

53rd Synod of the Diocese of Sydney

First Session

Minutes of Proceedings of the Synod for Monday 11 September 2023

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm after a service of Holy Communion at which the address was given by the Rev Andrew Rees.

2. Prayers

Prayers were read by Archdeacon Kara Hartley.

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 motions

5.1 Amendment to the business paper for Monday 11 September 2023

Having been granted leave, Mrs Briony Bounds 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 11 September 2023”, and suspends so many of the Standing Orders as may prevent these arrangements.’

Seconded and carried

6. Calling of motions related to certain elections

The President called the motions related to the elections in order in which they appeared on the business paper.

6.1 Anglican Church Property Trust Diocese of Sydney

Mrs Briony Bounds moved –

‘Under section 12 of the *Anglican Church of Australia Trust Property Act 1917*, the Synod declares a vacancy in the offices of members of the Anglican Church Property Trust Diocese of Sydney for Canon Christopher Allan and the Rev Andrew Schmidt who have come to the end of their terms of office, noting that Canon Allan and Mr Schmidt have each been nominated in anticipation of this vacancy being declared.’

Seconded and carried

6.2 Secretary of the Synod

Dr Robert Tong AM moved –

‘Synod hereby elects Mrs Briony Bounds to be Secretary of the Synod.’

Seconded and carried

6.3 Chair of Committee

Dr Claire Smith moved –

‘Synod hereby elects Dr Robert Tong AM to be Chair of Committee.’

Seconded and carried

6.4 Deputy Chair or Deputy Chairs of Committee

Dr Claire Smith moved –

‘Synod hereby elects Canon Phillip Colgan, Mr Michael Easton and Dr Karin Sowada to be Deputy Chairs of Committee.’

Seconded and carried

6.5 Committee of Elections and Qualifications

Bishop Gary Koo moved –

‘Synod hereby elects a Committee of Elections and Qualifications consisting of the following persons –

Mr Michael Easton

Mrs Catherine Rich

Mr Ian Miller

Dr Karin Sowada’

Seconded and carried

6.6 Committee for the Order of Business

Dr Claire Smith moved –

‘Synod hereby elects a Committee for the Order of Business, consisting of the following persons –

The Secretary of Synod

Bishop Chris Edwards

Archdeacon Anthony Douglas

Dr Robert Tong AM’

Seconded and carried

6.7 Minute Reading Committee

Archdeacon Simon Flinders moved –

‘Synod hereby elects a Minute Reading Committee consisting of the following persons –

Mrs Stacey Chapman

Mrs Patricia Jackson

Mr Clive Ellis

Mr Malcolm Purvis

Miss Jenny Flower

Dr Claire Smith

Mrs Jeanette Habib

The Committee to operate on the basis that any 2 members may certify the minutes on behalf of the Committee.’

Seconded and carried

7. Uncontested elections

A list of the uncontested elections was tabled, the results of which –

- (a) in the case of the election for the Anglican Church Property Trust, was declared by the President,
- (b) in the case of all other elections, was declared by the President on 22 August 2023, effective from 11 September 2023,

pursuant to rule 4.1(b) of the Second Schedule to the *Synod Elections Ordinance 2000*.

8. Tabling of the minute book of the Standing Committee

The minute book of the Standing Committee was tabled.

9. Petitions

There were no petitions.

10. Questions

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

- (1) The Rev Zac Veron
- (2) The Rev Zac Veron
- (3) The Rev David Clarke
- (4) The Rev John Chappell
- (5) The Rev Zac Veron
- (6) Mr David Barker
- (7) Mr Samuel Doherty
- (8) Mr Samuel Doherty
- (9) Mr Samuel Doherty
- (10) Mr Samuel Doherty
- (11) Mr Samuel Doherty
- (12) Mr Samuel Doherty
- (13) Mr Samuel Doherty
- (14) Mr Samuel Doherty
- (15) Mr Samuel Doherty
- (16) Mr David Lloyd
- (17) Mr David Lloyd
- (18) The Rev Hayden Smith
- (19) Mr Michael Doran

11. Notices of Motions

Notices of motions were given by the following members –

- (1) Bishop Michael Stead
- (2) Bishop Michael Stead
- (3) The Rev Dr Matthew Wilcoxon
- (4) The Rev Roger Cunningham
- (5) The Rev Dr Raj Gupta
- (6) The Rev Gavin Poole
- (7) The Rev Dr Andrew Ford
- (8) Mr Chris Hamam
- (9) Mr Chris Hamam
- (10) Mr Chris Hamam

12. 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.

12.1 Arrangements concerning Daily Papers and amendments

Mrs Briony Bounds 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

12.2 Arrangements for the scheduling of business

Mrs Briony Bounds moved –

‘Synod notes that the Timetable for Synod Business sets out the anticipated order of business, including the following presentations that have been approved by the Standing Committee –

- (a) on Wednesday 13 September (afternoon session, from 5.20pm), a presentation from Anglican Community Services (Anglicare) of up to 20 minutes, to be delivered by Mr Simon Miller, Chief Executive Officer, and the Rev Dr Andrew Ford, Chief Executive Community and Mission,
- (b) on Monday 18 September (afternoon session, following the formal matters), a presentation, including visuals, for up to 10 minutes regarding Anglican Schools in the Diocese,

and notes that the Standing Committee has approved the following being presented at a time determined at the discretion of the President –

- (c) a presentation from the Endowment of the See Corporation, including visuals, of up to ten minutes,
- (d) a presentation from Sydney Diocesan Services, including visuals, of three minutes to be delivered by Mr Robert Wicks, Chief Executive Officer,
- (e) a presentation from Anglican Church Growth Corporation, including visuals and prayer, of up to five minutes,

and agrees –

- (f) to deal with its business in accordance with the Timetable for Synod Business,
- (g) that the mover and seconder of the motion at M11 (Grace City Church) may combine for a joint presentation with visuals for up to 10 minutes, including prayer,
- (h) to reserve the evening of Wednesday 13 September following consideration of matters related to the Governance Policy for Diocesan Organisations, to allow for the conclusion of debate on any matters commenced but not yet concluded earlier in the session, and

- (i) to a one-page flyer, in connection with the presentation mentioned in paragraph (d), being made available in the foyer of the Synod venue following the presentation for collection by members,
and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

12.3 Arrangements for consideration of M3 Response to Newmarch House 2020 COVID-19 Outbreak

Dr Robert Tong AM moved –

'Synod, noting that –

- (i) the Report of the coronial inquest into the Newmarch House 2020 COVID-19 outbreak has not yet been released,
- (ii) a class action has commenced in relation to the Newmarch House 2020 COVID-19 outbreak, and
- (iii) a motion (M3) is on the Synod Agenda, which among other things seeks a report be provided to the Standing Committee on this matter when all inquiries and legal matters are resolved,

agrees not to consider any motion other than M3 on the topic of the Newmarch House 2020 COVID-19 outbreak and Anglicare Sydney's response at this session, and suspends all Standing Orders as would prevent these arrangements.'

Seconded and carried

12.4 Presentation regarding Indigenous reconciliation and the Voice Referendum

Archdeacon Simon Flinders moved –

'Synod –

- (a) notes that the President has invited the following persons to address the Synod, for up to twenty minutes each, on matters relating to Indigenous reconciliation and the Voice Referendum: Ms Larissa Minniecon, the Rev Michael Paduch Duckett, and the Rev Neville Naden,
- (b) notes that this presentation is scheduled for Monday 11 September (evening session), and
- (c) notes the encouragement of the Archbishop to all members of the Synod to listen generously to our Indigenous sister and brothers.'

Seconded and carried

12.5 Arrangements for the consideration of M20 SAIPMC Statement on the Voice Referendum

Mrs Briony Bounds moved –

'Synod –

- (a) notes that notice has been given of a series of procedural motions, set out under the heading for motion M20 (SAIPMC Statement on the Voice Referendum) in the Schedule of motions attached to this business paper, which are to be moved immediately prior to consideration of the motion at M20,
- (b) agrees to the following arrangements for consideration of the procedural motions –
 - (i) each procedural motion will be moved together without a seconder's speech, with the mover speaking for up to five minutes in total to all the procedural motions,
 - (ii) debate may proceed together on all the procedural motions,
 - (iii) each procedural motion will be put to the vote (unless it has lapsed),
 and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

12.6 Arrangements for the consideration of M22 Australian Racing Christian Chaplaincy

Mr James Flavin moved –

'Synod agrees that the mover and seconder of motion M22 (Australian Racing Christian Chaplaincy) may combine for a joint presentation with visuals for up to six minutes, including prayer, to be scheduled immediately prior to the dinner break on Wednesday 13 September.'

Seconded and carried

12.7 Arrangements for the consideration of motions regarding the Governance Policy (M24, M25, M26)

Bishop Chris Edwards moved –

'Synod agrees to –

- (a) consider the motions at M24 (Diocesan Governance Policy – tiered model of governance), M25 (Diocesan Governance Policy – Christian faith and character), and M26 (Diocesan Governance Policy – Statement of Personal Commitment to Organisational Faithfulness) immediately following consideration of the motion at M12 (Review of the Governance Policy for Diocesan Organisations), currently scheduled for consideration during the evening session of Wednesday 13 September 2023, and
- (b) to the following arrangements for the consideration of M24, M25, and M26 –
 - (i) the mover of each motion may speak for up to five minutes, and up to three minutes in reply,
 - (ii) each motion will be moved without a seconder's speech, and
 - (iii) each speaker, other than the movers, may speak for up to 3 minutes,

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

Seconded and carried

12.8 Arrangements for the consideration of B9 and M27 regarding Domestic Abuse

Mrs Briony Bounds moved –

'Synod –

- (a) agrees to consider the proposed policy at B9 (Responding to Domestic Abuse: Policy and Good Practice Guidelines) on Wednesday 13 September, following formal matters,
- (b) agrees to consider the motion at M27 (Domestic Abuse Policy) immediately following consideration of the proposed policy at B9,
- (c) notes that the Safe Ministry Team Chaplain, Mrs Belinda Burn, will be available in the foyer of the Wesley Theatre from 3.30pm to 5.25pm on Wednesday 13 September for anyone who would like pastoral support.'

Seconded and carried

12.9 Publication of presentation material

Mrs Briony Bounds moved –

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

Seconded and carried

12.10 Arrangements for consideration of B5 Parochial Cost Recoveries Ordinance 2023

Mrs Briony Bounds moved –

‘Synod agrees, for the purposes of considering the Bill at B5 (Parochial Cost Recoveries Ordinance 2023), to substitute the form of Explanatory Report circulated along with today’s business paper for the form of the Explanatory Report shown at page 135 of Book 1, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

12.11 Arrangements for consideration of M35 Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse

Mrs Briony Bounds moved –

‘Synod –

- (a) receives notice of the following motion to be moved by request of the Standing Committee, which was inadvertently omitted from the Business Paper for Day 1 –

“Synod, noting the report 7/22 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.”,

- (b) notes that this motion has been included in section III of the Schedule as M35,
 (c) agrees to consider the motion as the next unscheduled item of business following consideration of M19 (South Western Region buildings and property strategy), and
 (d) agrees that the motion may be called over from Tuesday 12 September,

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

Seconded and carried

12.12 Arrangements for consideration of M19 South Western Region buildings and property strategy

Bishop Peter Lin moved –

‘Synod agrees that Mr Ross Jones, Chief Executive Officer of the Anglican Church Growth Corporation, may speak in debate during consideration of the motion at M19 (South Western Region buildings and property strategy), if not taken on the callover of motions, notwithstanding that Mr Jones is not a member of the Synod, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

12.13 Presentation regarding Mothers Union

Archdeacon Kara Hartley moved –

‘Synod agrees to allow a 2-minute video prepared by Mothers Union, to be shown at a time prior to the dinner break on any day, determined at the discretion of the President.’

Seconded and carried

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

Mrs Briony Bounds moved –

‘Synod notes that the following annual reports submitted under the *Accounts, Audits and Annual Reports Ordinance 1995* for the Financial Year ending 31 December 2022, have been tabled and receives them –

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

Seconded and carried

12.15 Annual reports for organisations with a financial year ending 30 June

Mrs Briony Bounds moved –

'Synod notes that the following annual reports, submitted under the *Accounts, Audits and Annual Reports Ordinance 1995* for the Financial Year ending 30 June 2022, have been tabled and receives them –

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

12.16 Other annual reports

Mrs Briony Bounds moved –

'Synod notes that the following annual report for the Financial Year ending 31 December 2022 has been tabled and receives it –

Mission to Seafarers (The), Sydney'

Seconded and carried

12.17 Amendments to Faithfulness in Service

Mrs Briony Bounds moved –

'Synod, noting the report 'Amendments 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 the report.'

Seconded and carried

12.18 Consumption of alcohol in the parish context

Dean Sandy Grant moved –

'Synod, noting the report 'Consumption of alcohol in the parish context: update to the 2009 report' and the associated updated report on 'Consumption of Alcohol in the Context of Parishes, Churches, Congregations and Fellowships in the Anglican Church Diocese of Sydney' (the updated Report) –

- (a) requests that a copy of the updated Report be sent to all parish ministers and wardens,
- (b) requests that all parish ministers and wardens be reminded of the 'Policy on Consumption of Alcohol in the Parish Context' adopted by Synod in 2009,
- (c) encourages all wardens to implement a parish policy on alcohol, or review their existing policy, in the light of the updated Report and existing Synod policy, and
- (d) requests the General Synod to consider the impact of social media on parishioners, especially the vulnerable, and educate clergy on faithful usage of these media. This may include instruction on any potential harm of posting photographs of leaders consuming alcohol.'

Seconded and carried

12.19 Response to Newmarch House 2020 COVID-19 Outbreak

Mr Simon Miller moved –

'Synod, noting that it resolved in 2022 that when all inquiries and legal matters are resolved, and the matter was no longer sub judice, Anglicare Sydney prepare a report 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 –

- (a) notes that the Newmarch House 2020 COVID-19 outbreak remains *sub judice* as –

- (i) the Report of the coronial inquest into the Newmarch House 2020 COVID-19 outbreak has not yet been released, and
 - (ii) a class action has been filed in relation to the outbreak, and
- (b) requests that, when all inquiries and legal matters are resolved, the Board and executive team of Anglicare Sydney prepare a report to the Standing Committee 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

12.20 Diocesan Doctrine Commission's terms of reference

Archdeacon Simon Flinders moved –

'Synod, noting the report "The Diocesan Doctrine Commission's terms of reference", requests that the Commission appointed by the Archbishop in consultation with the Standing Committee pursuant to resolution 19/81 –

- (a) be comprised of ten persons, to serve for a term of three years,
- (b) have a Chair, appointed by the Archbishop from among the members, and
- (c) consider and report on issues which may be referred to it from time to time only by the Synod, the Standing Committee, or by the Archbishop,

and encourages the Standing Committee to approve suitable Terms of Reference for the Commission that reflect the recommendations of this motion.'

Seconded and carried

12.21 Discontinuation of the Affiliated Churches Program

The Rev Philip Wheeler moved –

'Synod, noting the report "Discontinuation of the Affiliated Churches Program", notes that following discussion with and support from current Affiliated Churches, the Standing Committee intends to discontinue the Affiliated Churches Program in 2024.'

Seconded and carried

12.22 50th Anniversary of Robert Menzies College

Ms Nicola Warwick-Mayo moved –

'Synod notes that 2023 marks the 50th anniversary of the founding of Robert Menzies College and gives thanks to God for the caring community, and Christian teaching and equipping it has provided to thousands of university students for over half a century.

Synod values the important contribution the College makes to university life in our city and recognises the many faithful people who have been involved in the ministry of the College since its conception. Synod encourages the Master and all those involved today to faithfully continue this heritage for the glory of God.'

Seconded and carried

12.23 World Mental Health Day – 10 October 2023

Bishop Gary Koo moved –

'Synod, noting that over two in five Australians aged 16-85 years (43.7% or 8.6 million people) are estimated to have experienced a mental disorder at some time in their life, encourages our parishes to raise awareness of the prevalence of mental health issues in our churches and communities, and of available resources and support, by promoting, participating in and praying for World Mental Health Day (October 10), including by using

the resources from The Mental Health and Pastoral Care Institute (<https://mentalhealthinstitute.org.au/for-churches/world-mental-health-day/>).

Seconded and carried

12.24 Youthworks' ministries

The Rev Tom Hargreaves moved –

'Synod, noting that almost 80% of church-goers say that they made decisions to follow Christ before their nineteenth birthday and 56% say they had a formative spiritual experience on a Christian camp, thanks God for the ministries of Youthworks, particularly –

- (a) the Port Hacking conference centres that are undergoing significant improvements to their accommodation units to enable more people from more churches to have more time in temporary Christian community, and
- (b) the creation of a secure Salesforce portal to assist local church SRE coordinators in more easily administering their SRE teachers thereby freeing up more volunteer ministry time for face to face gospel ministry,

and seeks God's blessing on these endeavours that more young people in our city and beyond might question, explore and discover life-giving faith in Jesus Christ.

Seconded and carried

Mr Hargeaves led the Synod in prayer for the work of Youthworks.

12.25 Ministry Standards Ordinance 2017

The Rev Craig Schafer moved –

'Synod, noting that the Ministry Standards Ordinance 2017 (MSO) has been in operation for five years, asks Standing Committee to investigate –

- (a) the impact of the complaints processes of the Office of the Director of Safe Ministry (**ODSM**) under the MSO on church workers, their families, and their parish ministry, including duration of complaints handling, impact of confidentiality requirements, perceptions of the investigation process, and general confidence in the process,
- (b) the adequacy of support arrangements for complainants and respondents involved in ODSM processes,
- (c) the cost of processing complaints that ultimately do not proceed, or return no finding of unfitness, and how those costs can be minimised,
- (d) what steps can be taken to minimise negative impacts on church workers and their families that result from false, trivial or vexatious complaints,
- (e) whether the shift to a fitness for office test has achieved the intended objectives, what costs it has involved, and whether it should be maintained,
- (f) whether complaints of child sexual abuse and bullying are best governed by a common process and/or ordinance, or whether these complaints require different approaches, processes and/or ordinances,
- (g) the extent to which the biblical necessity for church discipline and the practical requirements of such church discipline are properly considered in our approach to, and definitions of, bullying and harassment, and
- (h) how we can make better use of the *Diocesan policy for dealing with allegations of unacceptable behaviour* and other processes in resolving conflict apart from the MSO,

and report its findings and recommendations to the 2024 session of Synod.'

Seconded and carried

13. Procedural motions from members

13.1 Arrangements for the consideration of M13

Having been granted leave, the Rev Jason Ramsay moved as a procedural motion –

‘Synod requests the Committee for the Order of Business rearrange the Synod timetable so that M13 be considered before M12.’

Mr Ramsay’s procedural motion was put but was not carried.

13.2 Notice of procedural motion concerning motions relating to the Governance Policy (M24, M25, M26)

Dean Sandy Grant gave notice of his intention to move as a procedural motion –

‘Synod agrees that –

- (a) the motions at M24, M25 and M26 not be debated or voted on, and
- (b) Synod members may provide their initial feedback on the Exposure Draft of the revised Governance Policy for Diocesan Organisations during the debate of the motion at M12,

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

13.3 Arrangements for consideration of 14.3

Mrs Briony Bounds moved as a procedural motion –

‘Synod agrees to schedule consideration of the motion at item 14.3 to a time to be determined by the Committee for the Order of Business.’

Seconded and carried

14. Anglican Church Growth Corporation presentation

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

The Rev Philip Wheeler led the Synod in prayer for the work of the Corporation.

15. Mothers Union presentation

A video presentation was given regarding the work of the Mothers Union.

16. Presidential Address

The President delivered his address to the Synod.

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.

17. Indigenous reconciliation and the Voice Referendum presentation

The President made a personal statement, and led the Synod in prayer for Indigenous Australians and for reconciliation.

Ms Larissa Minniecon, the Rev Neville Naden, and the Rev Michael Paduch Duckett addressed the Synod on matters relating to Indigenous reconciliation and the Voice Referendum, which was received with acclamation.

The Rev Dr Simon Gillham led the Synod in prayer for Indigenous reconciliation and the Voice Referendum.

18. Motions

18.1 **General Synod – Safe Ministry Legislation Amendments Canon 2022 Adopting Ordinance 2023**

Dr Robert Tong AM moved –

‘That the General Synod – Safe Ministry Legislation Amendments Canon 2022 Adopting Ordinance 2023 be approved in principle.’

Seconded

Dr Tong 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.

