

## Resolutions of the Third Session of the 52<sup>nd</sup> Synod (held in 2022)

### 1/22 Giving thanks for the life of Queen Elizabeth II

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.

(Bishop Peter Hayward 12/09/2022)

### 2/22 Amendments to Faithfulness in Service

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.

(Bishop Michael Stead 12/09/2022)

### 3/22 Leadership of Anglicare

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.

(Bishop Gary Koo 12/09/2022)

### 4/22 Response to Newmarch House 2020 COVID-19 Outbreak

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

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- (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.

(Mr Simon Miller 12/09/2022)

### 5/22 Voluntary Assisted Dying

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](mailto: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.'

(Mr Simon Miller 12/09/2022)

### 6/22 Review of the Governance Policy for Diocesan Organisations

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,

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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.

(Bishop Chris Edwards 12/09/2022)

### **7/22 Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse**

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.

(Mr Daniel Glynn 12/09/2022)

### **8/22 Women's Work in the Church**

Synod –

- (a) notes that this year marks 100 years since it passed the *Women's Work in the Church Ordinance 1922*,

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- (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.

(Archdeacon Kara Hartley 12/09/2022)

### **9/22 Addressing domestic violence “Before it Starts”**

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.

(Dean Sandy Grant 12/09/2022)

### **10/22 Know Domestic Abuse online training**

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.

(Archdeacon Simon Flinders 12/09/2022)

### **11/22 Adequacy of clergy superannuation contribution rates**

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.

(The Rev Tom Hargreaves 12/09/2022)

### **12/22 Support for Gafcon Tanzania**

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

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- (d) requests the Archbishop to communicate the support of Sydney Diocese to the Chair of Gafcon Tanzania.

(The Rev Jodie McNeill 12/09/2022)

### **13/22 National Anglican Family Violence Research project**

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 53<sup>rd</sup> 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".

(Dr Karin Sowada 12/09/2022)

### **14/22 Jamberoo: Classification as a Parish**

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

(The Rev Jodie McNeill 12/09/2022)

### **15/22 Toward the development of a Diocesan Property Strategy**

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](mailto: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.

(Bishop Peter Lin 12/09/2022)

### **16/22 Fund 127 Work Outside the Diocese**

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).

(Ms Lyn Bannerman 13/09/2022)

### **17/22 Mr Daniel Glynn**

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

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assures Mr Glynn of its prayers for him in his new role as Head of the Parishes and Operations Division of SDS.

(Bishop Michael Stead 13/09/2022)

### **18/22 Book launch regarding Canon John Chapman**

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.

(The Rev Dominic Steele 13/09/2022)

### **19/22 Doctrine Commission report on parish system**

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.

(Archdeacon Anthony Douglas 13/09/2022)

### **20/22 Engagement with members of parliament**

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.

(The Rev Mark Tough 13/09/2022)

### **21/22 The Rev Greg Peisley**

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.

(The Rev Dominic Steele 13/09/2022)

### **22/22 Indigenous Ministry in the Diocese of Sydney**

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 –

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- (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.

(The Rev Michael Duckett 13/09/2022)

### 23/22 Recognising local Indigenous history

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.

(Dean Sandy Grant 13/09/2022)

### 24/22 Accessibility Guidelines

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.

(The Rev Dr Andrew Errington 13/09/2022)

### 25/22 Holding surplus ministry assets in trust for the purposes of the Diocese

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.”

(Bishop Michael Stead 14/09/2022)

### **26/22 Charity between Anglicans**

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.

(Professor Bernard Stewart AM 14/09/2022)

### **27/22 Review of governance principles in diocesan schools**

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.

(The Rev Roger Fitzhardinge 14/09/2022)

### **28/22 Diocesan support for the development of missional leaders and excellent educators in Anglican Schools**

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.

(Mrs Nicola Fortescue 14/09/2022)

### **29/22 Request to appoint a diocesan educational advisor**

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.

(Bishop Chris Edwards 14/09/2022)

### **30/22 Establishment of an Education Committee**

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).

(Mr Peter Fowler 14/09/2022)

### **31/22 Withdrawal from fellowship in national or provincial contexts**

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.

(The Rev Dr Mark Earngey 14/09/2022)

### **32/22 Financial support for the Diocese of Bathurst**

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.

(Bishop Michael Stead 14/09/2022)

### **33/22 First Nations Voice**

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.

(Ms Larissa Minniecon 14/09/2022)

### **34/22 Religious Freedom**

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 prefer the employment of persons of faith to organisations run by faith communities,

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- (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.

(Bishop Michael Stead 19/09/2022)

### **35/22 Synod in the Greenfields of the Northwest of Sydney**

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.

(Mrs Patricia Jackson 19/09/2022)

### **36/22 The Rev Craig and Mrs Annie Segært**

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.

(Mr Chris Hamam 19/09/2022)

**37/22 Youthworks College Centre for Christian Education**

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.

(The Rev Chris Braga 19/09/2022)

**38/22 Request for Doctrine Commission report on the relationship between church and state, in the absence of religious freedom**

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.

(The Rev Andrew Barry 19/02/2022)

**39/22 Relational distress in the ministry workplace**

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.

(Mrs Nicola Fortescue 19/09/2022)

**40/22 Gospel partnerships between parishes**

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.

(The Rev Craig Hooper 19/09/2022)

**41/22 Appreciation for Sydney Anglican public school teachers**

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.

(The Rev Jason Veitch 19/09/2022)

**42/22 Sydney Anglican Schools partnering in teaching SRE in public schools**

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.

(The Rev Jason Veitch 19/09/2022)

**43/22 Official Provincial Memorial Service for Her Majesty, Queen Elizabeth II**

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.

(Dean Sandy Grant 19/09/2022)

**44/22 Gaming Machine Reform for NSW Parliament**

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,

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- (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.

(Dean Sandy Grant 19/09/2022)

### **45/22 Review of Diocesan Investment Strategy**

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.

(Dr Laurie Scandrett 19/09/2022)

### **46/22 National School Chaplaincy Program**

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.

(Mr Matthew Robson 20/09/2022)

**47/22 Congratulations to the Rev Darrell Parker on election as the Bishop of North West Australia**

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.

(Dr Robert Tong AM 20/09/2022)

**48/22 Mr Martin Thearle**

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.

(Mr Daniel Glynn 20/09/2022)

**49/22 Mrs Catherine Rich, Registrar of the Diocese of Sydney**

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.

(Bishop Michael Stead 20/09/2022)

**50/22 Synod in the Greenfields**

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.

(Bishop Peter Lin 20/09/2022)

**51/22 Review of the *Nomination Ordinance 2006***

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.

(Canon Craig Roberts 20/09/2022)

**52/22 Approach to meetings of, and financial contributions to, the General Synod**

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.

(Dr Laurie Scandrett 20/09/2022)

**53/22 Obedience to Jesus' Great Commission**

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.

(Bishop Rick Lewers 20/09/2022)

**54/22 Ministry Wellbeing and Development**

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

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- (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.

(Mr Garth Blake AM SC 20/09/2022)

### **55/22 Gospel Foundation Fund of the Diocese of North West Australia**

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).

(Dr Laurie Scandrett 20/09/2022)

### **56/22 Archbishop Desmond Tutu**

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.

(Professor Bernard Stewart AM 20/09/2022)

### **57/22 Support and encouragement for Principals of Anglican Schools**

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.

(Mrs Nicola Fortescue 20/09/2022)