms of this resolution.

Synod further requests the Dean of Sydney to communicate the terms of this resolution directly to the Premier and Opposition Leader of NSW and to urge a bipartisan approach towards reforms that ensure more effective harm minimisation from problem gambling on gaming machines.'

Seconded and carried by acclamation

10.2 Review of the *Nomination Ordinance 2006*

Canon Craig Roberts moved –

'Synod, noting the report 'Review of the *Nomination Ordinance 2006*', requests that the Standing Committee implement the changes to the *Nomination Ordinance 2006* and nomination process generally suggested in the report.'

Seconded

Professor Bernard Stewart AM moved as an amendment –

‘Omit all the matter following “Standing Committee” and insert instead the matter, “bring a Bill for an Ordinance entitled ‘Nomination Ordinance 2006 Amendment Ordinance 2023’ to the next ordinary session of Synod as scheduled for that year.’”

Seconded

Without having voted on the amendment or motion, the Synod deferred debate on this matter in order to consider a scheduled matter.

11. Motions

11.1 Review of Diocesan Investment Strategy

Dr Laurie Scandrett moved –

‘Synod, noting the report ‘Review of Diocesan Investment Strategy’, requests the Standing Committee to establish the Glebe Administration Board as the centralised investment vehicle for the Diocese, including responsibility for the assets of the Diocesan Endowment, the Diocesan Cash Investment Fund and the Long Term Pooling Fund.’

Seconded

Debate proceeded in accordance with the procedural motion passed on Monday 12 September 2022.

The motion was carried.

12. Anglican Super presentation

Mr James Flavin gave a presentation, including a video presentation, regarding Anglican Super.

Adjournment

At 5.56 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm tomorrow.’

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod’s proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

20 September 2022

52nd Synod of the Diocese of Sydney

Third Session

Minutes of Proceedings of the Synod for Tuesday 20 September 2022

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Prayers were read by Archdeacon Simon Flinders.

Bishop Gary Koo led the Synod in prayer for Bishop Jay Behan.

3. Motions

3.1 Leadership of Bible studies

Having been granted leave, Bishop Chris Edwards moved –

‘Synod records its appreciation for the encouraging Bible Studies of Bishop Jay Behan during this session.’

Seconded and carried by acclamation

4. Bible study

Bishop Jay Behan led the Bible study.

5. Minutes

The President signed the minutes for Monday 19 September 2022.

6. Calling of motions

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or those motions to be considered at a time determined by the President.

6.1 Arrangements for consideration of business from the Order of Business Committee

Mr Daniel Glynn moved –

‘Synod agrees –

- (a) to adopt the changes to the scheduling of matters shown in tracked form on the timetable,
- (b) to allow M44 (Congratulations to The Rev Darrell Parker on election as the Bishop of North West Australia) to be put on the callover, and if it is passed, invites the Rev Tim Mildenhall to pray,
- (c) to consider the motion at M28 (Ministry Wellbeing and Development), and only that motion, at an additional calling of motions at a suitable time after 5:00 pm, noting

that Synod has agreed previously not to consider M28 prior to 5:00 pm and as a consequence the motion has never been put on the callover.'

Seconded and carried

6.2 Notice of motion regarding Synod in the Greenfields

Bishop Peter Lin moved –

'Synod agrees to accept the notice of motion at item M64 (Synod in the Greenfields) and consider the matter as if sufficient notice had been provided to allow the motion to be considered today (including to be put on the callover), and suspends so many of the Standing Orders as would prevent this.'

Seconded and carried

6.3 Arrangements for continuing debate on motion regarding review of the *Nomination Ordinance 2006*

Mr Daniel Glynn moved –

'Synod invites the mover of the motion at M12 (Review of the *Nomination Ordinance 2006*), Canon Craig Roberts, and the mover of the amendment, Professor Bernard Stewart AM, to speak for up to 2 minutes each before resuming debate on this matter, and suspends so many Standing Orders as would prevent this.'