Dr Tong moved –

‘That the General Synod – Safe Ministry Legislation Amendments Canon 2022 Adopting Ordinance 2023 pass as an ordinance of the Synod.’

Seconded and carried

18.2 **General Synod – Constitution Amendment (Mandatory Suspension) Canon 2022 Assenting Ordinance 2023**

Dr Robert Tong AM moved –

'That Synod agree to consider passing the General Synod – Constitution Amendment (Mandatory Suspension) Canon 2022 Assenting Ordinance 2023 formally.'

Seconded and carried

Dr Tong spoke in support of the proposed ordinance.

The President asked –

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

There were no questions.

Dr Tong moved –

'That the proposed ordinance pass formally as an ordinance of the Synod.'

Seconded and carried

18.3 **General Synod – Constitution Amendment (Mandatory Deposition) Canon 2022 Assenting Ordinance 2023**

Dr Robert Tong AM moved –

'That Synod agree to consider passing the General Synod – Constitution Amendment (Mandatory Deposition) Canon 2022 Assenting Ordinance 2023 formally.'

Seconded and carried

Dr Tong spoke in support of the proposed ordinance.

The President asked –

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

There were no questions.

Dr Tong moved –

'That the proposed ordinance pass formally as an ordinance of the Synod.'

Seconded and carried

18.4 **Synod Standing Orders Ordinance 2019 Amendment Ordinance 2023**

Archdeacon Anthony Douglas moved –

'That Synod agree to consider passing the Synod Standing Orders Ordinance 2019 Amendment Ordinance 2023 formally.'

Seconded and carried

Archdeacon Douglas spoke in support of the proposed ordinance.

The President asked –

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

There were no questions.

Archdeacon Douglas moved –

'That the proposed ordinance pass formally as an ordinance of the Synod.'

Seconded and carried

18.5 **Ministry Standards Ordinance 2017 Amendment Ordinance 2023**

Mr Michael Easton moved –

'That Synod agree to consider passing the Ministry Standards Ordinance 2017 Amendment Ordinance 2023 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

18.6 **Leadership of Indigenous Ministry in the Diocese**

Bishop Michael Stead moved –

'Synod, noting the report "Leadership of Indigenous Ministry in the Diocese" –

- (a) expresses its gratitude for the work of the volunteers who serve on the Sydney Anglican Indigenous Peoples' Ministry Committee (**SAIPMC**),
- (b) notes the report from the SAIPMC that Indigenous ministry in the Diocese is hampered because a committee of volunteers is not able to lead and drive the vision for Indigenous ministry (and true gospel reconciliation) across our Diocese and beyond,
- (c) expresses in-principle support for the recommendation of SAIPMC for the recognition and appointment of an Indigenous person (or persons) to lead and represent Indigenous ministry in our Diocese,
- (d) requests the Standing Committee to appoint a committee to explore how best to implement the recommendation of SAIPMC. The committee should consider –
 - (i) the scope of the role,
 - (ii) whether this role should be full time or part time, and/or a possible staged implementation,
 - (iii) whether there should be Indigenous representation on the Standing Committee,
 - (iv) the appropriate form of appointment (e.g., Canon, Archdeacon or Bishop), and
 - (v) the funding of this role, and
- (e) requests, to the extent that the recommendations of the committee require ordinance changes, that such changes be brought to the next session of the Synod for consideration.'

Seconded

Having been granted leave, Canon Phillip Colgan withdrew the amendment of which he had given notice on the Business Paper.

Bishop Stead's motion was carried without amendment.

18.7 Commencement of voluntary assisted dying in NSW

Mr Greg Hammond OAM moved –

'Synod, noting the report "The commencement of voluntary assisted dying in NSW" –

- (a) gives praise and thanks to God for his continued goodness in the provision of care and support to older persons living in residential aged care homes by Anglican Community Services (**Anglicare Sydney**),
- (b) thanks the members of the Archbishop's Working Group on Voluntary Assisted Dying and recommends the Working Group's Report to all who consider the passage of the *Voluntary Assisted Dying Act 2022 (NSW) (Act)* to be a tragedy for our society and a profound challenge for the church,
- (c) commends the decision by Anglicare Sydney to continue providing aged care services whilst adopting an approach that refuses to actively support euthanasia but complies with the Act, regulations and guidelines as far as a biblically informed Christian conscience will allow,
- (d) prays for the care and protection of all residents, their families and friends, and the staff, executives, and Board of Anglicare Sydney, as access to voluntary assisted dying becomes available on 28 November 2023 and beyond,
- (e) reaffirms its opposition to voluntary assisted dying and calls on the NSW Parliament to repeal the Act, and failing that to administer the Act in such a manner as to permit faith-based organisations, including residential aged care providers, who oppose euthanasia on the grounds of institutional conscientious objection, not to participate in, facilitate or permit voluntary assisted dying in or at their premises, facilities or services in any way,
- (f) affirms its commitment to supporting Anglicare Sydney as, confident in the goodness of God and the goodness of his word, it continues to work out the contours of faithfulness to Christ in humble obedience to the teaching of Scripture, even when faithfulness to this teaching is opposed by our governments, other institutions or prevailing popular opinions, and
- (g) resolves to stand with Anglicare if, like many faithful saints who have gone before us and many others around us, it is required to make costly decisions in order to maintain faithfulness to Christ.'

Seconded

The Rev Joseph Wiltshire moved as an amendment to Mr Hammond's motion –

'Insert as a new paragraph (h) –

- "(h) encourages Anglicare Sydney to respectfully, in compliance with the law, seek to dissuade residents from accessing VAD by 'deed and word'."

Seconded

Bishop Michael Stead moved as an amendment to Mr Wiltshire's amendment –

'Omit the matter after "seek to" and insert instead the matter "persuade residents by 'deed and word' that VAD is not consistent with the provision of life affirming care".'

Seconded

The Rev Jeremy Tonks moved as a further amendment to Mr Wiltshire's amendment –

‘Omit the matter “, in compliance with the law,”.’

Seconded

The Rev Chris Braga moved as a further amendment to Mr Hammond’s motion –

‘In paragraph (g) –

- (a) following the word “Anglicare” insert the words “and its staff”, and
- (b) omit the words “it is” and insert instead the words “they are”.’

Seconded

The Rev Dominic Steele moved as a further amendment to Mr Wiltshire’s amendment –

‘That the text of Mr Wiltshire’s amendment, as amended by Bishop Stead, be inserted at the end of paragraph (g) rather than form a new paragraph (h).’

Having been granted leave, Mr Steele withdrew his amendment.

Mr Tonks’ amendment to Mr Wiltshire’s amendment was not carried.

Mr Wiltshire’s amendment to Mr Hammond’s motion, as amended by Bishop Stead, was not carried.

Mr Braga’s amendment to Mr Hammond’s motion was not carried.

Mr Hammond’s motion was carried without amendment.

Bishop Stead led the Synod in prayer.

Adjournment

At 9.24pm, 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

12 September 2023

53rd Synod of the Diocese of Sydney

First Session

Minutes of Proceedings of the Synod for Tuesday 12 September 2023

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

The Rev Andrew Rees led the Bible study.

4. Minutes

The President signed the minutes for Monday 11 September 2023.

5. Answers to Questions

5.1 **Gathering of statistics on baptisms, funerals, and weddings**

The Rev Zac Veron asked the following question –

Are the following statistics being gathered each year from parishes:

- (a) The number of baptisms conducted
- (b) The number of funerals held
- (c) The number of weddings conducted?

If so, please provide the total for the Diocese in the years 2000-2022.

If not,

- (i) Why not?
- (ii) When did the gathering of baptism, wedding and funeral statistics cease?
- (iii) Why did the gathering of baptism, wedding and funeral statistics cease?
- (iv) Please provide the number of baptisms, weddings and funerals, for the Diocese as a whole, in all years statistics exist for the years 2000-2022.

To which the President replied –

I am informed that the answer is as follows –

- (a) to (c) No.
 - (i) This will be answered at roman numeral (iii).
 - (ii) 2008.
 - (iii) In 2008, the annual statistics were submitted online by parishes and the categories of information were rationalised. The explanation provided at the time was that valuable information for “assessing the overall progress of the Diocesan Mission”

would be required and that other details were “not vital at a diocesan level for mission planning”.

- (iv) It is not practical to answer this part of the question out loud as it is a table of numbers. The answer will be available on the notice board in the foyer.

Statistics Year	Number of parishes with no returns	Infant Baptisms	Mature Baptisms	Marriages	Funerals
2000	59	3,383	395	2,290	2,312
2001	52	3,311	436	2,180	2,399
2002	28	3,032	375	1,980	2,402
2003	10	3,012	476	1,877	2,308
2004	2	2,820	529	1,866	2,389
2005	6	2,809	525	1,935	2,084
2006	30	2,756	487	1,839	1,971
2007	35	2,637	517	1,638	1,897

5.2 Attendance figures in Sydney Anglican churches over the last 18 years

The Rev Zac Veron asked the following question –

- (a) How many people in total attended a Sydney Anglican church on any week, as an average expressed over a calendar year of attendance, and excluding periods of lock-downs of society, in 2022, 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) It is not practical to answer part (a) of the question out loud as it is a table of numbers. The answer will be available on the notice board in the foyer.

Year	Average Attendance per Week
2005	46,884
2006	47,388
2007	47,097
2008	45,695
2009	47,120
2010	47,256
2011	46,983
2012	47,221
2013	46,896
2014	47,868
2015	48,554
2016	47,138

Year	Average Attendance per Week
2017	47,063
2018	46,608
2019	45,408
2020	44,931
2021	38,949
2022	39,604

Notes to the Table:

The question asks for an 'average expressed over a calendar year of attendance'. For the years 2005 to 2007, parishes were asked for an average of weekly attendance over the 52 weeks of the year. In 2008, the process was simplified to be an average of four weeks (the fourth week of February, May August and November). In 2020 and 2021, attendance data was only obtained in relation to one week of the year because of COVID lockdowns under the public health orders.

The data is also dependent on parishes submitting their attendance statistics. In some years, up to 50 parishes have not done so. To provide a consistent base, in 2018 and future years, estimates of attendance were introduced instead of reporting a zero result for parishes that did not submit attendance data.

(b) Not applicable.

5.3 Production and distribution of the Diocesan Yearbook

The Rev David Clarke asked the following question –

Can the Synod please be updated on the cause of the ongoing delays with the production and distribution of the Diocesan Yearbook (in print or digital format) and how this will be addressed?

To which the President replied –

I am informed that the answer is as follows –

There are a number of factors, in particular understaffing. The focus of the Registry in the last 18 months has been reviewing processes with a view to bringing the Year Book online and replacing it with equivalent 'live' data.

The 2022 and 2023 editions of the Year Book will be available securely online by early December. A hardcopy will be printed and posted to members in the New Year if they 'opt in' to receive one.

'Live' sections of the Year Book data will soon be available online. The first sections that will be made available are the Parish, Clergy and Lay minister sections. These will be accessible via a login to anyone who holds a licence, authority or appointment. This will allow wider distribution of the Year Book than is the case at the moment.

With the move to information being accessible online and updated automatically, the Year Book will no longer be printed annually and will likely become a bi-annual edition.

5.4 Safe Ministry expenditure

The Rev John Chappell asked the following question –

- (a) Can the house be supplied in table form the PSU expenditure for years 2015, 2016 & 2017 with rows for rent, IT, staff costs, investigation costs (child related), investigation costs (non-child related), counselling costs (child related), counselling costs (non-child related)?
- (b) Can the above table be expanded to include ODSM expenditure for years 2018, 2019, 2020, 2021, 2022 with rows for rent, IT, staff costs, investigation costs (child related),

- investigation costs (non-child related), counselling costs (child related), counselling costs (non-child related)?
- (c) Can the final row contain 2024 budget for the same ODSM items?
 - (d) Has the Safe Ministry Board ever approved non-child related investigator expenditure beyond that set in the relevant year ODSM budget? If so, when, and by what amount? [If only total investigator budget available please note and supply instead].
 - (e) Has the Safe Ministry Board ever blocked an ODSM request for non-child related investigator expenditure beyond that set in the relevant year ODSM budget? If so, when, and what amount was requested and denied? [If only total investigator budget available please note and supply instead].
 - (f) Has Standing Committee ever imposed a limit on ODSM expenditure as per MSO 88(c)? If so, on what dates and what amounts were specified?
 - (g) Has the ODSM ever approved the reimbursement of legal advice beyond the initial \$2,200 inc. GST offered to a respondent? If so, when, and by what amount?
 - (h) Has any modelling been undertaken as to further expansion of costs of the ODSM in 2025 and beyond?

To which the President replied –

I am informed that the answer is as follows –

(a) to (c)

It is not practical to read out the answer to parts (a) to (c) of the question as it is a table of numbers. The answers will be available on the notice board in the foyer.

Expenditure	PSU			ODSM					
	2015	2016	2017	2018	2019	2020	2021	2022	2023 (budget)
Rent	27,528	27,988	28,352	30,551	30,612	38,774	31,278	49,122	79,429
IT	12,110	2,493	55,138	4,850	28,911	23,141	63,795	39,403	58,286
Staff costs	445,944	482,811	627,442	726,004	821,927	730,024	763,016	806,147	857,234
Investigation costs	16,320	4,875	21,570	62,134	32,627	51,519	15,319	58,311	45,272
Counselling costs	37,554	44,989	50,648	56,407	76,234	66,524	72,724	75,573	100,000
Total	539,456	563,155	783,150	879,945	990,310	909,982	946,132	1,028,556	1,140,221

Note: regarding parts (a) and (b) of the question, it is not possible to separate child and non-child related expenditure. Regarding part (c), 2023 items have been included, but not 2024, as the 2024 budget is not yet finalised.

- (d) No.
- (e) No.
- (f) No.
- (g) Yes, in accordance with the scale approved by the Standing Committee.
- (h) No.

5.5 Covid vaccine mandates in the Diocese

The Rev Zac Veron asked the following question –

- (a) Do any diocesan organisations and churches still have COVID-19 vaccine mandates in place as at 15 August 2023? If so, which organisations?
- (b) What reason(s) did any heads of diocesan organisations and churches offer for still having COVID-19 vaccine mandates in place as of 15 August 2023?
- (c) Which diocesan organisations and churches introduced COVID-19 vaccine mandates during 2021-2022 for their employees or persons licenced by the Archbishop?

- (d) How many employees and church workers in diocesan organisations and churches were sacked, stood down or resigned over COVID-19 vaccine mandates during 2021-2022? How many of these people have since been offered their jobs back and reinstated to their positions?
- (e) How many lay church members in each region of the Diocese were stood down from their ministries by their rectors, during 2021-2022, because they were not vaccinated with an approved COVID-19 vaccine, and how many of these people have since been reinstated?
- (f) How many lay church members in each region of the Diocese voluntarily stood down from their ministries during 2021-2022, because they were not vaccinated with an approved COVID-19 vaccine, and how many of these people have since been reinstated?

To which the President replied –

I am informed that the answer is as follows –

An online survey was circulated to parishes and diocesan organisations a fortnight before the first day of Synod. The survey invitation was sent to 275 people. Participation was voluntary and 131 responses were received. The answer to this question is based on the results of the survey and is therefore not comprehensive.

- (a) No.
- (b) Not applicable.
- (c) At times, and in certain circumstances during the pandemic, a COVID-19 vaccination was a requirement under public health orders for a person to work outside their place of residence or enter certain places including aged care facilities, schools and places of worship. In that sense a vaccine mandate was introduced by the NSW Government for organisations and churches in those instances.

The list of organisations and churches based on the survey responses will be available on the notice board in the foyer.

Diocesan Organisations
Anglicare Sydney
Campbelltown Anglican Schools Corporation
Moore Theological College
Sydney Diocesan Services
The Anglican Schools Corporation
Parishes
Bulli
Barrenjoey
Bondi Waverley
Bowral, St Jude's
Burwood, St. Paul's
Cambridge Park
Camden, St John's
Castle Hill, St Paul's
Church at the Peak, Peakhurst South
Darling Point, St Mark's
Dundas with Telopea
Frenchs Forest
Hunters Hill
Jamberoo
Jannali
Kingswood
Lalor Park and Kings Langley
Lithgow
Normanhurst, St Stephen's
North Ryde, St John's

Parishes
Penshurst
Pymble
Roseville, St Andrew's
Sans Souci
Seven Hills, St Peter's
Shellharbour City
Shellharbour, St Paul's
South Carlton, Park Road
St Andrew's Cathedral, Sydney
St James' King Street
Wahroonga
Willoughby Park
Wollongong and Corrimal, St Michael's Anglican Cathedral

- (d) 13 were terminated, or suspended, or resigned, and 3 were offered re-employment or re-instatement.
- (e) Northern Region: 2 stood down, 2 re-instated.
Western Region: 0 stood down, 0 re-instated.
South Western Region: 1 stood down, 0 re-instated.
South Sydney Region: 2 stood down, 2 re-instated.
Wollongong Region: 0 stood down, 0 re-instated.
- (f) Northern Region: 8 stood down, 6 re-instated.
Western Region: 2 stood down, 2 re-instated.
South Western Region: 1 stood down, 1 re-instated.
South Sydney Region: 4 stood down, 2 re-instated.
Wollongong Region: 2 stood down, 1 re-instated.

5.6 PricewaterhouseCoopers as auditor for Diocesan entities

Mr David Barker asked the following question –

I refer to the audited accounts of the Synod Amalgamated Funds and Parish Funds Amalgamated by way of example and note that PricewaterhouseCoopers (PwC) are the auditors:

- How long have PwC been auditors of the diocesan entities?
- How much has been paid to them each of those years?
- How long is their term?
- How many years to go on the current term?
- Will the audit go to tender when the current term is complete?
- Has the Diocesan reputational risk been assessed in keeping PwC as auditors given recent publicity on their actions as providers of advice to the Federal Government and if so what was determined?

To which the President replied –

I am informed that the answer is as follows –

- Since 1981.
- It is not practical to research the audit fee paid over a 42 year period. Approximately \$400,000 was paid for audit services associated with the year ending 31 December 2022.
- The auditors are reappointed annually.
- None. PwC will not be re-appointed for the year ended 31 December 2023.
- A request for tender for audit services was released in late May 2023. Submissions were received from eight audit firms, including PwC. The submissions were assessed by the Chief Financial Officer in July to shortlist three audit firms. In August, the three audit firms were interviewed by a panel of six members comprising the CFO and five senior members

of boards from various large central diocesan organisations. The panel's preferred audit firm was endorsed by the Finance Committee of the Standing Committee on 17 August. It is expected that the boards of the relevant central diocesan organisations will individually appoint the preferred audit firm by late September 2023.

- (f) Not applicable. PwC was not shortlisted.

5.7 Membership of the Synod

Mr Samuel Doherty asked the following question –

How many individuals are entitled to attend this Synod broken down by parts of the *Synod Membership Ordinance 1995*, and within each part, broken down by clergywomen, clergymen, laywomen, and laymen?

To which the President replied –

I am informed that the answer is as follows –

It is not practical to answer this part of the question out loud as it is a table of numbers. The answer will be available on the notice board in the foyer.

Part	Clergy		Clergy Total	Lay		Lay Total	Grand Total
	Female	Male		Female	Male		
P4		261	261				261
P5				172	315	487	487
P6		3	3		4	4	7
P7	8	19	27				27
P8				15	12	27	27
P8A		1	1		1	1	2
P9	1	8	9	1	2	3	12
Grand Total	9	292	301	188	334	522	824

5.8 The Sydney Church of England Grammar School Constitution Consolidation and Amendment Ordinance 1923

Mr Samuel Doherty asked the following question –

Why does *The Sydney Church of England Grammar School Constitution Consolidation and Amendment Ordinance 1923* require clerical members of the council to be in Priest's Orders?

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.

Nonetheless, while I cannot speculate as to the mind of the Synod 100 years ago, I can say it is likely that all clergy were in priest's orders at that time other than curates in their first year after ordination.

5.9 Election of lay canons under the the St Michael's Regional Cathedral Wollongong Ordinance 1969

Mr Samuel Doherty asked the following question –

Will members of St Michael's Corrimal congregation be permitted to vote in the election of two lay canons under clause 10(6)(d) of the *St Michael's Regional Cathedral Wollongong Ordinance 1969*?

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.

5.10 Interpretation of Abbotsleigh Ordinance 1924

Mr Samuel Doherty asked the following question –

With respect to clause 6 of the *Interpretation Ordinance 1985*, is the reference to two (2) clergymen in clause 3 of the *Abbotsleigh Ordinance 1924* taken to include the feminine gender or 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.

5.11 Parishes operating under schedule 1 of the *Parish Administration Ordinance 2008*

Mr Samuel Doherty asked the following question –

- (a) Which parishes with multiple churches operate under schedule 1 of the *Parish Administration Ordinance 2008*, and with respect to each parish, which church is the principal church?
- (b) How are church wardens selected for churches that have no regular services, in parishes administered under schedule 1 of the *Parish Administration Ordinance 2008* (for example St Matthew's Church, The Oaks, St Jerome's Cawdor, Camden, St Thomas' Hampton, Blackheath)?

To which the President replied –

I am informed that the answer is as follows –

- (a) The answer to part (a) is shown in tabular form and will be available on the notice board in the foyer.

Name of Parish	Principal Church	Principal Church location
Austinmer	All Saints'	AUSTINMER
Blackheath	St Aidan's	BLACKHEATH
Camden	St John's	CAMDEN
Chester Hill with Sefton	Saint John Mark's	CHESTER HILL
Cronulla	St Andrew's	CRONULLA
Dural District	St Jude's	DURAL
Eastgardens	St Edmund's	EASTGARDENS
Epping	St Alban's	EPPING
Gladesville	Christ Church	GLADESVILLE
Kensington Eastlakes	St Martin's	KENSINGTON
Kiama	Christ Church	KIAMA

Name of Parish	Principal Church	Principal Church location
Lower Mountains	St Peter's	GLENBROOK
Malabar	St Mark's	MALABAR
Merrylands	St Anne's	MERRYLANDS
Mittagong	St Stephen's	MITTAGONG
Moss Vale	St John's	MOSS VALE
Norfolk Island	St Barnabas'	NORFOLK ISLAND
Riverwood - Punchbowl	St Andrew's	RIVERWOOD
Roseville East	St Barnabas'	ROSEVILLE EAST
Sutton Forest	Holy Trinity	BUNDANOON
The Oaks	St Luke's	THE OAKS
Ulladulla	St Martin's	ULLADULLA
West Pymble with West Lindfield	St Matthew's	WEST PYMBLE
Wilberforce	St John's	WILBERFORCE
Willoughby Park	St John's	WILLOUGHBY

- (b) Part (b) of the question is out of order under rule 6.3(4) of the Synod standing orders as it contains an assertion and seeks a legal opinion.

5.12 Standing Committee minutes

Mr Samuel Doherty asked the following question –

Does Standing Committee publish its minutes? If so, have there been any delays in doing so this year, and what was the reason for any such delay?

To which the President replied –

I am informed that the answer is as follows –

The Standing Committee does not publish its minutes.

This question may be referring to the practice of uploading a summary of the Standing Committee meeting to the SDS website. These summaries have been uploaded later than in previous years. This is because the Standing Committee agreed that, as a matter of good governance, the summary should only be published once the minutes of the meeting have been approved (which occurs at the next Standing Committee meeting).

5.13 Colleges endorsed by the Archbishop for the purposes of elections

Mr Samuel Doherty asked the following question –

What are the other colleges endorsed by the Archbishop for the purposes of –

- (a) clause 5(2) of the *Anglican Church Growth Corporation Ordinance 2018*
- (b) clause 6(2) of the *Anglican Schools Corporation Ordinance 1947*
- (c) clause 8(2) of the *Anglican Youth and Education Diocese of Sydney Ordinance 1919*
- (d) clause 3(3) of the *Arden Anglican School Council Ordinance 2019*
- (e) clause 4(c) of the *Campbelltown Anglican Schools Ordinance 1985*
- (f) clause 5(2) of the *Endowment of the See Corporation Ordinance 2019*

- (g) clause 4(2) of the *Finance and Loans Board Ordinance 1957*
- (h) clause 5(2) of the *Glebe Administration Board Ordinance 1930*
- (i) clause 8(2) of the *Living Faith Council Ordinance 2020*
- (j) clause 10(2)(b) of the *Safe Ministry Board Ordinance 2001*
- (k) clause 5(2) of the *St Andrew's House Corporation Ordinance 2018*
- (l) clause 5(2) of the *Sydney Diocesan Services Ordinance 2017*
- (m) clause 9(2) of *The Archbishop of Sydney's Anglican Aid Ordinance 2011*
- (n) clause 4(b) of *The Barker College Ordinance 1978*
- (o) clause 5(a) of *The Illawarra Grammar School Ordinance 1958*

To which the President replied –

I am informed that the answer is as follows –

There are none. The circumstances envisaged by the question have not yet arisen – in other words, there has not been a nomination in respect to those bodies for an ordained, licensed member of the clergy who did not have the requisite degree from Moore Theological College.

5.14 President of the Diocesan Tribunal

Mr Samuel Doherty asked the following question –

Who is the current president of the Diocesan Tribunal?

To which the President replied –

I am informed that the answer is as follows –

The Archbishop of Sydney (as provided by Section 54(1) of the Constitution in the Schedule to the *Anglican Church of Australia Constitution Act 1961*).

5.15 Parochial Cost Recoveries Ordinance 2023

Mr Samuel Doherty asked the following question –

With respect to Attachment 2 of the Explanatory Report on the *Parochial Cost Recoveries Ordinance 2023* –

- (a) Why are no figures shown for Norfolk Island?
- (b)
 - (i) When was Arise Anglican Church classified as a Provisional Parish?
 - (ii) What are the boundaries of the ecclesiastical district?
 - (iii) Did the Western Sydney Regional Council propose that Arise Anglican Church become a recognised church? If this proposal was rejected or changed, what was the reason?

To which the President replied –

I am informed that the answer is as follows –

- (a) Norfolk Island is an External Territory under the authority of the Commonwealth of Australia. Special arrangements apply with respect to the application of ordinances to Norfolk Island. The Parish of Norfolk Island does not pay the variable component of PCR, the church land acquisitions levy or the property receipts levy.
- (b)
 - (i) Arise Anglican Church was declared a Provisional Recognised Church under the *Recognised Churches Ordinance 2000* on 14 September 2020. It is not a provisional parish, though its status is equivalent.
 - (ii) No ecclesiastical district has been allocated, so there are no boundaries.
 - (iii) No. The remainder of the question is therefore not applicable.

5.16 Female representation on the Synod

Mr David Lloyd asked the following question –

- (a) In relation to the first session of the 53rd Synod of the Diocese of Sydney and across all parts of the membership as prescribed by the *Synod Membership Ordinance 1995*, what is the total number of female members and what is the total number of male members (please also provide the approximate percentage for each gender of the total membership)?
- (b) In relation to the first session of the 53rd Synod of the Diocese of Sydney, what is:
 - (i) The number of female members and
 - (ii) The number of male members, in each of the following parts of the membership as prescribed by the *Synod Membership Ordinance 1995* (please also provide the approximate percentage for each gender of the total membership in respect of each of Parts 5, 7 and 8):
 - (A) Part 5 – (Lay) Parochial Representatives;
 - (B) Part 6 – Chief Executive Officers of Nominated Organisations;
 - (C) Part 7 – Nominated Ministers;
 - (D) Part 8 – Nominated Laypersons;
 - (E) Part 8A – Nominated Indigenous Representatives; and
 - (F) Part 9, but only in respect of clause 53, sub-clauses (2)-(3) - the two persons elected by the council of St Paul's College?
- (c) Has the Diocese of Sydney or its Standing Committee considered or adopted any plans or strategies that may increase female representation in the membership of those parts of the Synod of the Diocese that are open to both female and male members, and if so, please outline such plans or strategies?

To which the President replied –

I am informed that the answer is as follows –

- (a) 197 female members (24%) and 626 male members (76%).
- (b)
 - (i) 172 women (35%) and 315 men (65%).
 - (ii) 0 women and 7 men.
 - (iii) 8 women (30%) and 19 men (70%).
 - (iv) 15 women (56%) and 12 men (44%).
 - (v) 0 women and 2 men.
 - (vi) 2 men.
- (c) Yes.

Part 7 members are appointed by the Archbishop. These members must be in holy orders and licensed for service in the Diocese, which limits the pool of women who can be appointed. However, the Archbishop has intentionally sought to increase the representation of women in Part 7.

Part 8 members are appointed by the Standing Committee and the majority are women.

The election of Part 5 members is a matter for parish AGMs.

5.17 Parishes without a full complement of wardens

Mr David Lloyd asked the following question –

Based on the records held by the Registrar of the Diocese of Sydney, in respect of all parishes administered under Schedule 1 or Schedule 2 of the *Parish Administration Ordinance 2008*, as at 1 September 2023, are there any parishes that have not elected or appointed a full complement of 3 wardens under the Ordinance, and if so, how many parishes in total across the Diocese, and

how many parishes in each of the five regions of the Diocese, are there that have not elected or appointed 3 wardens?

To which the President replied –

I am informed that the answer is as follows –

Yes.

There are 41 parishes where a full complement of wardens have not been elected. This number includes 16 churches that are currently closed, and have no services, but are still licensed as churches.

The number of the churches by region is as follows:

Region	Number of parishes
Northern	10
South Sydney	10
South Western	9
Western	8
Wollongong	4
TOTAL	41

5.18 Retention of Safe Ministry-related information and cyber security

The Rev Hayden Smith asked the following question –

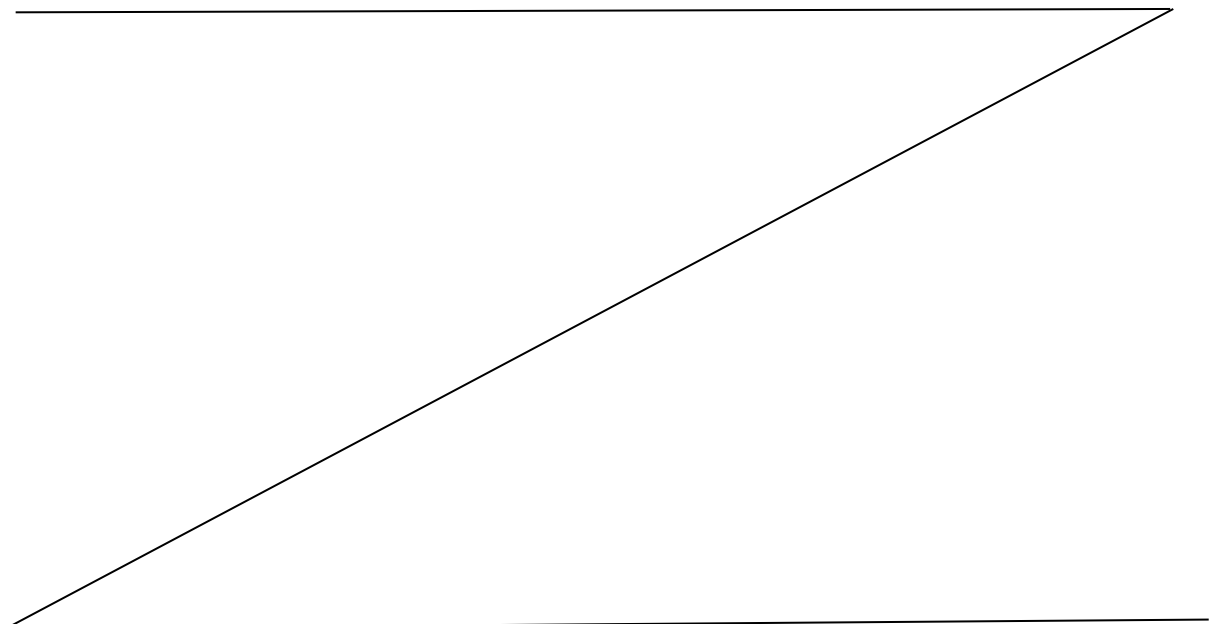
I understand that Safe Ministry requirements now include a confidential lifestyle questionnaire for clergy and lay ministers and completion of a Working with Children Check for all adults working with or around children.

I understand the questionnaires are retained as a legal record.

Could the President please advise if any electronic copies of the questionnaires are retained and, if so –

- (a) What precautions have been taken to ensure that these remain secure and confidential?
- (b) In light of the numerous high-profile cyber attacks in Australia in recent times, has the Diocesan Registry or the PSU received any independent advice as to the adequacy and rigour of its cyber security?

To which the President replied –



5.19 Anglicare retirement living villages

Mr Michael Doran asked the following question –

These are questions for Anglicare, regarding retirement living villages and its loan licence model.

Loan licence

- (a) What is a typical fortnightly fee for resident licensees?
- (b) What is the median ingoing loan contribution?
- (c) Given that the ingoing contribution is a loan to Anglicare, do residents receive interest on their loaned amount?
- (d) On exit from the licensed property, is the return of the loaned amount to the resident (minus the exit fee) indexed to CPI?
- (e) For a 2 bedroom apartment licensed for 12 years with an ingoing loan to Anglicare of \$1M, what is the real monthly cost to the resident, given the opportunity cost of the surrendered capital, lack of capital gains return, the depreciation of the loan amount due to inflation, and the ongoing fortnightly fee?

Fees

- (f) What does Anglicare calculate as the annual cost of maintaining one of its licensed properties?
- (g) What percentage of the property insurance for the leased unit is the licence holder required to contribute?

Anglicare gains

- (h) If Anglicare is making a commercial return from its retirement living business, what was the profit in the last financial year, taking into account investment returns on loaned amounts and capital gains?
- (i) If Anglicare is achieving a clear return from its retirement living business, where is this revenue directed?
- (j) Taking a [medium tier] 2 bedroom apartment at Anglicare's Woollooware Shores as an example, what capital gains has Anglicare achieved on such a property since 2016?
- (k) What are Anglicare's plans to further expand its retirement living property portfolio?

Marketing

- (l) In what sense does Anglicare use the term 'buying' to describe entering into a loan licence scheme?
- (m) Is the costs and fees scenario (based on a 3-year stay) offered in Anglicare's marketing based on a typical licence period?
- (n) What steps does Anglicare take to ensure that residents are aware of the real costs of the licence?

Complaints

- (o) What themes of complaint are received by Anglicare in relation to the financial arrangements involved in its retirement villages?

Capital gains

- (p) Given that Anglicare NSW/ACT shares capital gains with its leaseholders, what consideration is being given by Anglicare Sydney to sharing capital gains?
- (q) If no consideration has been given to the question of sharing capital gains, what are the barriers to sharing capital gains with licence holders?

To which the President replied –

I am informed that the answer is as follows –

1. Loan licence
 - (a) Between \$239 and \$725.
 - (b) \$1,012,000.

- (c) This part of the question is out of order under rule 6.3(4) of the Synod standing orders as it contains an assertion. Nonetheless, the answer is, no.
- (d) No.
- (e) It is not possible to answer this question as some elements are subjective, in particular, opportunity cost.

2. Fees

- (f) Typically between \$3,000 to \$4,000 per year.
- (g) Fortnightly fees cover the cost of insurance for all assets on site including both residents' homes and community facilities. Anglicare contributes where fees at a village are insufficient to meet costs.

3. Anglicare gains

- (h) The question assumes certain accounting and reporting that is inconsistent with accounting principles and standards, and therefore cannot be answered with reference to Anglicare's accounts. Anglicare's unaudited management accounts indicate a surplus in retirement living in the order of \$18 million in the 2022-23 financial year.
- (i) Any surplus made by Anglicare is reinvested in other services of public benevolence.
- (j) The capital gain on any given unit is a function of the location, size, aspect, age and condition of the unit, the year purchased, the year sold, the strength of the property market and the retirement living market. Nevertheless, to provide an indication, between 2016 and 2023 the average capital gain at Woollooware Shores for a 2-bedroom apartment has been 3.8% per annum.
- (k) Anglicare plans to continue to expand its retirement living portfolio to continue to meet the needs of older people living in the Diocese. Expansions are underway at The Ponds and Dapto, planned at Castle Hill and Glenhaven and a new village is planned at Bulli.

4. Marketing

- (l) This part of the question is out of order under rule 6.3(4) of the Synod standing orders as it seeks a legal opinion and also makes an assertion. Nonetheless, all information as required for a resident to make an informed decision and as required under the Retirement Villages Act is disclosed to residents
- (m) It is one scenario (like a comparison rate in a loan) to enable a potential resident to understand the commercial arrangement, not a typical loan example. Each person's experience and outcome will be different.
- (n) Anglicare fully discloses the costs to a potential resident. There are no hidden costs.

5. Complaints

- (o) This part of the question is out of order under rule 6.3(4) of the Synod standing orders as it makes an assertion. Nonetheless, I can indicate that Anglicare is not aware of any themes of complaint in relation to financial arrangements.

6. Capital gains

- (p) This part of the question is out of order under rule 6.3(4) of the Synod standing orders as it contains an assertion. Nonetheless, I can state that Anglicare is not considering a sharing of capital gains or losses. Many other providers are moving away from sharing capital gains/losses as they believe it creates unnecessary conflict and uncertainty for residents. Anglicare believes its own model is more than simply a property transaction and its proposition contains a wide-range of other services which are of benefit to its residents in building flourishing, healthy communities.
- (q) Anglicare does not intend to change its long-standing model. Given Anglicare's villages are >96% occupied and have a faster than average time-to-sell, there is clearly strong demand for the product Anglicare is offering to the market. There are a wide range of alternative models for retirement living available in the market, some of which do share capital gains in exchange for a higher entry price, which could be considered by potential residents.

Anglicare senior management is happy to meet personally with the Questioner to understand his concerns.

6. Questions

Questions were asked by the following members –

- (1) The Rev Dr Raj Gupta
- (2) The Rev Dr Raj Gupta
- (3) Professor Bernard Stewart AM
- (4) The Rev Nigel Fortescue
- (5) The Rev Jason Veitch
- (6) The Rev Dr Andrew Ford
- (7) Dr Fletcher Cole
- (8) The Rev Dominic Steele
- (9) Mr James Mayfield
- (10) Mr James Mayfield
- (11) The Rev Zac Veron
- (12) The Rev Andrew Barry
- (13) Mr Chris Hamam
- (14) Mr Chris Hamam
- (15) Mr Chris Hamam
- (16) Mr Glen Smith
- (17) Canon Alistair Seabrook

7. Personal explanation

With the permission of the President under Standing Order 6.4, Professor Bernard Stewart AM gave a personal explanation.

8. Notices of Motions

Notices of motions were given by the following members –

- (1) The Rev Nigel Fortescue
- (2) Professor Bernard Stewart AM
- (3) The Rev Jodie McNeill
- (4) Mr Chris Hamam
- (5) The Rev Dr Matthew Wilcoxon

9. 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.

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

Mrs Briony Bounds moved –

‘Synod agrees –

- (a) to allow the motion at 9.1 on today’s Business Paper (Tabling and reception of accounts and reports etc – Standing Committee and other special reports) to be put on the callover of motions, and
- (b) if not passed on the callover, to schedule consideration of the motion for Tuesday 19 September 2023 following M31.’

Seconded and carried

9.2 Arrangements for consideration of M39 (Archdeacon Neil Atwood)

The Rev Roger Cunningham moved –

‘Synod agrees to schedule consideration of the motion at M39 (Archdeacon Neil Atwood) for Tuesday 19 September (afternoon session).’

Seconded and carried

9.3 Arrangements for consideration of M22 (Australian Racing Christian Chaplaincy)

Mr James Flavin moved –

‘Synod agrees that, as part of the procedural arrangements for the consideration of the motion at M22 (Australian Racing Christian Chaplaincy) already agreed, to invite the Rev Colin Watts to pray as part of the presentation, notwithstanding that Mr Watts is not a member of the Synod.’

Seconded and carried

9.4 Presentation regarding Defence Force Chaplaincy

The Rev Andrew Nixon moved –

‘Synod agrees to allow a video presentation of up to five minutes regarding Australian Defence Force Anglican chaplaincy, to be scheduled immediately prior to the dinner break on Monday 18 September.’