Seconded and carried

6.4 National School Chaplaincy Program

Mr Matthew Robson moved –

'Synod notes –

- (a) its thankfulness to successive Australian Governments for the National School Chaplaincy Program over the last 15 years,
- (b) that school chaplains are qualified to support the social, emotional and spiritual wellbeing of both public and independent school communities across Australia and that for many schools, having Christian pastoral care has proven invaluable over this season of droughts, floods, bushfires and COVID,
- (c) that over 322 public schools take part in the program in NSW, including the Rev Neil Scott, rector of Park Rail Anglican Church, who serves as a chaplain at his local school, and
- (d) that the program is currently being evaluated by the Australian Government.

Synod continues to pray for our school communities, our chaplains who serve in them, and all those in their care.'

Seconded and carried

6.5 Congratulations to the Rev Darrell Parker on election as the Bishop of North West Australia

Dr Robert Tong AM moved –

'Synod congratulates the Rev Darrell Parker on his election as the next Bishop of the Diocese of North West Australia. Mr Parker is a graduate of Moore Theological College and is currently Senior Minister at St Paul's, West Tamworth. Darrell and his wife Elizabeth have spent 25 years serving God in the Armidale Diocese. Synod notes that Darrell will be consecrated in St Andrew's Cathedral on Friday 3 February 2023 and commits to pray for Darrell and Elizabeth as they embark on this strategic gospel ministry.'

Seconded and carried

The Rev Tim Mildenhall led the Synod in prayer for the Rev Darrell Parker.

6.6 Mr Martin Thearle

Mr Daniel Glynn moved –

‘Synod, noting that Mr Martin Thearle plans to retire as Manager, Diocesan Finance with SDS in 2023, acknowledges with thanks his committed service over the past 21 years supporting Synod – faithfully overseeing voting, elections and screen presentations, among other responsibilities; and also his support for parishes, particularly in his advice to parish treasurers and wardens, his financial circulars and explanations of complex financial matters – not least the circulars advising parishes regarding access to government financial support packages associated with COVID-19 during 2020 and 2021. Synod congratulates Martin on his retirement, and assures him and his wife Janet of its prayers.’

Seconded and carried by acclamation

Mr Glynn led the Synod in prayer for Mr Martin Thearle.

6.7 Mrs Catherine Rich, Registrar of the Diocese of Sydney

Bishop Michael Stead moved –

‘Synod notes with great thanks that Mrs Catherine Rich has been appointed by Archbishop Kanishka Raffel to the Office of Registrar and Keeper of the Acts and Records in and for the Diocese of Sydney, with effect from 21 September 2022. Synod congratulates Catherine upon this appointment and expresses its appreciation for her willingness to take up this responsibility and for her dedicated service as Deputy Registrar, having served in that capacity for over twenty-five years; and assures her and her husband James of its prayers.’

Seconded and carried by acclamation

Bishop Stead led the Synod in prayer for Mrs Catherine Rich.

6.8 Synod in the Greenfields

Bishop Peter Lin moved –

‘Synod gives thanks for the partnership in ministry expressed by Oran Park Anglican College, NewLife Anglican Church, Hope Anglican Church, Grace Anglican Churches, Cobbitty Anglican Church, their staff teams and all the volunteers who served so eagerly to make the Synod in the Greenfields such a wonderful and helpful occasion.’

Seconded and carried

7. Answers to questions

7.1 Doctrine Statement on Gender Identity

The President made a personal statement.

The Rev Michael Turner asked the following question –

Noting the Synod resolutions of 2017, 2018 and 2019, and the Archbishop’s Advice to Anglican Schools regarding matters concerning Gender Identity:

- (a) How many Anglican schools have not affirmed the Doctrine Statement AND developed publicly accessible policies consistent with the Doctrine Statement?
- (b) Where schools have not affirmed the Doctrine Statement AND not developed policies consistent with the Doctrine Statement, what is being done, and why is Synod uninformed on this matter?
- (c) Where a school or schools have developed policies and acted on those policies in direct contravention of the Synod resolutions and/or the Archbishop’s Advice, what is being done, and why is Synod uninformed on this matter?

- (d) Has consideration been given to disbanding Boards where they have made policies in contravention of the Synod resolutions and Archbishop's advice? If not, why not?

To which the President replied –

I am informed that the answer is as follows –

We have not been able to survey all Anglican Schools, but we do know that a number have affirmed the Doctrine Statement and developed publicly accessible policies that are consistent with the Statement.

8. Motions

8.1 Review of the *Nomination Ordinance 2006*

Debate on Canon Craig Roberts' motion and Professor Bernard Stewart's amendment, which had commenced on Monday 19 September 2022, resumed.