Seconded and carried

9.5 Standing Committee and other special reports

Mrs Briony Bounds moved –

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

- (1) 2023 Report of the Standing Committee
- (2) Synod Funds Amalgamated Annual Financial Report for 2022
- (3) Parish Funds Amalgamated Annual Financial Report for 2022
- (4) Synod – St Andrew’s House Fund Annual Financial Report for 2022
- (5) Amendment to *Faithfulness in Service: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers*
- (6) Anglican Church Property Trust Annual Report 2022
- (7) Consumption of alcohol in the parish context: update to the 2009 report
- (8) Diocesan Doctrine Commission’s terms of reference
- (9) Discontinuation of the Affiliated Churches Program (46/19)
- (10) Doctrine Commission Report: A Theological Reflection on the Parish System (19/22)
- (11) Doctrine Commission Report: The Doctrine of Concupiscence and its Relevance to the Experience of Same-Sex Attraction
- (12) Domestic Violence Response Monitoring Committee: Progress Report (23/18 | 13/22)
- (13) General Synod 2022 Legislation
- (14) Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (7/22)
- (15) Leadership of Indigenous Ministry in the Diocese
- (16) Ministry Spouse Support Fund Report Annual Report for 2022
- (17) Ordinances passed by the Standing Committee (since August 2022)
- (18) Pastoral Supervision in the Diocese of Sydney (54/22)
- (19) Performance Appraisals of Ministry Workers (54/22)
- (20) Property priorities to progress Indigenous ministry (22/22)

- (21) Purpose and priorities for our Diocesan Fellowship
- (22) Recommendations from the Education Committee (28/22 | 29/22 | 30/22)
- (23) Regional Councils' Annual Reports for 2022
- (24) Reporting on the National Redress Scheme (Annual Report) (42/18)
- (25) Review of the Governance Policy for Diocesan Organisations (6/22)
- (26) Safe Ministry Board and the Office of the Director of Safe Ministry Annual Report 2022-2023
- (27) South Western Region buildings and property strategy (15/22)
- (28) Statement of Funding Principles and Priorities 2025-2027
- (29) The commencement of voluntary assisted dying in NSW
- (30) Stipends, Allowances and Benefits for 2024 (2/05)
- (31) Work Outside the Diocese (16/22)
- (32) Explanatory statements and reports on Bills

Seconded and carried

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

Mr Lachlan Bryant moved –

'Synod, noting the report 7/22 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

9.7 **New Diocesan Bishops**

Bishop Michael Stead moved –

'Synod –

- (a) notes that, since it last met –
 - (i) the Ven Darrell Parker was consecrated at St Andrew's Cathedral on 3 February 2023 and installed as the eighth Bishop of North West Australia at Holy Cross Cathedral in Geraldton on Wednesday 15 February 2023,
 - (ii) the Right Rev Jeremy James was installed in the Cathedral of St Peter and St Paul, Port Pirie as the eighth Bishop of Willochra on 25 February 2023, and
 - (iii) the Right Rev Jeremy Greaves was elected on 26 August 2023 as the tenth Archbishop of Brisbane and Metropolitan of the Province of Queensland, and will be installed on 16 December 2023 at St John's Cathedral, and
- (b) assures these bishops of our prayers and good wishes in their episcopal roles, praying –

Lord, bless your servants Darrell, Jeremy and Jeremy called to the work and ministry of a bishop. So fill them with the truth of your doctrine and clothe them with holiness of life, that they may faithfully minister in this office to the glory of your name and the benefit of your Church. We ask this through our Lord Jesus Christ, who lives and reigns with you and the Holy Spirit, one God, now and for ever. Amen.

(Adapted from The Consecrating of a Bishop, AAPB p.617)

Seconded and carried

Bishop Gary Koo led the Synod in prayer for the new Diocesan Bishops.

9.8 **Ordination Policy**

The Rev Dr Raj Gupta moved –

'Synod, noting that the current Ordination Policy was last updated in 2019, and that the world and ministry environment has changed significantly since, recommends that the Archbishop review and update the Ordination Policy with a view to increasing the quality and quantity of Gospel workers across the Diocese.'

Seconded and carried

9.9 Funding for Work Outside the Diocese

The Rev Gavin Poole moved –

'Synod notes that –

- (a) the Work Outside the Diocese allocation for 2024 in the Synod Appropriation and Allocations Ordinance 2023 is based on 4.5% of the total income available to Synod,
- (b) this is despite a 22% increase in available income compared to 2023,
- (c) past Synods have requested 5% of the available income to be applied for this purpose, and
- (d) the relevant report states that the percentage reduction is temporary, and therefore requests Standing Committee to work towards appropriation bills that return to the policy of applying 5% of available income for Work Outside the Diocese in future years.'

Seconded and carried

9.10 Anglicare's Disaster Recovery

The Rev Dr Andrew Ford moved –

'Synod notes that –

- (a) 2023 marks 25 years of the Disaster Recovery ministry in NSW led by Anglicare Sydney,
- (b) the ministry was first established by the Province in 1998 as a response to the bushfires of 1994 and 1997, with the intention of providing an Anglican presence, support and relief to communities experiencing natural disasters,
- (c) over the 25 year of Disaster Recovery, Anglicare Sydney has been the authorised agent of the Province to represent all the Dioceses in NSW, coordinating a parish based volunteer response in partnership with other Anglicare agencies, and
- (d) Anglicare's Disaster Recovery volunteers are trained, registered and ready to go at a moment's notice to provide material aid and general support in evacuation and recovery centres, during natural and other significant disasters.

Synod thankfully acknowledges –

- (a) the significant role that parishes and more than 750 current trained volunteers have played in supporting communities in times of natural disasters, including fires, floods, storms and displacement of communities by war,
- (b) the ongoing importance of this ministry in building recovery resilience and connection, especially in times of loss, and grief and dislocation, and
- (c) the central role that Anglicare Sydney has played in coordinating and managing this ministry across the whole State.

Synod also encourages parishioners to consider becoming Disaster Recovery volunteers, given the concerns being expressed at the expected scale and severity of the imminent bushfire season, and its very real potential to again impact communities across NSW. Noting that interested people can find out more by emailing: disasterrecovery@anglicare.org.au.'

Seconded and carried

9.11 ABC Documentary: Old People's Home for 4 Year Olds

Mr Chris Hamam moved –

'Synod respectfully invites all members to watch the ABC documentary *Old People's Home for 4 Year Olds* on iView, which can be found at the following link –

[https://iview.abc.net.au/show/old-people-s-home-for-4-year-olds'](https://iview.abc.net.au/show/old-people-s-home-for-4-year-olds)

Seconded and carried

9.12 **SBS Documentary: The Children in the Pictures**

Mr Chris Hamam moved –

'Synod respectfully invites all members to watch the SBS documentary *The Children in the Pictures* at SBS On Demand which can be found at the following link –

[https://www.sbs.com.au/ondemand/tv-program/the-children-in-the-pictures/1957876291797'](https://www.sbs.com.au/ondemand/tv-program/the-children-in-the-pictures/1957876291797)

Seconded and carried

9.13 **Christian Preschools**

Mr Chris Hamam moved –

'Synod encourages all Preschools and Long Day Care centres over which our parishes have influence to –

- (a) have a Christ-centred constitution,
- (b) have a Christian Director, and
- (c) have a Christ-centred curriculum.'

Seconded and carried

10. Procedural motions from members

10.1 **Arrangements for consideration of M4 and M5**

Having been granted leave, Mrs Briony Bounds moved as a procedural motion –

'Synod agrees to schedule M4 and M5 as the next items of business, to be considered before M6, notwithstanding the timetable for Synod Business which indicates that M6 will be taken at 4.30pm.'

Seconded and carried

11. Motions

11.1 **Purpose and priorities for our Diocesan Fellowship**

Archdeacon Simon Flinders moved –

'Synod, noting that the horizon envisaged by Mission 2020 has now passed –

- (a) gives thanks to God for the way he used Mission 2020 to further the work of the gospel in the Diocese,
- (b) welcomes the leadership of the Archbishop as expressed in the document *Purpose and Priorities for our Diocesan Fellowship*, and
- (c) calls on all our churches, schools, and organisations prayerfully to consider how they can contribute to the purpose and priorities the Archbishop has articulated.'

Seconded

Dr Christopher Cooper moved as an amendment to Archdeacon Flinders' motion –

'Insert a new paragraph (c) (with consequential re-numbering) –

"(c) encourages the leadership of the Diocese to further consider how the purpose sub-point 'equipping them for compassionate service in the world' might be highlighted or encouraged by incorporation into the list of priorities,".'

Seconded

Professor Bernard Stewart AM moved as an amendment to Archdeacon Flinders' motion –

'In paragraph (c), immediately prior to the final full stop, insert the matter –

"engaging, with God's help, widespread ignorance of the Gospel and antagonism based on Christians being obliged to repudiate some values which are generally upheld".'

Seconded

Ms Elise Christian moved as an amendment to Archdeacon Flinders' motion –

'Insert a new paragraph (d) –

"(d) recognises that the document 'Purpose and Priorities for the Diocesan Fellowship' has no legally enforceable standing, and cannot be taken as binding any diocesan school or organisation to a particular construction of the Diocese's 'purpose'."

Seconded

Mr Chris Hamam moved as an amendment to Archdeacon Flinders' motion –

'In paragraph (c), following the matter "schools," insert the matter "preschools,".'

Seconded

Mr James Flavin moved as an amendment to Archdeacon Flinders' motion –

'Split the motion into two separate motions, the second motion to commence at sub-paragraph (b), with subsequent editorials.'

Seconded

Dr Cooper's amendment to Archdeacon Flinders' motion was not carried.

Professor Stewart's amendment to Archdeacon Flinders' motion was not carried.

Ms Christian's amendment to Archdeacon Flinders' motion was not carried.

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

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

Archdeacon Flinders' motion was carried without amendment.

11.2 Diocesan Organisations pursuing the broader charitable purposes of the Diocese

Mr Simon Miller moved –

'Synod, recognising the increasing need for, and benefits of, diocesan organisations working together as part of the broader diocesan network –

- (a) recognises the document *Purpose and Priorities for our Diocesan Fellowship* as an expression of the “broader charitable purposes of the Diocese” for the purposes of the Synod’s *Governance Policy for Diocesan Organisations*,
- (b) notes that, in conformity with the Synod’s Governance Policy, a number of diocesan organisations have sought and obtained amendments to their constituting ordinances which expressly permit them to pursue their specifically mandated purpose in a manner which also advances the broader charitable purposes of the Diocese,
- (c) regards such amendments as a tangible expression of commitment to working together as part of the broader diocesan network and encourages all diocesan organisations, to the extent they are legally able to do so, to consider seeking such amendments,
- (d) requires all Category Two and Category Three diocesan organisations (under the *Accounts, Audits and Annual Reports Ordinance 1995*), except for schools, to annually report to Synod a summary of the steps they have taken in pursuit of the broader charitable purposes of the Diocese, and
- (e) encourages all Diocesan schools (mentioned in Category Three of the *Accounts, Audits and Annual Reports Ordinance 1995*) to annually report to Synod a summary of the steps they have taken in pursuit of the broader charitable purposes of the Diocese.’

Seconded and carried

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.

12. Motions

12.1 SAIPMC Statement on the Voice Referendum

Archdeacon Simon Flinders moved the following four procedural motions in accordance with the procedural motion passed on Monday 11 September 2023 –

‘Synod agrees that, following the speech of the mover of the motion at M20 and without a seconder’s speech, there be no debate on the motion, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded

‘Synod, noting –

- (i) the effect of the motion at M20 is to welcome a statement from the Sydney Anglican Indigenous Peoples’ Ministry Committee, and
 - (ii) Standing Order 4.2(5) which provides that the President is to confine each speaker to the subject matter being debated,
- (a) agrees to allow speeches regarding the merits of the Voice Referendum as part of ‘the subject matter being debated’ in the motion at M20,
 - (b) agrees that each speaker, other than the mover, may speak for up to 3 minutes, and
 - (c) agrees to suspend so many of the Standing Orders as would prevent these arrangements.’

Seconded

'Synod agrees that, following the speech of the mover of the motion at M20 and any debate, the motion not be voted on, and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded

'Synod agrees not to receive notice of or consider any other motion at this session which is related to the Voice Referendum other than M20, and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded

Debate proceeded in accordance with the procedural motion passed on Monday 11 September 2023.

Archdeacon Flinders' first procedural motion was put and was carried.

As a consequence, Archdeacon Flinders' second procedural motion lapsed.

Archdeacon Flinders' third procedural motion was put and was not carried.

Archdeacon Flinders' fourth procedural motion was put and was carried.

Mrs Briony Bounds moved –

'Synod welcomes the statement of the Sydney Anglican Indigenous Peoples' Ministry Committee about the Voice referendum, as follows –

"The Sydney Anglican Indigenous Peoples' Ministry Committee affirms that God's voice is sovereign over all peoples and lands, and notes –

- Aboriginal and Torres Strait Islander people have been denied a voice following European settlement in this land,
- that there are benefits and challenges for Aboriginal and Torres Strait Islander people through a recognised Voice to the Australian parliament,
- the passing of Resolution 33/22 'First Nations Voice' by the Sydney Anglican Diocesan Synod, and
- the 'Statement on the Voice to Parliament' as affirmed by the General Synod Standing Committee of the Anglican Church of Australia.

We encourage all church members to prayerfully seek God's voice as they search his wisdom in considering a 'yes' vote for the approaching referendum."

Seconded and carried

12.2 Statement of Funding Principles and Priorities 2025-2027

Canon Phillip Colgan moved –

'Synod approves the "Statement of Funding Principles and Priorities 2025-2027".'

Seconded and carried

12.3 Synod Appropriations and Allocations Ordinance 2023

Canon Phillip Colgan moved –

'That the Synod Appropriations and Allocations Ordinance 2023 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 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?’

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

Canon Phillip Colgan moved –

‘That the Synod Appropriations and Allocations Ordinance 2023 pass as an ordinance of the Synod.’

Seconded and carried

12.4 **Parochial Cost Recoveries Ordinance 2023**

Canon Phillip Colgan moved –

‘That the Parochial Cost Recoveries Ordinance 2023 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 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?’

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

Canon Phillip Colgan moved –

‘That the Parochial Cost Recoveries Ordinance 2023 pass as an ordinance of the Synod.’

Seconded and carried

12.5 South Western Region buildings and property strategy

Bishop Peter Lin moved –

‘Synod, noting the report “South Western Region buildings and property strategy” –

- (a) notes that the members of Synod have been invited to provide feedback on the draft South Western Region Buildings and Property Strategy, and that they can send their feedback on the Strategy to the Diocesan Secretary (DiocesanSecretary@sydney.anglican.asn.au) by 30 November 2023,
- (b) requests the Standing Committee to consider approving the South Western Region Buildings and Property Strategy, having taken into account the feedback from Synod members, and
- (c) requests the Standing Committee to prepare the remaining four Regional strategies and an over-arching Diocesan-wide property strategy in support of ministry and report back to the next session of the Synod.’

Seconded and carried

13. Sydney Diocesan Services Presentation

Mr Robert Wicks gave a presentation, including a video presentation, regarding the work of Sydney Diocesan Services.

14. Motions

14.1 Online Sports Betting – Federal Harm Reduction

Dean Sandy Grant moved –

‘Synod, noting that the Bible says, “Whoever mocks the poor insults his Maker; he who is glad at calamity will not go unpunished.” (Proverbs 17:5) –

- (a) thanks the Federal Government for the steps they have already taken to address the public health crisis that is caused by online sports betting; in particular that the Federal Government has –
 - (i) introduced the “You win some, you lose more” campaign which mandated clearer warnings about the harms of online sports betting,
 - (ii) mandated that advertising for online sports betting include contact details of support services that can assist individuals experiencing gambling harm, and
 - (iii) held a wide ranging Parliamentary inquiry titled “You win some, you lose more: Inquiry into online gambling and its impacts on those experiencing gambling harm” producing unanimous bipartisan recommendations,
- (b) calls on the Federal Parliament, in light of this above inquiry and report, to implement the full 31 recommendations of the committee; in particular, that –
 - (i) the responsibility for online gambling harm reduction be held by a single Australian Government Minister (Recommendation 1),
 - (ii) the Australian Government prohibit all online gambling inducements and inducement advertising, without delay (Recommendation 16), and
 - (iii) the Australian Government implement a comprehensive ban on all forms of advertising for online gambling, with the phased implementation commencing as soon as possible (Recommendation 26),
- (c) requests that the Diocesan Secretary communicate the contents of this resolution to the Prime Minister and the Leader of the Federal Opposition, along with the Minister for Communications, and the Minister for Social Services, and
- (d) encourages all members of Synod to write to their local Federal Members of Parliament urging them to support and implement all the recommendations of the “You win some, you lose more: Inquiry into online gambling and its impacts on those experiencing gambling harm” report.’

Seconded and carried

14.2 NSW Poker Machine Use – State Harm Reduction

The Rev David Yung moved –

‘Synod, noting that –

- (i) Almighty God calls on governing rulers to “defend the weak and the fatherless; uphold the cause of the poor and the oppressed” (Psalm 82:3),
 - (ii) \$8 billion is lost annually through poker machines in NSW (i.e., approximately \$23 million every day), disproportionately from lower socioeconomic areas of NSW, where poker machines are often most concentrated, and
 - (iii) documents recently tabled in the NSW Parliament from a 2021 series of club inspections, as part of an Anti-Money Laundering Project run by NSW Liquor and Gaming and the NSW Crime Commission, revealed investigators suspected \$5.5 million was laundered through 178 venues, just in a seven week period, with ten venues accounting for more than 40% of that total, mainly located in south-west Sydney,
- (a) thanks the NSW State Government for the steps it has already taken to address the public health crisis that is caused by poker machine gambling in NSW; in particular that the NSW State Government has –
 - (i) shepherded legislation through the NSW Parliament to ban political donations from licensed clubs with poker machines,
 - (ii) instructed Liquor & Gaming NSW to enforce laws already in place to eliminate external gambling-related advertising, and
 - (iii) committed to a trial of a mandatory cashless gambling card system for poker machines in NSW, to be overseen by an independent advisory panel comprised of industry, harm minimisation, academic, cyber crime, police, and union representatives,
 - (b) calls on the NSW Government to implement this trial as swiftly as possible, within a framework of pre-implementation testing for a mandatory cashless gaming card, which public health, law enforcement and welfare policy experts have already recommended as a most effective harm minimisation method, both for problems caused by gambling and by money-laundering,
 - (c) supports urgent consideration by the NSW Government of the calls from NSW MPs –
 - (i) requesting a Royal Commission into the conduct, integrity and influence of the gambling industry in NSW, and
 - (ii) transferring regulation and oversight of “casino-like” clubs operating more than 250 gaming machines from the Independent Liquor and Gaming Authority to the NSW Independent Casino Commission,
 - (d) requests that the Diocesan Secretary communicate the contents of this resolution to the Premier of NSW, the NSW Leader of the Opposition, and the Minister for Gaming and Racing, and
 - (e) encourages all members of Synod to write to their local Members of the Parliament of NSW urging them to work diligently towards reducing the misery caused by poker machine gambling.’

Seconded and carried

Mr Yung led the Synod in prayer.

14.3 Hungry or Homeless – Tough Choices in a Cost-Of-Living Crisis

Dean Sandy Grant moved –

‘Synod –

- (a) notes the excellent qualitative research report “Hungry or Homeless – Tough Choices in a Cost-Of-Living Crisis” published in May 2023, that details the confronting strategies that low income households are utilising to cope with current high inflation environment, involving rising rental, interest rates, food and energy prices, such as going without food or heating or medical care so as to avoid eviction and the threat of homelessness,

- (b) acknowledges that too many are impoverished in our society and are unable easily to experience the contentment that Scripture both prays for and urges, when it says, “Give me neither poverty nor riches, but give me only my daily bread” (Proverbs 30:8) and “if we have food and clothing, we will be content with that” (1 Timothy 6:8),
- (c) is thankful for our churches' partnership with Anglicare in delivering emergency food and financial aid, financial counselling, access to case management and advocacy, since we remember that “If anyone has material possessions and sees a brother or sister in need but has no pity on them, how can the love of God be in that person?” (1 John 3:17), and recommits our members to this partnership,
- (d) notes that report’s conclusion that, “A coordinated, multifaceted approach by all levels of government is required which targets the low level of JobSeeker and rapidly expands the supply of social and affordable housing. The levels of hardship being experienced by so many in our community, many of whom are children, need to be addressed if we are to ensure that people are not going hungry, can pay their bills and are not at risk of homelessness”, and therefore
- (e) encourages local church ministers and members to contact their federal and state MPs urging prompt practical action in light of the above, towards the improvement of our social welfare safety net and increased supply of affordable and public housing.’

Seconded and carried.

Mr Simon Miller led the Synod in prayer.

15. Procedural motions from members

15.1 Arrangements for consideration of M37

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

‘Synod defers consideration of M37 until a suitable time.’

Seconded and carried

16. Archbishop’s Residence and Ministry Centre Presentation

Archdeacon Simon Flinders gave a presentation, including a video presentation, regarding the Archbishop’s Residence and Ministry Centre.

Adjournment

At 9.04 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 2023

53rd Synod of the Diocese of Sydney

First Session

Minutes of Proceedings of the Synod for Wednesday 13 September 2023

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

The Rev Andrew Rees led the Bible study.

4. Minutes

The President signed the minutes for Tuesday 12 September 2023.

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

5.1 **President of the Diocesan Tribunal**

Mr Samuel Doherty asked the following question –

Who is the current president of the Diocesan Tribunal?

To which the President replied –

Yesterday, an answer was given to a question asked by Mr Samuel Doherty concerning presidency of the Diocesan Tribunal. The answer was incorrect.

The Archbishop is not the President of the Diocesan Tribunal. There was an amendment to the Constitution in the *Anglican Church of Australia Constitution Act 1961* on 1 July 2019 that was not taken into account in providing the answer.

The President of the Tribunal is a person appointed by the Archbishop who is qualified to be a lay member of the Appellate Tribunal. Currently, no person has been appointed as the President of the Diocesan Tribunal.

6. Answers to Questions asked on Tuesday 12 September

6.1 **Moore College enrolments**

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 –

- (a)
 - (i) 26 female; 50 male – total 76
 - (ii) 11 female; 40 male – total 51
 - (iii) 16 female; 46 male – total 62
 - (iv) 3 female; 27 male – total 30
- (b) Year 1 – nil.
Year 2 – two.
Year 3 – 16.
Year 4 – 16.

There are also 2 ordination candidates enrolled at Youthworks College.

Many students become ordination candidates after they graduate from theological college, while serving as lay ministers. There are 20 ordination candidates who are lay ministers. There are also 3 candidates who are serving as chaplains.

- (c) 2019 – 50
2020 – 45
2021 – 66
2022 – 53
2023 – 65

Note that part-time students doing first year of the B.Th. are only included in the answer for part (a) of the question for the year they commence, hence the difference in the answer in part (c).

6.2 Parish statistics

The Rev Dr Raj Gupta asked the following question –

For each year, 2010-2022, what is the –

- (a) Total parish adjusted net operating receipts including Jobkeeper receipts
- (b) Total parish adjusted net operating receipts excluding Jobkeeper receipts
- (c) Total parish offertories
- (d) Total average attendance
- (e) Total number of licenced clergy

To which the President replied –

The answer to this question is still being prepared and will be given on Monday.

6.3 Relationship between the Diocese and dioceses that ordain women as priests or consecrate women as bishops

Professor Bernard Stewart AM asked the following question –

Does a state of breached, broken or withdrawn fellowship exist between the Diocese of Sydney and any diocese(s) within the Anglican Church of Australia as a consequence of such a diocese(s) authorising or acknowledging the ordination of women as priests or the consecration of women as bishops?

If the answer to the answer to that question is “yes”, please specify the diocese(s) involved and the respective relevant instruments.

To which the President replied –

I am informed that the answer is as follows –

No. The state of fellowship has not been described in these terms with regards to the ordination of women.

When the Archbishop of Perth ordained ten women to the priesthood in March 1992, the Archbishop of Sydney and a number of diocesan bishops notified him that they did not recognise the orders of the women so ordained, and considered their communion with him and with his diocese to have been “impaired accordingly”.

6.4 Minister burnout

The Rev Nigel Fortescue asked the following question –

Could you please indicate –

- (a) The number of cases across the Diocese where ministers have suffered from burnout or depletion over the past 5 years?
- (b) The percentage of ministers across the Diocese who have suffered from burnout or depletion over the past 5 years?
- (c) Has this increased during the 2022/23 period?
- (d) The impact that this issue is having on our diocesan insurance and therefore parish cost recoveries?

To which the President replied –

I am informed that the answer is as follows –

Burnout is identified symptomatically and can manifest in a variety of ways. There is no direct data source on its incidence in the Diocese, so the question cannot be answered.

However, there are two sources of information that may be relevant to the issues raised by the question.

Firstly, the NCLS Leader Survey: Summary Report for the Diocese of Sydney, 2023 discloses that for those in senior roles, identified as local church leaders: 35% of senior clergy rated themselves as highly stressed, and 42% said they found it hard to cope during the pandemic.

Secondly, out of a current total of 23 active claims under the Stipend Continuance Insurance maintained for clergy, 14 are mental health related. SCI is a form of income protection insurance and the claims do not necessarily arise from work-related injuries or burnout.

The Clergy Assistance Program is another potential source of information, however it has not been possible to extract meaningful data in the time available.

6.5 Synod Resolution 42/22

The Rev Jason Veitch asked the following question –

- (a) In response to Synod’s motion last year, how many of our Sydney Anglican Schools have found ways to partner with local Anglican Churches to support SRE in local public schools?
- (b) If it is more than zero, could a list of these schools and Parishes, and a description be provided to Synod?

To which the President replied –

I am informed that the answer is as follows –

- (a) So far as we know, none.
- (b) Not applicable.

It should be noted in relation to these answers, that under section 83C of the *Education Act 1990*, schools that receive government funding are not allowed to use their income or assets for any purpose other than the operation of their school. Any proposed partnership in relation to SRE would need to comply with this requirement.

6.6 Coledale Frontyard Church

The Rev Dr Andrew Ford asked the following question –

Noting that the Work Outside the Diocese Committee allocates a grant to an indigenous ministry within Armidale Diocese – Coledale Frontyard Church (Book 1, p219) –

- (a) What is the nature of this ministry?
- (b) Is there an easy facility for individuals to give a tax-deductible gift to this or other indigenous ministries?
- (c) What other indigenous ministries could be donated to through such a facility?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Frontyard Church Indigenous ministry at Coledale is in the Armidale Diocese, in the suburb of West Tamworth. Coledale is home to approximately 3000 Indigenous Australians, comprising 30% of Tamworth's Indigenous population. The ministry is headed up by Jum Naden, Assistant Minister (St Peter's Anglican Church, South Tamworth) and supported by Mark Cooper-White (an Anglicare Community Chaplain).

Up to 120 children with family members attend Coledale Frontyard Church. Gatherings involve singing, Bible stories, shared prayer and praise, and a meal together enabling supportive fellowship in this community. The ministry provides practical and pastoral support, assisting these believers to shine the light of Jesus in a town where the darkness of unemployment and substance abuse is commonplace.

- (b) Yes. Tax-deductible donations to support Frontyard Church can be made through the Anglicare Sydney website: (<https://www.anglicare.org.au/get-involved/make-a-donation/community-care-program/coledale-frontyard-church/>).
- (c) Other Indigenous ministries, that can be supported through donations via the Anglicare Sydney website include:

Macarthur Indigenous Reconciliation Ministry

(<https://www.anglicare.org.au/get-involved/make-a-donation/community-care-program/macarthur-indigenous-reconciliation-ministry/>)

One4Life Redfern

(<https://www.anglicare.org.au/get-involved/make-a-donation/community-care-program/one4life-redfern/>)

Walgett Indigenous Ministry

(<https://www.anglicare.org.au/get-involved/make-a-donation/community-care-program/walgett-indigenous-ministry/>)

6.7 Acknowledgement of country

Dr Fletcher Cole asked the following question –

Does the Diocese have an authorised or otherwise suitable form of words for the Acknowledgement of Country in our church services and meetings?

To which the President replied –

I am informed that the answer is as follows –

The Diocese does not have an 'authorised' form of words for churches to use for an "acknowledgement of country" or equivalent. Services in St Andrew's Cathedral often use the following form of words and they are usually referred to as a "Prayer of Acknowledgement" –

Lord and loving heavenly Father, we acknowledge that you are Creator of all that is. We acknowledge that in your Providence you gave custodianship of the land upon which we meet to the Gadigal people of the Eora nation. We acknowledge with sorrow the painful history between the Aboriginal people and the later settlers of this land, and we pray that you may work among us the reconciliation that is the gift of your Son, our Lord Jesus Christ, in whose name we pray. Amen.

Other churches in the Diocese should feel free to utilise this prayer, amending it to make the correct reference to the appropriate local Aboriginal people and nation.

Alternatively, Bush Church Aid Australia has an Acknowledgement of Country that churches could use. It is available on the BCA website.

6.8 NCLS statistics

The Rev Dominic Steele asked the following question –

In the recent NCLS survey of the Diocese what were the statistics for Sydney Anglicans in the following areas (most recent survey, vs 2011 results):

- (a) Percentage of members expressing a willingness to talk intentionally about their faith?
- (b) Percentage of members having invited someone to church in the last 12 months?
- (c) Percentage of newcomers in church?
- (d) Percentage of members reporting much growth in faith?
- (e) Percentage of members reporting time spent in prayer, bible reading, meditation, every day/most days?
- (f) Percentage of members reporting their use of gifts 'to a great extent'?
- (g) Percentage of members born in non English speaking countries?
- (h) Percentage of our members children retained in church?
- (i) In the period 2011-2020 how many new churches were planted in Greenfields areas?
- (j) In the period 2011-2020 in how many mission areas was the goal of planting two new churches per mission area achieved?

To which the President replied –

The answer to this question is still being prepared and will be given on Monday.

6.9 Anglicare's Mary Andrews Village

Mr James Mayfield asked the following question –

Has Anglicare made a decision to close all or part of Mary Andrews Village, South Hurstville? If so –

- (a) Did Anglicare call a meeting of independent living unit (i.e. retirement living) residents of Mary Andrews Village, South Hurstville on Wednesday 30 August 2023? If so –
 - (i) Were those residents informed that retirement living at that village would be closed and that they would have 12 months to move out?
 - (ii) Did Anglicare provide any written materials to residents at the meeting?
 - (iii) At the time of, or subsequent to, the closure announcement being made by Anglicare, did/does Anglicare have a current development consent and/or other necessary approvals for substantial works that would require vacant possession of Mary Andrews Village? If so, for each such approval:
 - (A) Who was the consent issuing authority?
 - (B) What was the consent number?
 - (C) What date was the consent issued?

- (iv) What steps, if any, has Anglicare taken to investigate and monitor any negative impact that the closure announcement has had on its elderly and vulnerable residents? What impacts were identified?
- (b) Did the full board of Anglicare make the decision to close retirement living at Mary Andrews Village? If yes:
 - (i) At how many board meetings was the matter discussed before the decision was taken?
- (c) If the decision was not made by the full board of Anglicare, who made the decision to close Mary Andrews Village?
- (d) Prior to making the decision, what steps did the decision maker(s) take to investigate and consider the individual circumstances of the impacted residents? Were the following specific factors considered as part of these steps:
 - (i) Spousal connections between the retirement living section and the aged care home.
 - (ii) Proximity of residents to their current church, GP, family, friends and other support network?
- (e) Can Anglicare confirm that no resident of Mary Andrews Village South Hurstville will suffer financial loss if they choose to move to either a comparable non-Anglicare property or a comparable Anglicare village?
- (f) Will any independent living unit resident of Mary Andrews Village be evicted from their home by Anglicare if they do not want to leave and/or alternative accommodation offered by Anglicare is not acceptable to the resident?
- (g) What was the reason the decision maker(s) chose to close Mary Andrews Village?
- (h) Excluding units under construction, what is the total number of independent living (retirement living) units owned by Anglicare across all of its sites?
- (i) How many independent living units are there at Mary Andrews Village? What percentage is that of the total number of units above?
- (j) If Mary Andrews Village retirement living is closed, how many retirement villages will Anglicare then have in the St George area?
- (k) What are the names of all the retirement villages that have been strategically reviewed by Anglicare and identified for closure?
- (l) Has the Residential Aged Care Facility (Nursing Home) at Mary Andrews Village been identified for closure by Anglicare?
- (m) Which, if any, other Residential Aged Care Facilities (Nursing Homes) have been identified for closure by Anglicare?
- (n) Will Anglicare reconsider its decision to close the independent living units at Mary Andrews Village and allow the current residents to continue living in their homes until such time as they die or move into residential aged care?

To which the President replied –

I am informed that the answer is as follows –

Yes.

- (a) Yes.
 - (i) Residents were advised that the village would be closed but that they would all be relocated at a nearby village in higher quality and newer accommodation at no cost.
 - (ii) No. Written information has been provided subsequently and Anglicare representatives are meeting individually with residents.
 - (iii) No.
- (b) No.
- (c) A Board committee with appropriate delegation on the recommendation of management.
- (d) A wide range of factors is considered in the development of Anglicare's property decisions, including potential impacts on residents and how best to ensure people are living in flourishing, healthy communities surrounded by appropriate care. Anglicare believes that Mary Andrews Retirement Living Village no longer provides that care.

- (e) Residents have the opportunity to move to another Anglicare village at no financial cost. If a resident wishes to leave to another provider, then Anglicare will honour the terms of the resident contract.
- (f) The village will close in 12 months time and all residents will be offered relocation to a nearby village in higher quality and newer accommodation at no cost. Anglicare is working closely and individually with each resident.
- (g) Anglicare believes the village is no longer fit for purpose given its age, size and condition.
- (h) 2902.
- (i) 14; 0.05%.
- (j) Nil. Note that Anglicare has more than 400 retirement living units within 15 minutes of Mary Andrews Village.
- (k) Anglicare has been providing aged care and retirement living services for some 90 years and over that period of time has closed and opened dozens of homes and villages. Anglicare manages its property portfolio to ensure its facilities continue to meet the needs of seniors and provide high quality care. There are no unannounced closures.
- (l) No.
- (m) Refer to answer to part (k).
- (n) No.

6.10 **Bishopscourt costs**

Mr James Mayfield asked the following question –

- (a) What were the net proceeds, after all disbursements, from the sale of Bishopscourt Darling Point?
- (b) What was the value of the Bishopscourt Glebe property before construction commenced?
- (c) What was the unimproved value of the land at the location of Bishopscourt Glebe before construction commenced?
- (d) With regards to the project cost for construction of Bishopscourt Glebe, including all costs except those related to acquisition of the property and temporary accommodation for Archbishops:
 - (i) What was the projected end-to-end project cost?
 - (ii) What is the spend to date?
 - (iii) What is the current projected end-to-end project cost (including spend to date)?
- (e) With regards to the total costs for housing Archbishops in temporary accommodation in the period between the sale of Bishopscourt Darling Point and the completion of the construction of Bishopscourt Glebe –
 - (i) What was the projected cost for this prior to commencement?
 - (ii) What is the spend to date?
 - (iii) What is the current projected end-to-end cost?

To which the President replied –

I am informed that the answer is as follows –

- (a) Bishopscourt was sold in March 2016 for \$18m. After disbursements, including agent's fees, the net proceeds were \$17.7m.
- (b) In October 2017, \$3.25m was paid to acquire the site in Glebe.
- (c) The property acquired in Glebe did not have a residential dwelling on it. Therefore, the amount paid to acquire the property approximated the value of the land.
- (d)
 - (i) When Bishopscourt was sold in March 2016, \$7m of the net sale proceeds were originally allocated to acquire a new residence for the Archbishop. \$3.25m was spent to acquire the Glebe site, leaving \$3.75m for construction of a dwelling. When plans for the site were developed and the Glebe site was designed to incorporate functions such as the ministry centre, the projected costs increased accordingly.
 - (ii) \$8.3m as at 31 July 2023.

- (iii) \$9.5m.
- (e)
 - (i) There was no defined projected cost as it was part of the total \$7m noted in the answer to part (d), as uplifted by interest on unspent funds.
 - (ii) Total rent of \$842k for the period from February 2016 to September 2023 and total storage costs of \$134k.
 - (iii) \$5,717 per month (consisting of \$5,417 of rent and \$300 of storage costs) until the Archbishop relocates into the new Glebe property.

6.11 Health advice

The Rev Zac Veron asked the following question –

- (a) Was there any peer reviewed documented health advice and scientific data, given by officials of the NSW Government to the Diocesan leadership, which was used by the NSW Government to justify the 2020 and 2021:
 - (i) restrictions on singing during church services?
 - (ii) restrictions on the number of attenders at church services?
 - (iii) requirements of mask wearing during church services?
 - (iv) banning of wedding ceremonies?
 - (v) limiting the number of attendees at funeral services?
 - (vi) establishment of the cleaning requirements in between church services?
- (b) If so, how can synod members gain access to the content of that peer reviewed documented health advice and scientific data?

To which the President replied –

I am informed that the answer is as follows –

- (a) No peer reviewed health advice and scientific data was given by officials of the NSW Government to the Diocesan leadership in 2020 and 2021 to justify their management of COVID-19.

The Australian Health Protection Principal Committee was the key health advisory body during this period. Their advice was reviewed by the National Cabinet.

The statements of the Australian Health Protection Principal Committee and relevant research may be found on their website.

- (b) Not applicable.

6.12 Synod Resolution 38/22

The Rev Andrew Barry asked the following question –

When may Synod members expect to receive the report of the Doctrine Commission following the passing of M52 at the 2022 Synod?

To which the President replied –

I am informed that the answer is as follows –

By 'M52,' it is understood the questioner is referring to resolution 38/22, titled Request for Doctrine Commission report on the relationship between church and state, in the absence of religious freedom.

The Doctrine Commission is well advanced in the writing of this report, which it understands to be of considerable significance given recent legislative developments. The current hope is that the report will be sent to Standing Committee this year.

6.13 **Preschool material**

Mr Chris Hamam asked the following question –

For interested Synod members, what are all the preschool related material we should be aware of? (policies, procedures, motions, ordinances, legislation, court rulings, etc.)

To which the President replied –

I am informed that the answer is as follows –

This question is out of order under Synod Standing Order 6.3(3) as it does not relate to the business of the Synod or of any committee, board or commission of the Synod, or established by or under an ordinance, or by resolution of the Synod or the Standing Committee.

6.14 **Government preschool material**

Mr Chris Hamam asked the following question –

For interested Synod members, what are all the *government* preschool related material (Federal/State/Local) we should be aware of? (policies, procedures, legislation, court rulings, etc.)

To which the President replied –

I am informed that the answer is as follows –

This question is out of order under Synod Standing Order 6.3(3) as it does not relate to the business of the Synod or of any committee, board or commission of the Synod, or established by or under an ordinance, or by resolution of the Synod or the Standing Committee.

6.15 **Glebe lands**

Mr Chris Hamam asked the following question –

When was the last time a glebe of property or land was received? What was it?

To which the President replied –

I am informed that the answer is as follows –

The last glebe would have been granted prior to 1862. It has not been possible within the timeframe to undertake the research to identify a particular property and date.

6.16 **Lay Community Chaplains**

Mr Glen Smith asked the following question –

How many approved Lay Community Chaplains are currently operating in the diocese, and what is being done to promote, recruit and train appropriate people as Lay Community Chaplains?

To which the President replied –

I am informed that the answer is as follows –

Community chaplaincy in the Diocese is overseen by Evangelism and New Churches (ENC).

ENC has 82 community Chaplains serving in diverse communities across Sydney to help people connect to Jesus such as in local sports clubs, bush care, hospitals, aged care facilities, playgroups and the like.

ENC Chaplains receive training in theology, pastoral care and evangelism. The program is promoted through Moore College, SMBC, Mary Andrew's College and Southern Cross as well as through the ENC Go Conference for lay evangelists and other means.

Details can be found at the Evangelism and New Churches website enministries.org.au.

6.17 Anglican Church Property Trust

Canon Alistair Seabrook asked the following question –

In each of the past five calendar years –

- (a) How many parishes and organisations have written (emails or letters) to the Archbishop, Bishops, Archdeacons and Executive Assistants to the Bishops to express minor frustrations regarding the work of the ACPT?
- (b) How many parishes and organisations have written (emails or letters) to the Archbishop, Bishops, Archdeacons and Executive Assistant to the Bishops to express serious concerns or complaints regarding the work of the ACPT?
- (c) How many parishes and organisations have written (emails or letters) to the Archbishop, Bishops, Archdeacons and Executive Assistants to the Bishops to express satisfaction regarding the work of the ACPT?
- (d) How many parishes or organisations have received written apologies (emails or letters) from the ACPT board for issues identified in (a) or (b)?
- (e) How many parishes or organisations have received financial compensation from the ACPT board for issues identified in (a) or (b)?

To which the President replied –

The answer to this question is still being prepared and will be given on Monday.

7. Questions

Questions were asked by the following members –

- (1) Mr Samuel Doherty
- (2) Mr Samuel Doherty
- (3) Mr Chris Hamam
- (4) Mr Chris Hamam
- (5) The Rev Andrew Kyrios
- (6) Mr Daniel Armishaw
- (7) Mr Gregory Engel
- (8) The Rev David Morgan
- (9) The Rev David Morgan
- (10) Canon Alistair Seabrook

8. Notices of Motions

Notices of motions were given by the following members –

- (1) The Rev Christopher Braga
- (2) Mr Chris Hamam
- (3) The Rev Robin Kinstead
- (4) The Rev Stephen Cook
- (5) Mr John Pascoe
- (6) Mr James Flavin
- (7) The Rev James Warren
- (8) The Rev Andrew Schmidt
- (9) Bishop Michael Stead
- (10) Dean Sandy Grant
- (11) Mr James Mayfield
- (12) The Rev Andrew Barry
- (13) The Rev Zac Veron
- (14) The Rev Dr Richard Wenden
- (15) The Rev Dr Andrew Ford
- (16) The Rev Philip Wheeler

- (17) Mr Tristan Anlezark
- (18) The Rev Andrew Nixon
- (19) Canon Alistair Seabrook

9. 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.