Professor Stewart's amendment was not carried.

Canon Roberts' motion was carried without amendment as follows –

'Synod, noting the report "Review of the *Nomination Ordinance 2006*", requests that the Standing Committee implement the changes to the *Nomination Ordinance 2006* and nomination process generally suggested in the report.'

8.2 Approach to meetings of, and financial contributions to, the General Synod

Dr Laurie Scandrett moved –

'The Synod of the Diocese of Sydney notes with godly grief the deep breach of fellowship in the Anglican Church of Australia exposed at the eighteenth session of General Synod on matters of doctrine and human sexuality, and –

- (a) gives thanks to God for the clear majority of General Synod members who voted for Biblical marriage at the eighteenth session of the General Synod,
- (b) notes with thankfulness our Archbishop's leadership in publicly expressing our ongoing commitment as a diocese to contending for the Reformed Evangelical Faith from within the Anglican Church of Australia; while also extending the hand of fellowship to the Diocese of the Southern Cross,
- (c) commits to praying for the repentance of those Bishops who did not vote for Biblical marriage at the eighteenth session of the General Synod,
- (d) commits to prayerfully support orthodox Anglicans both within the Anglican Church of Australia and within the new Diocese of the Southern Cross,
- (e) requests the Standing Committee to consider our future approach as a Diocese to meetings of the General Synod, and report on the outcomes of this consideration prior to the nineteenth session of General Synod, and
- (f) requests the Standing Committee to consider how our financial contributions to the national church may be directed more effectively towards faithful and orthodox gospel ministry, and report on the outcomes of these considerations to the Synod prior to the nineteenth session of General Synod.'

Seconded

The Rev David Morgan moved as an amendment –

'Omit paragraph (f).'

Seconded and carried

Dr Scandrett's motion, as amended, was carried in the following form –

'The Synod of the Diocese of Sydney notes with godly grief the deep breach of fellowship in the Anglican Church of Australia exposed at the eighteenth session of General Synod on matters of doctrine and human sexuality, and –

- (a) gives thanks to God for the clear majority of General Synod members who voted for Biblical marriage at the eighteenth session of the General Synod,
- (b) notes with thankfulness our Archbishop's leadership in publicly expressing our ongoing commitment as a diocese to contending for the Reformed Evangelical Faith from within the Anglican Church of Australia; while also extending the hand of fellowship to the Diocese of the Southern Cross,
- (c) commits to praying for the repentance of those Bishops who did not vote for Biblical marriage at the eighteenth session of the General Synod,
- (d) commits to prayerfully support orthodox Anglicans both within the Anglican Church of Australia and within the new Diocese of the Southern Cross, and
- (e) requests the Standing Committee to consider our future approach as a Diocese to meetings of the General Synod, and report on the outcomes of this consideration prior to the nineteenth session of General Synod.'

8.3 Obedience to Jesus' Great Commission

Bishop Rick Lewers moved –

'The Synod of the Diocese of Sydney notes the broken state of our national church and, humbly acknowledging and repenting of our own sins, resolves to invest wisely, in faithful obedience to Jesus' Great Commission, all across the country, in –

- (a) the raising up of Christian leaders who can proclaim the gospel clearly and are prepared to go out in mission, and
- (b) establishing and supporting churches that faithfully proclaim the gospel and defend the truth of God's word.'

Seconded

The Rev Michael Armstrong moved as an amendment –

'In the opening paragraph after the words "invest wisely" insert the words "and lawfully within the scope of the ordinances and resolutions of this Synod".'

Seconded

Mr Armstrong's amendment was not carried.

The motion was carried without amendment.

Bishop Lewers led the Synod in prayer.

9. Additional calling of motions

The President called the motions in the order in which they appeared on the business paper, in accordance with the procedural motion shown at item 6.1(c).