9.1 Recommendations from the Committee for the Order of Business

Mrs Briony Bounds moved –

'Synod agrees to reschedule items of business as shown in marked form on the Timetable for Synod Business.'

Seconded and carried

9.2 Publication of answer to question

Mrs Briony Bounds moved –

'Synod agrees to redact from the minutes of proceedings of the Synod for Tuesday 12 September 2023 the answer to question 18, which was tabled on Monday 11 September, and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

9.3 Questions during debates on motions

The Rev Nigel Fortescue moved –

'Synod, noting that –

- (a) Part 4 – Resolutions of the *Synod Standing Orders Ordinance 2019 (the Ordinance)* provides no clear permission for questions to be asked during debate on motions, and
- (b) it is often desirable for questions to be asked during debate on motions, requests Standing Committee to consider whether the Ordinance should be amended, and if so, to bring any amendment to a forthcoming Synod.'

Seconded and carried

9.4 Prayer for the Brisbane 2024 Gafcon Australasia Conference

The Rev Jodie McNeill moved –

'This Synod –

- (a) gives thanks to God for his work in and through the Gafcon movement to promote the gospel, uphold mission and welcome orthodox Anglicans wherever and wherever they are,
- (b) recognises the importance of the next Gafcon Australasia conference in Brisbane next July and encourages each parish and diocesan organisation to send delegates,
- (c) delights in the choice of the Reverend Mike Dicker, Principal of Youthworks College, as the keynote Bible speaker, and encourages prayer for him and the conference that they may sit humbly under the word of God and grow in their confidence in the power, clarity and goodness of his word, and

- (d) commits to pray that this conference will strengthen faithful Anglican ministry throughout Australasia, so that the gospel will go forward, the church will be built and the Lord will be honoured.'

Seconded and carried

Mr McNeill led the Synod in prayer for the Brisbane 2024 Gafcon Australasia Conference.

10. Motions

10.1 Responding to Domestic Abuse: Policy and Good Practice Guidelines

Dean Sandy Grant moved –

'That the Responding to Domestic Abuse: Policy and Good Practice Guidelines be approved in principle.'

Seconded

Dean Grant spoke in support of the proposed policy.

The President asked –

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

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 policy 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 policy?'

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

Dean Grant moved –

'That the Responding to Domestic Abuse: Policy and Good Practice Guidelines pass as a policy of the Synod.'

Seconded and carried

10.2 Implementation of the Domestic Abuse Policy

Archdeacon Kara Hartley moved –

'Synod respectfully encourages parish councils to –

- (a) familiarise themselves with the newly revised Diocesan Domestic Abuse Policy,
- (b) adopt the revised model parish domestic abuse policy (Appendix 7),
- (c) display and otherwise utilise resources such as –
 - (i) posters from the Office of the Director of Safe Ministry (**ODSM**),
 - (ii) the Policy's flow chart and table of contacts,
 - (iii) "The Use and Misuse of Scripture with Regard to Domestic Abuse" (Appendix 2), and
 - (iv) other language resources of the same, where available from the ODSM,

- (d) make links to local domestic violence services,
- (e) appoint a domestic abuse contact person within the parish, and
- (f) request their rector to –
 - (i) teach clearly and periodically in this area in line with the policy,
 - (ii) ensure training for parish clergy and church workers in the area of domestic abuse response is ongoing and refreshed,
 - (iii) consider primary prevention programs such as "Before It Starts" for youth groups,
 - (iv) review the approach used by parish clergy to marriage preparation and enrichment for sensitivity to domestic abuse dynamics (noting Appendix 9), and
 - (v) consider training in the dynamics of trauma, with resources from Anglican Deaconess Ministries' Mental Health & Pastoral Care Institute providing a possible starting point.'

Seconded and carried

Archdeacon Simon Flinders led the Synod in prayer.

10.3 Performance Appraisals of Ministry Workers

The Rev Dr Raj Gupta moved –

'Synod, noting the report "Performance Appraisals of Ministry Workers" –

- (a) invites members of the Synod to provide feedback to the Diocesan Secretary by 31 December 2023 on the proposed arrangements for all ministry workers in the Diocese to undergo regular performance appraisals as contemplated in the report, and
- (b) requests the Standing Committee to implement arrangements for regular performance appraisals for all ministry workers in light of feedback received.'

Seconded

The Rev Christopher Braga moved as an amendment to Dr Gupta's motion –

'In paragraph (b), omit the word "implement" and insert instead the word "consider".'

Seconded

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

11. Anglicare Presentation

Mr Simon Miller and the Rev Dr Andrew Ford gave a presentation regarding Anglicare.

Canon Mark Smith led the Synod in prayer for the work of Anglicare.

12. Motions

12.1 Australian Racing Christian Chaplaincy

Mr James Flavin moved –

'Synod thanks God for twenty years of faithful service by Australian Racing Christian Chaplaincy, encourages it to continue to share the love of God with the 160,000 people who work or are volunteers in the Racing Industry, and assures them of our prayers.'

Seconded and carried

A video presentation was given regarding the Australian Racing Christian Chaplaincy.

In accordance with the procedural motion passed by the Synod on Tuesday 12 September 2023, the Rev Colin Watts led the Synod in prayer for the Australian Racing Christian Chaplaincy.

Adjournment

At 5.52 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 7.05 pm tonight.’

Seconded and carried

Resumption

The Synod resumed at 7.05 pm.

13. Motions

13.1 Review of the Governance Policy for Diocesan Organisations

Dean Sandy Grant moved as a procedural motion –

‘Synod agrees that –

- (a) the motions at M24, M25 and M26 not be debated or voted on, and
- (b) Synod members may provide their initial feedback on the Exposure Draft of the revised Governance Policy for Diocesan Organisations during the debate of the motion at M12,

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

After a time for debate the President asked –

‘Does the Synod consider that the motion has been sufficiently debated and should now be voted on?’

The majority of members present answered in the affirmative.

Having been granted leave, the Rev Joseph Wiltshire moved as a procedural motion –

‘That the Synod permit debate on Dean Grant’s motion to continue, and suspends so many of the Standing Orders as would prevent these arrangements.’

8 members stood in their place to object to the suspension of business rules without notice.

Mr Wiltshire’s procedural motion therefore lapsed.

Adjournment

At 7.32 pm, The President adjourned the Synod.

Resumption

The Synod resumed at 7.37 pm.

14. Motions

14.1 Review of the Governance Policy for Diocesan Organisations

The President put to the vote the following procedural motion moved by Dean Sandy Grant –

‘Synod agrees that –

- (a) the motions at M24, M25 and M26 not be debated or voted on, and
- (b) Synod members may provide their initial feedback on the Exposure Draft of the revised Governance Policy for Diocesan Organisations during the debate of the motion at M12,

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

Dean Grant’s procedural motion was not carried, with 272 votes for and 290 votes against.

Prior to the principal motion at M12 being moved, the Synod deferred this matter.

14.2 Performance Appraisals of Ministry Workers

Debate resumed on the following motion moved by the Rev Dr Raj Gupta –

‘Synod, noting the report “Performance Appraisals of Ministry Workers” –

- (a) invites members of the Synod to provide feedback to the Diocesan Secretary by 31 December 2023 on the proposed arrangements for all ministry workers in the Diocese to undergo regular performance appraisals as contemplated in the report, and
- (b) requests the Standing Committee to implement arrangements for regular performance appraisals for all ministry workers in light of feedback received.’

Mr Ken West moved as an amendment to Dr Gupta’s motion –

‘Following the word “received”, insert the matter “and bring those to the next Synod for approval”.’

Seconded

After a time for debate the President asked –

‘Does the Synod consider that the motion has been sufficiently debated and should now be voted on?’

The majority of members present answered in the affirmative.

Mr Braga’s amendment was put and was not carried.

As a consequence, Mr West’s amendment lapsed.

Dr Gupta’s motion was carried without amendment.

14.3 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) affirms that churches, schools and organisations to which the policy is proposed to apply, in pursuing their individual charitable purpose(s), are partners in our shared ministry, and part of a network collectively seeking to advance the broader charitable purposes of the Diocese while maintaining high standards of governance,
- (b) confirms the importance of churches, schools and organisations to which the policy is proposed to apply pursuing their individual charitable purpose(s) in a manner

which is consistent with the doctrines, tenets and beliefs of the Anglican Church in the Diocese of Sydney,

- (c) requests Synod members, churches, schools and organisations to which the policy is proposed to apply, to review the Exposure Draft and provide feedback to the Governance Policy Review Committee by 31 December 2023, and
- (d) requests that a further revised form of the Governance Policy be brought back to the Synod in 2024 incorporating, as appropriate, comments and feedback from Synod members, churches, schools and organisations to which the policy is proposed to apply.'

Seconded and carried

14.4 Diocesan Governance Policy – tiered model of governance

Mr Greg Hammond OAM moved –

'Synod endorses the approach of creating a tiered model of governance as outlined in the Exposure Draft of the revised Diocesan Governance Policy, noting that feedback has been requested regarding the churches, schools and organisations to be included in each tier.'

Seconded

Canon Phillip Colgan moved as an amendment to Mr Hammond's motion –

'Amend the motion as follows –

- (a) omit the word "endorses" and insert instead the words "encourages the Governance Policy Review Committee to continue exploring", and
- (b) omit the matter "the churches, schools and organisations to be" and insert instead the words "what should be".'

Seconded

The Rev Joseph Wiltshire moved as a procedural motion –

'That paragraphs (a) and (b) of Canon Colgan's amendment be put separately.'

Seconded and carried

Each paragraph of Canon Colgan's amendment to Mr Hammond's motion was put separately, and each was lost.

Mr Hammond's motion was carried without amendment.

14.5 Diocesan Governance Policy – Christian faith and character

Bishop Chris Edwards moved –

'Synod endorses the approach of requiring governors and leaders to be of Christian faith and character, as outlined in the Exposure Draft of the revised Diocesan Governance Policy, noting that feedback has been requested on the definition of "Christian faith and character" included in the Exposure Draft, and how this requirement can be best ensured.'

Seconded

After a time for debate the President asked –

'Does the Synod consider that the motion has been sufficiently debated and should now be voted on?'

The majority of members present answered in the affirmative.

Bishop Edwards' motion was carried.

Adjournment

At 9:29 pm, Archdeacon Simon Flinders moved –

'That the Synod adjourn and resume at 3.15 pm Monday 18 September 2023.'

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

18 September 2023

53rd Synod of the Diocese of Sydney

First Session

Minutes of Proceedings of the Synod for Monday 18 September 2023

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

The Rev Andrew Rees led the Bible study.

4. Minutes

The President signed the minutes for Wednesday 13 September 2023.

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

5.1 Parishes without a full complement of wardens

Mr David Lloyd asked the following question –

Based on the records held by the Registrar of the Diocese of Sydney, in respect of all parishes administered under Schedule 1 or Schedule 2 of the *Parish Administration Ordinance 2008*, as at 1 September 2023, are there any parishes that have not elected or appointed a full complement of 3 wardens under the Ordinance, and if so, how many parishes in total across the Diocese, and how many parishes in each of the five regions of the Diocese, are there that have not elected or appointed 3 wardens?

To which the President replied –

On Monday 11 September, Mr David Lloyd asked a question about the number of parishes that have not elected or appointed a full complement of 3 wardens. The second sentence of the answer is amended by inserting the words “or appointed” at the end so that it reads –

“There are 41 parishes where a full complement of wardens have not been elected or appointed. This number includes 16 churches that are currently closed and have no services but are still licensed as churches.”

6. Answers to Questions asked on Tuesday 12 September

6.1 Anglicare’s Mary Andrews Village

Mr James Mayfield asked the following question –

Has Anglicare made a decision to close all or part of Mary Andrews Village, South Hurstville? If so –

- (a) Did Anglicare call a meeting of independent living unit (i.e. retirement living) residents of Mary Andrews Village, South Hurstville on Wednesday 30 August 2023? If so –
 - (i) Were those residents informed that retirement living at that village would be closed and that they would have 12 months to move out?
 - (ii) Did Anglicare provide any written materials to residents at the meeting?
 - (iii) At the time of, or subsequent to, the closure announcement being made by Anglicare, did/does Anglicare have a current development consent and/or other necessary approvals for substantial works that would require vacant possession of Mary Andrews Village? If so, for each such approval:
 - (A) Who was the consent issuing authority?
 - (B) What was the consent number?
 - (C) What date was the consent issued?
 - (iv) What steps, if any, has Anglicare taken to investigate and monitor any negative impact that the closure announcement has had on its elderly and vulnerable residents? What impacts were identified?
- (b) Did the full board of Anglicare make the decision to close retirement living at Mary Andrews Village? If yes:
 - (i) At how many board meetings was the matter discussed before the decision was taken?
- (c) If the decision was not made by the full board of Anglicare, who made the decision to close Mary Andrews Village?
- (d) Prior to making the decision, what steps did the decision maker(s) take to investigate and consider the individual circumstances of the impacted residents? Were the following specific factors considered as part of these steps:
 - (i) Spousal connections between the retirement living section and the aged care home.
 - (ii) Proximity of residents to their current church, GP, family, friends and other support network?
- (e) Can Anglicare confirm that no resident of Mary Andrews Village South Hurstville will suffer financial loss if they choose to move to either a comparable non-Anglicare property or a comparable Anglicare village?
- (f) Will any independent living unit resident of Mary Andrews Village be evicted from their home by Anglicare if they do not want to leave and/or alternative accommodation offered by Anglicare is not acceptable to the resident?
- (g) What was the reason the decision maker(s) chose to close Mary Andrews Village?
- (h) Excluding units under construction, what is the total number of independent living (retirement living) units owned by Anglicare across all of its sites?
- (i) How many independent living units are there at Mary Andrews Village? What percentage is that of the total number of units above?
- (j) If Mary Andrews Village retirement living is closed, how many retirement villages will Anglicare then have in the St George area?
- (k) What are the names of all the retirement villages that have been strategically reviewed by Anglicare and identified for closure?
- (l) Has the Residential Aged Care Facility (Nursing Home) at Mary Andrews Village been identified for closure by Anglicare?
- (m) Which, if any, other Residential Aged Care Facilities (Nursing Homes) have been identified for closure by Anglicare?
- (n) Will Anglicare reconsider its decision to close the independent living units at Mary Andrews Village and allow the current residents to continue living in their homes until such time as they die or move into residential aged care?

To which the President replied –

On Tuesday 12 September, Mr James Mayfield asked a question about Mary Andrews Village. I inadvertently omitted to read out my ruling that the question is out of order before proceeding to provide comments in response to the question. The ruling to be inserted before my comments is as follows –

“The question is out of order under Synod Business Rule 6.3(4) as it offers an argument and contains inferences.”

6.2 Parish statistics

The Rev Dr Raj Gupta asked the following question –

For each year, 2010-2022, what is the –

- (a) Total parish adjusted net operating receipts including Jobkeeper receipts
- (b) Total parish adjusted net operating receipts excluding Jobkeeper receipts
- (c) Total parish offertories
- (d) Total average attendance
- (e) Total number of licenced clergy

To which the President replied –

I am informed that the answer is as follows –

It is not practical to answer the question out loud as it is a table of numbers. The answer will be available on the notice board in the foyer.

Year	(a) Total net operating receipts incl. Jobkeeper (in millions)	(b) Total net operating receipts excl. Jobkeeper (in millions)	(c) Total offertories (in millions)	(d) Average attendance per week	(e) Number of active licensed clergy*
2010	83.2	83.2	74.7	47256	639
2011	88.8	88.8	80.9	46983	644
2012	92.8	92.8	88.1	47221	658
2013	95.4	95.4	87.6	46896	672
2014	101.2	101.2	93	47868	690
2015	104.2	104.2	97.3	48554	698
2016	110	110	103.4	47138	706
2017	112.5	112.5	108.7	47063	720
2018	116.9	116.9	108.1	46608	725
2019	122.8	122.8	111.8	45408	735
2020	136.6	113	108.9	44931	736
2021	122.7	118.8	114.4	38949	745
2022	126.6	126.6	115.7	39604	725

Notes:

* The number of active licensed clergy relates to clergy holding an office or appointment in the Diocese.

1. Numbers that were provided to this same question in 2022 have been revised this year after some calculation errors were discovered.

6.3 NCLS statistics

The Rev Dominic Steele asked the following question –

In the recent NCLS survey of the Diocese what were the statistics for Sydney Anglicans in the following areas (most recent survey, vs 2011 results):

- (a) Percentage of members expressing a willingness to talk intentionally about their faith?
- (b) Percentage of members having invited someone to church in the last 12 months?
- (c) Percentage of newcomers in church?
- (d) Percentage of members reporting much growth in faith?

- (e) Percentage of members reporting time spent in prayer, bible reading, meditation, every day/most days?
- (f) Percentage of members reporting their use of gifts 'to a great extent'?
- (g) Percentage of members born in non English speaking countries?
- (h) Percentage of our members children retained in church?
- (i) In the period 2011-2020 how many new churches were planted in Greenfield's areas?
- (j) In the period 2011-2020 in how many mission areas was the goal of planting two new church per mission area achieved?

To which the President replied –

I am informed that the answer is as follows -

It is not practical to answer parts (a) to (h) of the question out loud as it is a table of numbers. The answer will be available on the notice board in the foyer.

In regards to parts (i) and (j), a broad definition of 'church plant' has been used, and includes pioneering church plants, mother-daughter church plants, "repotted" churches, new Non-English Speaking Background congregations, and new church services.

With that in mind, the answers are:

- (i) 3.
- (j) 13.

(Parts (a) to (h))

TABLE 1				
Anglican Diocese of Sydney - National Church Life Survey Indicators				
Indicator	2011 (%)	2016 (%)	2021 (%)	Change 2011-21
(a) Attendees intentionally sharing their faith with others	17.6	19.1	20.5	+2.9
(b) Attendees inviting someone to church in the last 12 months	39.8	39.3	32.1	-7.7
(c) Newcomers to church life	9.3	7.9	5.4	-3.9
(d) Attendees reporting much growth in faith	47.2	46.4	38.6	-8.6
(e) Attendees spending time in prayer, Bible reading, or meditation every day or most days	43.4	42.8	46.7	+3.3
(f) Attendees encouraged to a great extent by leaders to find and use their gifts and skills	21.4	24.6	24.7	+3.3
(g) Attendees born in a non-English speaking country	15.5	18.0	16.7	+1.2
(h) Children aged over 15 years living at home who are involved in a church (as reported by their parents)	64.0	63.0	64	-

Sources: NCLS 2011 and NCLS 2016 statistics were sourced from Bellamy, J (2019) *Diocesan Mission – Data Projections to 2021*. Unpublished report for Sydney Diocese Strategy and Research Group (SRG).
NCLS 2021 statistics are from Powell, R et al (2022) *2021 NCLS Attender Sample Survey Dataset*. NCLS Research: Sydney.

Notes:

1. Apart from the requested statistics for 2011 and 2021, statistics for 2016 have also been included. As a result, trending in the 10 year data is more clearly evident: whether any change from 2011 to 2021 is gradual or whether it has been sudden, as occurs with shifts in the statistics following the COVID-19 pandemic and lockdowns of 2019-21.
2. Data collection for the 2021 NCLS continued until mid-2022, due to disruptions to church life caused by the pandemic. The 2021 NCLS statistics shown here include parishes that undertook the NCLS in 2022.
3. It is expected that all differences between statistics shown in the table are statistically significant due to the large sample sizes (25,000+ cases).
4. Age can be an influential variable on some indicators. The proportion of older attenders has been growing steadily over the years. The proportion of attendees (15 years and above) aged over 50 years was 47.9% in 2011, 49.2% in 2016 and 53.8% in 2021.