9.1 Ministry Wellbeing and Development

Mr Garth Blake AM SC moved –

'Synod –

- (a) notes –
 - (i) recommendations 16.5, 16.44 and 16.45 for national mandatory standards for professional development, professional/pastoral supervision and performance appraisals of bishops, clergy, and lay personnel of the Anglican Church of

- Australia in any form of ministry of pastoral care or service in the final report of the Royal Commission into Institutional Responses to Child Sexual Abuse,
- (ii) the resolution of the General Synod on 9 May 2022 encouraging dioceses to fully implement the Ministry Wellbeing and Development policy, guidelines and resources document to enhance the wellbeing and professional development of clergy and some paid church workers,
 - (iii) the Pastoral Consultation (Professional Supervision) Recommendation dated 27 July 2022 tabled at this session of the Synod (the Recommendation), and
 - (iv) the lifelong ministry resources developed by Ministry Training & Development,
- (b) affirms the importance of implementing a mandatory system for the professional development, professional/pastoral supervision and performance appraisals of clergy and lay church workers providing pastoral care or service to enhance their ministry wellbeing and development,
- (c) notes the subcommittees of the Standing Committee referred to in paragraphs 8 and 139 of the Recommendation are developing proposals for a system of mandatory professional/pastoral supervision and performance appraisals for licensed and stipendiary or paid clergy, and stipendiary or paid lay church workers providing pastoral care or service including any proposed legislation and policies, and requests a report be provided to the 1st ordinary session of the 53rd Synod, and, and
- (d) requests the Standing Committee to establish a committee with a gender balance and appropriate expertise –
- (i) to develop proposals for a system of mandatory professional development for licensed and stipendiary or paid clergy, and stipendiary or paid lay church workers providing pastoral care or service including any proposed legislation and policies, and
 - (ii) to report to the 1st ordinary session of the 53rd Synod.’

Seconded and carried

10. Motions

10.1 Gospel Foundation Fund of the Diocese of North West Australia

Dr Laurie Scandrett moved –

‘Synod commends to the attention of members the Gospel Foundation Fund of the Diocese of North West Australia (<https://www.anglicandnwa.org/>) and requests that Standing Committee consider making budgetary provision for support of this fund in the Synod budget for the next funding triennium. Synod further requests that, if funds are provided, then a report be provided identifying the projects and organisations funded under the Gospel Foundation Fund by the Diocese of North West Australia, how much each project/organisation received, and for what specific purpose(s).’

Seconded and carried

Dr Robert Tong AM led the Synod in prayer for the Diocese of North West Australia.

Adjournment

At 5.45 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 7.00 pm tonight.’

Seconded and carried

Resumption

The Synod resumed at 7.00 pm.

11. Motions

11.1 The practice and understanding of baptism

Dr Barry Newman moved –

‘Synod –

- (a) sincerely thanks the Doctrine Commission for its very thoughtful and detailed report, received by the Synod at its 1st ordinary session in May 2021, “A Theology of Baptism”,
- (b) recognises that “baptising in the name of Jesus Christ” or “baptising in the name of the Lord Jesus”, rather than “baptising in the name of the Father and of the Son and of the Holy Spirit” better reflects the practice revealed in the Acts of the Apostles, and
- (c) recognises, though this is not a conclusion of the report, that it is possible, upon a careful exegesis of Matthew 28:19, 20b, that, “baptising them in the name of the Father, and of the Son and of the Holy Spirit” could be understood metaphorically to refer to something like, “immersing them in that which pertains to the person of the Father, and of the Son and of the Holy Spirit”.’

Seconded

Prior to the speech of the Seconder, Bishop Michael Stead moved as a procedural motion –

‘That the motion not be voted on.’

Seconded

Mr Daniel Glynn moved as a procedural motion –

‘Synod agrees to hear the speech of the Seconder of the principal motion, and thereafter consider the procedural motion of Bishop Stead, and suspends so many of the Standing Orders that may prevent this.’

Seconded and carried

Following the speech of the Seconder, Bishop Stead’s procedural motion was carried.

Dr Newman’s motion lapsed.

11.2 Archbishop Desmond Tutu

Professor Bernard Stewart AM moved –

‘Synod gives thanks to God for the life and work of Archbishop Desmond Tutu, acknowledging in particular his declaration of the Gospel basis for his repudiation of apartheid and his commitment to the welfare of the poor in South Africa.’

Seconded

Professor Stewart moved as a procedural motion –

‘Synod allow the motion to be withdrawn.’

Seconded

Professor Stewart's procedural motion was not carried.

The Rev Christopher Braga moved as an amendment to Professor Stewart's motion –

'Following the words "Archbishop Desmond Tutu", omit the matter " , acknowledging in particular" and insert instead the matter ". While noting that Archbishop Tutu's theology significantly differs from the theology espoused by this Diocese, we acknowledge".'

Seconded

The Rev David Morgan moved as an amendment to Professor Stewart's motion –

'Omit the words "his declaration of the Gospel basis for".'

Seconded

Mr Morgan's amendment was carried.

Mr Braga's amendment therefore lapsed.

Professor Stewart's motion, as amended, was carried in the following form –

'Synod gives thanks to God for the life and work of Archbishop Desmond Tutu, acknowledging in particular his repudiation of apartheid and his commitment to the welfare of the poor in South Africa.'

The Rev John Stanley moved as a procedural motion –

'That the Synod agree to recommit the motion just passed.'

Mr Stanley's procedural motion was not carried.

The Archbishop led the Synod in a prayer of thanks for Archbishop Desmond Tutu.

11.3 **Support and encouragement for Principals of Anglican Schools**

Having been granted leave, Mrs Nicola Fortescue moved –

'In light of the weighty responsibility of the Principals of our Anglican Schools to honour Christ and His mission while –

- (i) providing an excellent education in a place that is safe and dedicated to the well-being of students, and
- (ii) ensuring excellence and development of all teachers and staff who work in our schools,

and because we honour them and long for their well-being – spiritually, emotionally and physically, this Synod –

- (a) expresses its thanks to all Principals of our Anglican Schools,
- (b) acknowledges the enormity and complexity of their role, the personal sacrifices made in the arenas of family and church life,
- (c) recognises the pressure from many stakeholders – students, parents, teachers, communities, governors, the Synod, NESAs and media outlets,
- (d) encourages all Principals to have a spiritual mentor or coach, outside their spheres of influence (primarily school and family), who is committed to their well-being and growth in the Christian faith, and
- (e) requests the Diocesan Secretary to convey the content of this motion to all Principals of Anglican Schools in Sydney.'

Seconded and carried

The Rev David Mears led the Synod in prayer for Principals of Anglican Schools.

11.4 Online determination of motions

Professor Bernard Stewart AM moved –

‘Synod requests Standing Committee to draft a bill for an Amending Ordinance to the *Standing Orders Ordinance 2019* to provide for online voting by Synod members of any motion so notified by (a) ten members of Standing Committee or (b) one hundred members of Synod, at any time out of session but with reasonable caveats concerning time before the next scheduled session of Synod and with all other provisions concerning the determination of motions remaining operable where relevant.’

Seconded

The motion was not carried.

11.5 Livestream of meetings of the Synod

Having been granted leave, the Rev Richard Blight moved –

‘Synod requests that arrangements be made to livestream meetings of Synod for the benefit of members who are unable to attend.’

Seconded

The motion was not carried.

12. Closure

12.1 Preaching at the Synod Service

Having been granted leave, Bishop Chris Edwards moved –

‘Synod records its appreciation for the preaching of the Rev Stuart Starr at the Synod Service.’

Seconded and carried by acclamation

12.2 Committees and Officers of the Synod

Archdeacon Kara Hartley moved –

‘Synod records its appreciation for –

- (a) the President and his chairmanship,
- (b) the Chair and Deputy Chairs of Committee and their work in the consideration of the text of ordinances,
- (c) members who helped during the session by giving advice and serving the Synod, especially the Chancellor and Deputy Chancellors, Deputy Registrar, Archdeacon to the Archbishop, Acting Registrar, and Chair of Committee, the Synod Secretary and Secretary-designate, as well as the Order of Business and Minute Reading Committees, and
- (d) the services given by the staff of SDS and the Archbishop’s Office, Anglican Media, the music team, Bible readers, Wesley staff, and all those who have helped facilitate this session of Synod.’

Seconded and carried by acclamation

12.3 **Minutes of 20 September 2022**

Mr Daniel Glynn moved –

‘Synod authorises the President to sign the minutes of 20 September 2022 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.’

Seconded and carried

12.4 **Hymn**

Members joined in the singing of the hymn ‘How Great Thou Art’.

Adjournment

At 9.05 pm, Mr Daniel Glynn moved –

‘Synod adjourns without appointing another day of meeting.’

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod’s proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

17 October 2022