6.4 Anglican Church Property Trust

Canon Alistair Seabrook asked the following question –

In each of the past five calendar years –

- (a) How many parishes and organisations have written (emails or letters) to the Archbishop, Bishops, Archdeacons and Executive Assistants to the Bishops to express minor frustrations regarding the work of the ACPT?
- (b) How many parishes and organisations have written (emails or letters) to the Archbishop, Bishops, Archdeacons and Executive Assistant to the Bishops to express serious concerns or complaints regarding the work of the ACPT?
- (c) How many parishes and organisations have written (emails or letters) to the Archbishop, Bishops, Archdeacons and Executive Assistants to the Bishops to express satisfaction regarding the work of the ACPT?
- (d) How many parishes or organisations have received written apologies (emails or letters) from the ACPT board for issues identified in (a) or (b)?
- (e) How many parishes or organisations have received financial compensation from the ACPT board for issues identified in (a) or (b)?

To which the President replied –

I am informed the answer is as follows –

The question is out of order under Synod Standing Order 6.3(4) because it makes imputations and inferences.

Nonetheless, I can supply the following information:

- (a) One
- (b) Two
- (c) At least ten
- (d) None
- (e) None

I should also indicate that the information provided in parts (a), (b) and (c) of this response is based on the information recollected by the Senior Staff. Further, the numbers do not include complaints and expressions of satisfaction about the work of the ACPT which do not come to the attention of the Senior Staff. I am aware that from time to time some have experienced frustration, sometimes significant, with the ACPT, and that is always to be regretted, but also that some express great appreciation for the ACPT. My hope and prayer is that, when complaints are made, all parties concerned will respond constructively in a spirit of humility and goodwill as is befitting of our role as servants of Christ.

7. Answers to Questions asked on Wednesday 13 September

7.1 Modifications made under certain ordinances

Mr Samuel Doherty asked the following question –

- (a) Which parishes, if any, have had their parish councils modified under rule 2.5 of schedule 1 of the *Parish Administration Ordinance 2008*? And in each case, if any, what was the modification made?
- (b) Which parishes, if any, have had their parish councils modified under rule 2.5 of schedule 2 of the *Parish Administration Ordinance 2008*? And in each case, if any, what was the modification made?
- (c) Which multi-church parishes, if any, have had the election of their parish-elected nominators modified under clause 34(3) of the *Nomination Ordinance 2006*? And in each case, if any, what was the modification made?

To which the President replied –

I am informed that the answer is as follows –

The Diocesan Registry does not hold accessible data to answer this question.

Many of the determinations were made prior to the introduction of regionalism in 1995 and are held in physical records. Determinations since that time were made by the relevant Regional Council.

7.2 Retirements Ordinance 1993

Mr Samuel Doherty asked the following question –

In each year from 2018 to 2022, how many rectors, if any, applied for an extension of retirement age under the *Retirements Ordinance 1993*? And how many, if any, were granted?

To which the President replied –

I am informed that the answer is as follows –

2018	3
2019	1
2020	4
2021	1
2022	2

All the applications were granted.

7.3 Palliative care

Mr Chris Hamam asked the following question –

In follow up to the last question by beloved synod representative, the late Professor Penelope Coombes, asked at 5.1 on the business paper dated 19 September 2022 –

- (a) What work has the diocese done in that regard of palliative care?
- (b) Where may we see the relevant material in current synod policies, procedures, motions, ordinances and other documents/etc?
- (c) Where may we see the relevant material in government policies, procedures, legislation, court rulings, and other documents/etc?
- (d) May Professor Coombes' last question and the response be appended to the response to this question, as a time-saver for current beloved synod?

To which the President replied –

I am informed that the answer is as follows –

- (a) Anglicare has long standing high quality and well respected holistic practice in Palliative care.

The answer given last year to Professor Coombes' question remains current, and I quote from that answer –

“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.”

- (b) Synod related materials can be accessed by searching on the proceedings document for past sessions. There are also resources on the website of the Social Issues Committee of the Diocese: <http://www.socialissues.org.au/euthanasia/alternatives/>
- (c) This part of the question is out of order under Synod Standing Order 6.4(3) as it does not relate to the business of the Synod or to any committee, board or commission of the Synod, or established by or under an ordinance, or by resolution of the Synod or Standing Committee. However, I can say that there are links to such resources on the Social Issues Committee website.
- (d) The answer to Professor Coombes question from 2022 will be available on the notice board in the foyer.

Palliative Care (10 September 2022)

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 –

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.

7.4 **Standing Committee member skills**

Mr Chris Hamam asked the following question –

What are the skill sets of current Standing Committee as elected? Synod may find it of benefit to receive a table of the primary skills/profession of each current Standing Committee member.

To which the President replied –

I am informed the answer is as follows –

There is a list of the members of the Standing Committee on the 'Standing Committee Overview' page on the SDS website.

Details of the academic qualifications, prior and current appointments of the clerical members of the Standing Committee can be accessed in the Clerical Directory section of the Diocesan Year Book.

A description of the skills/professions of each lay member of the Standing Committee cannot be provided for privacy reasons. However, the lay members of the Standing Committee have professional qualifications and experience covering the following areas:

- Law
- Corporate governance
- Accountancy
- Financial Services
- Economics
- Education and Early Childhood
- Engineering
- Nursing
- Theology
- Business
- Executive Management
- Archaeology
- Science

Mining
 Information Technology
 Software Engineering
 Aviation
 Metallurgy

7.5 Parish property and liability insurance program

The Rev Andrew Kyrios asked the following question –

Referring to the first entry titled 'Parish property and liability insurance program' within the Parochial Cost Recoveries Ordinance 2023 Attachment 1, 'Parochial Cost Recovery Charges for 2024' –

- (a) Could the amounts be provided separately: i.e., the amount relating to parish property and the amount relating to the liability insurance program both actual to 2023 and proposal for 2024?
- (b) If the breakdown of figures is unavailable, why not?

To which the President replied –

I am informed that the answer is as follows –

2023

Industrial Special Risks (Property and Contents) – \$4,194,050.

Public Liability – \$365,370.

2024

Industrial Special Risks (Property and Contents) – \$5,096,753.

Public Liability – \$375,231.

The balance of the total in the line item for insurance relates to other PCR funded insurance policies and associated costs.

7.6 Audit tender for diocesan entities

Mr Daniel Armishaw asked the following question –

Noting the answer given by the Archbishop yesterday that PwC were auditors for over 4 decades for our various Diocesan Entities. With reference to the current tender for an auditor for diocesan entities:

- (a) Are any entities of (or related to) the Allegro Group in the list of vendors under review?
- (b) Will there be a maximum number of tenures before we cycle to an alternate vendor?

To which the President replied –

I am informed the answer is as follows –

- (a) No.
- (b) The auditor is appointed annually. There is no pre-determined tenure period for the auditor. However, it is good practice to assess the appropriateness of changing the auditor every 5-10 years.

7.7 Non-Disclosure Agreements

Mr Greg Engel asked the following question –

What progress is there from the committee set up last year by Standing Committee to review the use of Non-Disclosure Agreements and such like? When is the report expected to be

delivered to Standing Committee? How and when might the Synod expect the findings to be reported?

To which the President replied –

I am informed that the answer is as follows –

Since its formation, the Committee has met on four occasions – 10 November 2022, 23 February 2023, 4 May 2023, and 20 July 2023. To date the Committee's work has focussed on gathering data, listening to people who have used Non-Disclosure Agreements (NDAs) (or the like) and those who have been affected by their use, as well as learning from the wisdom of others who have considered the use of NDAs (and the like) in other spheres.

The Committee has also begun to discuss the kind of reflections and recommendations it might wish to make for the benefit of the wider diocesan fellowship. At this stage it is expected the Committee's work will be completed before the end of the year. Once the Committee has reported to Standing Committee, the Standing Committee will consider how it wants to respond to the report, including reporting to the Synod.

7.8 **Synod resolution 7/21**

The Rev David Morgan asked the following question –

Can Synod please be updated on any progress made by the SRG concerning research into our 'ministry to all Australians regardless of education qualifications' which the 2021 Synod requested them to consider?

To which the President replied –

I am informed that the answer is as follows –

The Strategy and Research Group (SRG) was wound up towards the end of 2022, and, as a result, the Standing Committee agreed that Synod Resolution 7/21 should be entrusted to the Archbishop's Senior Staff. The Senior Staff Team considers it a priority to further explore the development of ministry amongst Australians who don't have a university degree. This matter is on the Senior Staff Team's medium-term agenda but is yet to be discussed.

7.9 **Synod resolution 6/21**

The Rev David Morgan asked the following question –

Can Synod please be updated on progress made by the Doctrine Commission on the report requested by Synod at the 2021 Synod pertaining to the public reading of Scripture.

To which the President replied –

I am informed that the answer is as follows –

The Doctrine Commission has had a number of referrals in recent years and has needed to prioritise its work. The judgment of the Commission is that the reports on Domestic Violence, Concupiscence, and Church and State each had a degree of urgency which gave them a priority. The Commission will turn to the reference on the public reading of Scripture as soon as it has completed the report on church and state.

7.10 **Out of session feedback**

Canon Alistair Seabrook asked the following question –

- (a) On how many occasions during the 52nd Synod were members of the Synod asked to provide feedback on matters out of session?
- (b) On each of these occasions how many responses were received from Synod members?
- (c) What percentage of the total Synod membership responded to each request to provide feedback?

To which the President replied –

I am informed that the answer is as follows –

(a) 6.

In generating this number, any resolution referring to feedback or comments from Synod members has been included. Some resolutions included a direct request for feedback by a particular date, others included a mere statement that a body was willing to receive comments from Synod members.

(b) *10/21 Review of the Ministry Standards Ordinance 2017* – received 24 submissions (which includes 22 submissions following a further appeal for feedback by the MSO Review Committee to all licensed clergy, lay ministers and Synod members).

5/22 Voluntary Assisted Dying – received 0 submissions.

6/22 Review of the Governance Policy for Diocesan Organisations – received 10 submissions (including 4 from individual Synod members and 6 from organisations).

9/22 Addressing domestic violence “Before it Starts” - the number has not been able to be determined.

15/22 Toward the development of a Diocesan Property Strategy Synod – received 1 submission.

38/22 Doctrine Commission report on the relationship between church and state, in the absence of religious freedom - received 2 submissions.

(c) 10/21 - 2.91 % (though not all responders were Synod members)

5/22 - 0%

6/22 - 1.21%

9/22 - Not applicable

15/22 - 0.12%

38/22 - 0.24%

8. 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.

8.1 Recommendations from the Order of Business Committee

Mrs Briony Bounds moved -

‘Synod agrees to reschedule items of business as shown in marked form on the Timetable for Synod Business.’

Seconded and carried

8.2 Notice of motion regarding REACH-SA

Bishop Malcolm Richards moved –

‘Synod accepts notice of the following motion –

“Synod, noting –

- (i) the long partnership between the Diocese of Sydney and the Reformed Evangelical Anglican Church of South Africa (REACH-SA), and
 - (ii) that the Synod of that Church met from 11 to 13 September 2023,
- (a) gives thanks to God for –
 - (i) the election of the Rev Dr Siegfried Ngubane as the eighth Presiding Bishop of the REACH-SA,
 - (ii) the faithful service of the current Presiding Bishop, the Rt Rev Glenn Lyons who will hand over leadership at a date to be announced, and
 - (iii) the election of three new Area Bishops for the largest regions (dioceses) in REACH-SA, and
 - (b) requests that the Archbishop’s office write to Dr Siegfried and Mrs Maureen Ngubane and to Bishop Glenn and Mrs Sandra Lyons assuring them of the prayers of our people, expressing the congratulations of this Synod and the commitment of this Diocese to continued gospel partnership.”

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

Seconded and carried

8.3 Motions of thanks

Mrs Briony Bounds 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 Andrew Rees at the Synod Service and for his encouraging Bible Studies during this session.

Committees and Officers of the Synod

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) the members who helped during the session by giving advice and serving the Synod, especially the Chancellor and Deputy Chancellors, Registrar, Archdeacon to the Archbishop, and Chair of Committee, the Synod Secretary, 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 19 September 2023

Synod authorises the President to sign the minutes of 19 September 2023 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.”

and agrees to consider these ‘closure motions’ at a time to be determined by the President on Tuesday 19 September 2023, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

8.4 Encouragement to speak of the Christian hope

The Rev Chris Braga moved –

‘Synod recognises –

- (i) that in his death and resurrection, Jesus Christ defeated sin, death and the devil (Col 2:14, Heb 2:14),
- (ii) that through Jesus’ death and resurrection, Christians have the sure hope of life with God and his people forever (1 Peter 1:3, 2 Cor 4:14),
- (iii) that God has given life and it is not ours to take away (Job 10:12, Deut 30:19-20, Gen 9:5-6, Exo 20:13), and
- (iv) the tragedy when a person desires to end their life or the life of the unborn,

and encourages –

- (a) Christians to speak of –
 - (i) the hope that can be found in Jesus for all people, including any who are considering ending their life or the life of the unborn (2 Cor 4:13), and
 - (ii) the life of faith and love that can be found following Jesus (Col 1:5),
- (b) local church leaders to consider how they can equip their members for this task, and
- (c) pastors, youth group leaders, chaplains and other faith leaders to commend that this priority of cherishing life flows out of the fullness of God’s salvation story in creation, fall, redemption, and glorification.’

Seconded and carried

8.5 Professor Penelope Coombes

Mr Chris Hamam moved –

‘Synod gives thanks to God for the life, work, and lay ministry of the late member of the Synod, Professor Penelope (Penny) Coombes, and prays for her widowed husband Warwick.

Professor Penny Coombes was Head of Occupational Therapy at the NSW College of Paramedical Studies (from 1975, the Cumberland College of Health Sciences) from 1972 to 1981, and Managing Director of *People for Places and Spaces* from 1982. Penny was a dedicated Synod lay member, representing Woollahra (2004-2006), and Bondi and Waverley (2016-2022).’

Seconded and carried

Mr Hamam led the Synod in a prayer of thanks for the life of Professor Penny Coombes, and for her widowed husband Warwick.

8.6 The Kigali Commitment – Gafcon IV 2023 Global Conference

The Rev Robin Kinstead moved –

‘Synod, noting the Kigali Statement from the gathering at Gafcon IV 2023 –

- (a) gives thanks for –
 - (i) the Gafcon movement which guards and proclaims the unchanging Biblical truth in a changing world,
 - (ii) God’s grace in gathering together over 1,300 faithful Anglicans (including 315 bishops, 456 other clergy and 531 laity) from around the world at the Global Anglican Future Conference in Kigali, Rwanda in April 2023,
 - (iii) the generous hospitality of Archbishop Laurent Mbanda, his family, and the Anglican Church of Rwanda,
 - (iv) the faithful commitment of The Rev Canon Daniel Willis as Gafcon Director and Mr Paul Mirrington as Conference Director with their teams and volunteers in organising the conference,

- (b) receives “[The Kigali Commitment](https://www.gafcon.org/news/gafcon-iv-the-kigali-commitment)” (available online at <https://www.gafcon.org/news/gafcon-iv-the-kigali-commitment>) with thanksgiving, and encourages Sydney Anglicans to read it for encouragement and prayer,
- (c) rejoices in the generous provision, through the Work Outside the Diocese Committee, of 48 bursaries, allowing delegates from 9 under-resourced partner countries to attend Gafcon IV, and
- (d) undertakes to pray for Gafcon to remain a Bible-based, orthodox Anglican, and gospel mission focused global movement under the direction of His Spirit for the honour of our Lord Jesus.’

Seconded and carried

Mr Kinstead led the Synod in prayer for the Gafcon movement.

8.7 Persecution of Christians in Manipur

The Rev Stephen Cook moved –

‘Synod –

- (a) expresses its deep concern and prayers regarding the violent persecution of Christians in the Indian state of Manipur,
- (b) recognises the media reporting about the burning of Christian churches and the brutality of ongoing violence suffered by the Kuki-Zo tribe, particularly the sexual violence perpetrated against women. Further recognises that within the two tribes clashing (Meitai & Kiki-Zo), Christians and Churches of both communities are affected,
- (c) calls on the Australian Government to formally call upon Prime Minister Narendra Modi and his administration to take immediate and substantial measures to address the ongoing violence in Manipur, and
- (d) requests parishes to pray for the protection of our brothers and sisters in Manipur and encourages churches to support through Anglican Aid's tax-deductible "Aid for Manipur" fund <https://anglicanaid.org.au/projects/aid-for-manipur/>.’

Seconded and carried

Mr Cook led the Synod in prayer for persecuted Christians in Manipur.

8.8 50th Anniversary of Sydney Diocesan Services

Mr John Pascoe moved –

‘Synod –

- (i) noting that Sydney Diocesan Services was first constituted as the central administrative service provider of this Diocese 50 years ago on 30 July 1973 - initially with a membership comprising all members of the Standing Committee, and
- (ii) recognising the significant contribution made by SDS, and its members and staff, during this time in supporting our shared purpose of making disciples of the Lord Jesus Christ,

gives thanks to God for the work of SDS and prays that SDS will continue to faithfully and effectively serve this Diocese as its central provider of professional services and administrative support during this time of increasing change and complexity.’

Seconded and carried

Mr Pascoe led the Synod in prayer for the work of Sydney Diocesan Services.

8.9 New Anglican Youthworks Year 13 Director

The Rev James Warren moved –

'Synod praises God for the crucial ministry of Anglican Youthworks and the exciting news of the appointment of the new Year 13 Director, the Rev Steve Carlisle of Helensburgh Anglican, starting 27 November 2023.'

Seconded and carried with acclamation

Mr Warren led the Synod in prayer for Mr Carlisle and the work of Anglican Youthworks.

8.10 Long Term Pooling Fund

The Rev Andrew Schmidt moved –

'Synod –

- (a) notes that the transfer of trusteeship in the Long Term Pooling Fund from the Anglican Church Property Trust to the Glebe Administration Board has been completed in accordance with the resolution of Synod last year,
- (b) commends the Anglican Church Property Trust on its successful trusteeship of the Fund over 25 years,
- (c) prays for the continued successful stewardship of the Fund by the Glebe Administration Board, and
- (d) notes that parishes holding funds not immediately needed for ministry may consider, in a spirit of good stewardship, investing them in the Long Term Pooling Fund and further notes that the *Long Term Pooling Fund Ordinance 2012* provides that the Trustee is to maintain the real value of the Fund.'

Seconded and carried

Mr Schmidt led the Synod in prayer for the Glebe Administration Board.

8.11 Appreciation of AFES and FIEC

The Rev Andrew Barry moved –

'Synod notes, with appreciation, our gospel partnership with the Australian Fellowship of Evangelical Students (AFES) and the Fellowship of Independent Evangelical Churches (FIEC) and is thankful, in particular, for their raising up of men and women for ministry, and study at Moore Theological College.'

Seconded and carried

8.12 Sports Chaplaincy

The Rev Dr Richard Wenden moved –

'Synod, noting that Sports Chaplaincy Australia has nominated the second Sunday in September as "Sports Sunday" encouraging churches to hear about, pray for and encourage involvement in the ministry of Sports Chaplaincy,

- (a) gives thanks –
 - (i) for the ministry of Sports Chaplaincy Australia over many years in placing chaplains in sporting clubs & communities, and
 - (ii) for the chaplains involved across many different sporting codes in our diocese and beyond, and
- (b) asks ministers to prayerfully consider how to support the work of Sports Chaplaincy Australia through promotion in our local churches and encouraging those already involved in sport to consider training as chaplains in a ministry which seeks to be a faithful presence and witness for the Lord Jesus in a mission field that sees 14 million people participating across the country.'

Seconded and carried

Dr Wenden led the Synod in prayer for the work of Sports Chaplaincy Australia.

8.13 Anglicare Northern Inland

The Rev Dr Andrew Ford moved –

'Synod –

- (a) gives thanks for vibrant work of Anglicare in the Diocese of Armidale,
- (b) notes that in 2018 –
 - (i) the Diocese of Armidale and Anglicare Northern Inland approached Anglicare Sydney with a request for help and proposed a possible merger,
 - (ii) the viability of Anglicare Northern Inland was significantly compromised due to the inability to undertake effective tendering, branding and marketing, and
 - (iii) Anglicare Northern Inland had 13 staff, 3 volunteers and insufficient funds to sustain its operations,
- (c) acknowledges the careful negotiations between Anglicare Sydney, Anglicare Northern Inland and the Diocese of Armidale that led to the merger of Anglicare Northern Inland and Anglicare Sydney in July 2018,
- (d) notes that in 2023 Anglicare Northern Inland –
 - (i) has 40 staff and 20 volunteers,
 - (ii) has more than \$3.5million in funding, including government and donation income,
 - (iii) offers services in Mental Health, Aged Care, Counselling, Financial Counselling & Assistance, Community Pantries, Housing, Out of Home Care, Aboriginal Cultural Advisors and Trainees, Chaplaincy, Partnership Development with local churches and a revamped Disaster Recovery team, and
 - (iv) serves around 1,000 people in need each year across the Diocese of Armidale,
- (e) notes that –
 - (i) since the merger the Diocese of Armidale and Anglicare have built a fresh, mutually beneficial relationship that has seen rapid growth in services and local parish/Anglicare partnerships,
 - (ii) the relationship with the Diocese of Armidale is on a strong footing with both the former Bishop and the current Bishop Rod Chiswell, supportive of the work of Anglicare, and
- (f) commits to pray for the ongoing growth in the partnership between Anglicare Northern Inland and the parishes of the Diocese of Armidale, that together their love and concern for the local communities might adorn the gospel and open doors into unreached communities and areas of need, so together they might share the love of Jesus in word and deed.'

Seconded and carried

Dr Ford led the Synod in prayer for Anglicare Northern Inland.

8.14 Assistant Director of Evangelism and New Churches

The Rev Philip Wheeler moved –

'Synod, noting the increased allocation of funds to Evangelism and New Churches (ENC) in 2024 for the position of Assistant Director, gives thanks for the appointment of Mr David Jensen to this position with ENC for 2024. David will be known to many in the Diocese and comes to this role with experience as an evangelist, church planter, preacher/teacher and trainer in churches in Sydney, Ireland and the Central Coast of NSW. David will build on the good work begun by the Rev John Lavender assisting churches in the Diocese in their evangelistic endeavours to see lost people find life and hope in Jesus.

Synod encourages parishes to pray for David and others in the ENC team and to utilise him and the others available like him to sharpen their evangelistic effectiveness for the salvation of many to the glory of God.'

Seconded and carried

The Rev Andrew Barry led the Synod in prayer for Mr David Jensen and Evangelism and New Churches.

8.15 Support for Anglican Defence Chaplaincy

The Rev Andrew Nixon moved –

'Synod, noting –

- (i) the ongoing work of the Royal Commission into Defence and Veteran Suicide, and
- (ii) the recent loss of an Army MHR90 Taipan helicopter with four crew members in a training exercise,
- (a) acknowledges with thanks the daily commitment of every member of the Australian Defence Force as they protect our nation, and the significant cost of that service,
- (b) recognises the vital ministry of the 101 Anglican Defence Force Chaplains currently serving alongside, and providing pastoral and spiritual support to, those sailors, soldiers and aviators (and their families) both at home and on operations around the globe, and
- (c) commends the annual observance of Defence Sunday (the Sunday preceding Remembrance Day – see defenceanglicans.org.au) to parishes as a day to –
 - (i) remember the service and sacrifice of all who have served their nation in peace and war, especially those who died in theatre or afterward from injuries sustained,
 - (ii) pray for the physical, mental and spiritual wellbeing of all serving ADF members and their families, and
 - (iii) hear from, support, encourage and pray for Defence chaplains as they seek to share Jesus' love with all who serve.'

Seconded and carried

Defence Force Chaplains attending in the public gallery were welcomed with acclamation by members of the Synod.

The Rev Timothy St Quintin led the Synod in prayer for the work of Anglican Defence Chaplaincy.

8.16 Non-Disclosure Agreements

Canon Alistair Seabrook moved –

'Synod –

- (a) gives thanks for the important work of the committee established by the Standing Committee to review the use of Non-Disclosure Agreements and Non-Disparagement Clauses in the Diocese,
- (b) grieves that such agreements could be used to silence victims and cover up sin,
- (c) requests that the committee's report be presented at the next session of Synod with a recommendation concerning the use of such agreements in our Diocese, and
- (d) prays for those impacted negatively by these agreements.'

Seconded and carried

Canon Seabrook led the Synod in prayer for those impacted negatively by Non-Disclosure Agreements.

9. Procedural motions from members

9.1 Consideration of motion regarding prayer for the recovery of Miss Michelle Seers

Having been granted leave, Miss Jenny Flower moved as a procedural motion –

'Synod –

- (a) accepts the following notice of motion –
 - “Synod prays for the recovery of Michelle Seers (Youth and Pastoral Worker at Blackheath) following the major car accident she was involved in last week, that she will have a speedy recovery, physically and mentally, and that God will be with her family as they support her, and with all the medical staff treating her.”,
- (b) agrees to take the motion forthwith, and
- (c) suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

10. Motions

10.1 Prayer for the recovery of Miss Michelle Seers

Miss Jenny Flower moved –

'Synod prays for the recovery of Michelle Seers (Youth and Pastoral Worker at Blackheath) following the major car accident she was involved in last week, that she will have a speedy recovery, physically and mentally, and that God will be with her family as they support her, and with all the medical staff treating her.'

Seconded and carried

Miss Flower led the Synod in prayer for Miss Seers.

11. Procedural motions from members

11.1 Arrangements for consideration of M63 (Diocesan Ministry Strategy for 2025-2040)

The Rev Dominic Steele moved –

'Synod requests the Order of Business Committee to schedule consideration of the motion at M63 (Diocesan Ministry Strategy for 2025-2040) at a suitable time on Tuesday 19 September, unless passed previously during the calling of motions.'

Seconded

Bishop Michael Stead moved as an amendment to Mr Steele's motion –

'Omit the matter "motion at M63" and insert instead the matter "motions M37 and M63".'

Seconded

Bishop Stead's amendment was not carried.

Mr Steele's procedural motion was carried without amendment.

12. Motions

12.1 Diocesan Governance Policy – Statement of Personal Commitment to Organisational Faithfulness

Ms Anne Robinson AM moved –

'Synod endorses the approach of requiring governors and leaders to provide a signed Statement of Personal Commitment to Organisational Faithfulness substantially as proposed in the Exposure Draft, noting that this requirement is not intended to be a

substitute for requiring that governors and leaders be of Christian faith and character, and that feedback has been requested on this approach.'

Seconded

Canon Phillip Colgan moved as an amendment –

'Omit the word "endorses" and insert instead the words "encourages the Governance Policy Review Committee to continue exploring".'

Seconded

After a time for debate the President asked –

'Does the Synod consider that the motion has been sufficiently debated and should now be voted on?'

The majority of members present answered in the affirmative.

Canon Colgan's amendment to Ms Robinson's motion was carried.

Ms Robinson's motion, as amended, was carried in the following form –

'Synod encourages the Governance Policy Review Committee to continue exploring the approach of requiring governors and leaders to provide a signed Statement of Personal Commitment to Organisational Faithfulness substantially as proposed in the Exposure Draft, noting that this requirement is not intended to be a substitute for requiring that governors and leaders be of Christian faith and character, and that feedback has been requested on this approach.'

13. Presentation on Anglican Schools in the Diocese

The Rev Timothy Bowden gave a presentation, including a video presentation, regarding the work of Anglican Schools in the Diocese.

14. Procedural motions from members

14.1 Arrangements for consideration of M50 (Foster Carer and Kinship Week)

Having been granted leave, Archdeacon Simon Flinders moved as a procedural motion –

'Synod agrees to consider the motion at M50 (Foster Carer and Kinship Week) as the next item of business.'

Seconded and carried

15. Motions

15.1 Foster Carer and Kinship Week

The Rev Dr Matthew Wilcoxon –

'Synod, on the occasion of "Foster Carer and Kinship Week" (September 10-16) –

- (a) notes with grave concern the dire shortage of residential foster carers in New South Wales, resulting in an alarming number of children being placed in alternative emergency housing such as hotels, motels, and various sorts of group homes (<https://www.smh.com.au/national/nsw/no-safe-place-to-call-home-vulnerable-children-housed-in-hotels-amid-foster-carer-crisis-20230908-p5e35f.html>), and therefore
- (b) exhorts all rectors to –

- (i) inform their parishioners about the current need for foster carers,
- (ii) ask their parishioners to consider prayerfully whether foster care might be a way that they are called to fulfill the biblical injunction to care for children in need (cf. James 1:27),
- (iii) connect their parishioners to Anglicare's excellent foster care information and resources (available at: <https://www.anglicare.org.au/what-we-offer/foster-care-adoption/foster-care/> and <https://fostercare.anglicare.org.au>),
- (iv) encourage all parishioners to pray for, and to support practically, other Christians who serve as foster carers, and
- (v) consider making "Foster Carer and Kinship Week" each September something that their parish notes, celebrates, and prays for.'

Seconded and carried

16. Presentation on Defence Force Chaplaincy

The Rev Andrew Nixon gave a presentation, including a video presentation, regarding the work of Defence Force Chaplaincy.

Adjournment

At 5.47 pm, Archdeacon Simon Flinders moved –

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

Seconded and carried

Resumption

The Synod resumed at 7.01 pm.

17. Mission Hour

Bishop Malcolm Richards led Mission Hour.

The presentation included the following –

- A report on Gafcon IV Kigali from Archbishop Kanishka Raffel, Canon Craig Roberts and the Rev Dr Bill Salier with a video interview by *The Pastor's Heart* with Archbishop Tito Zavala of Chile.
- A focus on Madagascar with Mrs Elizabeth Richards (Regional Mission Director CMS-Africa); the Rev Berthier Lainirina, Provincial Secretary, Province of the Indian Ocean and Principal of St Patrick's Theological College, Toliara, Madagascar; and Mr Adam and Mrs Avril Friend, CMS Missionaries about to be deployed to Toliara, Madagascar.
- Focus on the Diocese of Sabah with the Rev Wilston Trin and a video interview with the Rev Dr Khee Vun, Principal of the Anglican Training Institute in Sabah.
- Focus on the Anglican Church in Congo with a video presentation regarding the Diocese of Kindu, and the Diocese of Kalima, in the Democratic Republic of Congo.

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

18. Procedural motions from members

Having been granted leave, Bishop Chris Edwards moved as a procedural motion –

‘Synod agrees to consider the following motion at a time to be determined by the President on Tuesday 19 September 2023 –

“Synod records its appreciation for the ministry of the Rt Rev Ross and Mrs Jenny Nicholson and gives thanks to God for –

- (a) their faithful parish ministry in this Diocese,
 - (b) their involvement in numerous diocesan organisations and pastoral ministry groups,
 - (c) Ross’ work as both a parish minister and as Bishop in Launceston, Tasmania,
 - (d) their zeal and passion for the cause of Christ, and
- and prays God would lead them and bless them and use them more and more in the next phase of their life together.”

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

Seconded and carried

19. Motions

19.1 Pastoral Supervision Ordinance 2023

Bishop Peter Lin moved –

‘That the Pastoral Supervision Ordinance 2023 be approved in principle.’

Seconded

Bishop Lin 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 debate on 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 Lin 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 without amendments.

Bishop Lin moved –

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

Seconded and carried

Bishop Lin moved –

‘That the Pastoral Supervision Ordinance 2023 pass as an ordinance of the Synod.’

Seconded and carried

19.2 Pastoral Supervision in the Diocese of Sydney

Bishop Peter Lin moved –

‘Synod, noting the report “Pastoral Supervision in the Diocese of Sydney” –

- (a) affirms the importance of Pastoral Supervision, both as a measure to enhance the ministry wellbeing and development of church workers in the Diocese, and to implement a recommendation of the Royal Commission into Institutional Responses to Child Sexual Abuse, and
- (b) requests the Archbishop-in-Council to approve a Pastoral Supervision Policy as provided for by the Pastoral Supervision Ordinance 2023.

Synod also requests that –

- (i) consideration be given to exempting from the requirement for pastoral supervision new assistant ministers and other church workers undertaking the 3-year post-college Ministry Development program, given their program already involves guided reflection, mentoring, participation in 360-degree feedback and use of other psychometric tools,
- (ii) in the production of the Pastoral Supervision policy, consideration be given to including options for costless or low-cost forms of pastoral supervision, including but not limited to group pastoral supervision, and
- (iii) alongside and in conjunction with the production of the Pastoral Supervision Policy, a holistic consideration of the whole suite of expectations on ministry workers’ time (with regard to training, support and development) be conducted in order to determine if there are redundancies that can be eliminated to make up for the added time and potential cost of pastoral supervision.’

Seconded

Mrs Nicola Fortescue moved as an amendment to Bishop Lin’s motion –

‘Insert the following matter as new paragraphs (c) and (d) –

- “(c) requests that the Pastoral Supervision Policy include a review date five years in the future, and
- (d) requests Standing Committee give consideration to facilitating professional research to evaluate the effect of the policy during the review period.”.’

Seconded

The Rev Andrew Schmidt moved as an amendment to Bishop Lin’s motion –

‘Insert the following matter as new sub-paragraph (iv) –

- “(iv) the Pastoral Supervision Policy clearly, enforcibly and permanently provide for the total confidentiality of discussions between church workers and Pastoral Supervisors.”.’

Seconded

Archdeacon Simon Flinders moved as an amendment to Mr Schmidt’s amendment –

‘Amend the motion as follows –

- (a) omit the matter “clearly, enforcibly and permanently”, and
- (b) omit the word “total”.’

Seconded

Mrs Fortescue’s amendment was accepted by Bishop Lin and was carried.

Archdeacon Flinders’ amendment to Mr Schmidt’s amendment was carried.

Mr Schmidt’s amendment, as amended, was accepted by Bishop Lin and was carried.

Bishop Lin’s motion, as amended, was carried in the following form –

‘Synod, noting the report “Pastoral Supervision in the Diocese of Sydney” –

- (a) affirms the importance of Pastoral Supervision, both as a measure to enhance the ministry wellbeing and development of church workers in the Diocese, and to implement a recommendation of the Royal Commission into Institutional Responses to Child Sexual Abuse,
- (b) requests the Archbishop-in-Council to approve a Pastoral Supervision Policy as provided for by the Pastoral Supervision Ordinance 2023,
- (c) requests that the Pastoral Supervision Policy include a review date five years in the future, and
- (d) requests Standing Committee give consideration to facilitating professional research to evaluate the effect of the policy during the review period.

Synod also requests that –

- (i) consideration be given to exempting from the requirement for pastoral supervision new assistant ministers and other church workers undertaking the 3-year post-college Ministry Development program, given their program already involves guided reflection, mentoring, participation in 360-degree feedback and use of other psychometric tools,
- (ii) in the production of the Pastoral Supervision policy, consideration be given to including options for costless or low-cost forms of pastoral supervision, including but not limited to group pastoral supervision,
- (iii) alongside and in conjunction with the production of the Pastoral Supervision Policy, a holistic consideration of the whole suite of expectations on ministry workers’ time (with regard to training, support and development) be conducted in order to determine if there are redundancies that can be eliminated to make up for the added time and potential cost of pastoral supervision, and
- (iv) the Pastoral Supervision Policy provide for the confidentiality of discussions between church workers and Pastoral Supervisors.’

Adjournment

At 9.45 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

19 September 2023

53rd Synod of the Diocese of Sydney

First Session

Minutes of Proceedings of the Synod for Tuesday 19 September 2023

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

The Rev Andrew Rees led the Bible study.

4. Minutes

The President signed the minutes for Monday 18 September 2023.

5. 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.

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

Mrs Briony Bounds moved –

‘Synod agrees –

- (a) to reschedule items of business as shown on the Timetable for Synod Business,
- (b) to adopt the expedited time limits at Standing Order 4.19(1)(c) for the remainder of this session, with the exception of the motions at M11, M13, M14, and M15, 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”, including the seconder of a motion, may speak for up to 4 minutes (rather than 5 minutes),
- (c) that the arrangements for the consideration of the motion at M11 (Grace City Church), as agreed on Monday 11 September, be unchanged, and
- (d) to suspend Standing Order 4.6(2), relating to the ability to move a procedural motion (without a speech) for the speaker to continue for a nominated number of minutes, for the remainder of the session,

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

Seconded and carried

5.2 General Synod Long Service Leave Fund

Having been granted leave, Dr Robert Tong AM moved –

'Synod –

- (a) notes the General Synod Long Service Leave Fund was established by a General Synod canon more than 60 years ago when the forms of paid ministry were very different to the various ministries which exist now, and
- (b) asks the Standing Committee –
 - (i) to consider whether the circumstances have changed so much over the last 60 years that it may be wise to establish a Sydney Long Service Leave Fund which could have the flexibility to reflect modern ministry arrangements,
 - (ii) to consult with the Board of the General Synod Long Service Leave Fund, former members of the Board and others as appropriate, and take whatever action it considers to be in the best interests of the ongoing ministry both in the Diocese of Sydney and the wider Australian church.'

Seconded and carried

5.3 Temporary arrangements for diocesan schools

Bishop Michael Stead moved –

'Synod, noting –

- (i) that it has endorsed the approach of requiring governors and leaders to be of Christian faith and character, as outlined in the Exposure Draft of the revised Diocesan Governance Policy, to be further considered at the Synod next year, and
- (ii) that the Synod has not yet made a decision whether the new Diocesan Governance Policy will require a signed Statement of Personal Faith,

encourages the Standing Committee to –

- (a) consider approving appropriate temporary arrangements for Diocesan schools based on the proposed "Christian faith and character" model, provided that the temporary arrangements also require a signed Statement of Personal Faith in the form currently required by ordinance from the majority of Diocesan schools, and
- (b) report progress to each future session of Synod until these arrangements are no longer required.'

Seconded and carried

5.4 Reformed Evangelical Anglican Church of South Africa (REACH-SA)

Bishop Malcolm Richards moved –

'Synod, noting –

- (i) the long partnership between the Diocese of Sydney and the Reformed Evangelical Anglican Church of South Africa (REACH-SA), and
 - (ii) that the Synod of that Church met from 11 to 13 September 2023,
- (a) gives thanks to God for –
 - (i) the election of the Rev Dr Siegfried Ngubane as the eighth Presiding Bishop of the REACH-SA,
 - (ii) the faithful service of the current Presiding Bishop, the Rt Rev Glenn Lyons who will hand over leadership at a date to be announced, and
 - (iii) the election of three new Area Bishops for the largest regions (dioceses) in REACH-SA, and
 - (b) requests that the Archbishop's office write to Dr Siegfried and Mrs Maureen Ngubane and to Bishop Glenn and Mrs Sandra Lyons assuring them of the prayers of our

people, expressing the congratulations of this Synod and the commitment of this Diocese to continued gospel partnership.'

Seconded and carried

Bishop Richards led the Synod in a prayer.

6. Motions

6.1 Leadership of Bible studies

Archdeacon Simon Flinders moved –

'Synod records its appreciation for the preaching of the Rev Andrew Rees at the Synod Service and for his encouraging Bible Studies during this session.'

Seconded and carried with acclamation

Bishop Chris Edwards led the Synod in a prayer of thanks for the Rev Andrew Rees.

6.2 Partnership with Anglican Schools

The Rev Dr Michael Jensen moved –

'Synod, noting the report "Recommendations from the Education Committee" –

- (a) acknowledges and thanks Anglican Schools for their work as partners in the mission and ministry of the Diocese,
- (b) requests the draft statement on Reformed Anglican Education be presented to School Principals and ordained chaplains for their consideration and comment, particularly with reference to the nature and purposes of Anglican Schools within the larger context of Reformed Anglican Education,
- (c) requests the Standing Committee to form a suitably qualified committee, including current Anglican School principals and ordained chaplain(s), to prepare a draft statement for adoption by the Synod in due course, and
- (d) encourages participation by Anglican School staff in mentoring, professional development and networking through diocesan associations and professional bodies.'

Seconded and carried

6.3 Education Advisor

Bishop Chris Edwards moved –

'Synod requests –

- (a) the Archbishop, in consultation with Anglican School principals, to consider the role and possible appointment of a suitably qualified education advisor to support advocacy on behalf of Anglican Schools and to assist the Synod and schools to form an effective partnership towards their shared ministry goals, and
- (b) the Standing Committee to consider ways to fund such a role.'

Seconded

The Rev Andrew Bruce moved as an amendment to Bishop Edwards' motion –

'In paragraph (b), omit all the text, and insert instead the matter "the Archbishop to consult with the Anglican Schools in order to determine how such a role might be funded".'

Seconded

Mr James Flavin moved as a procedural motion –

'That Bishop Edwards' motion not be voted on.'

Seconded

After a time for debate the President asked –

'Does the Synod consider that the procedural motion has been sufficiently debated and should now be voted on?'

The majority of members present answered in the affirmative.

Mr Flavin's procedural motion was put and was carried.

Bishop Edwards' motion lapsed.

6.4 Training opportunities for Anglican educators

The Rev Dr Gavin Perkins moved –

'Synod recommends that the Standing Committee –

- (a) request SDS to include instructional training that provides contextual information about the Diocese and its structures in conjunction with SDS supported AICD governance courses, and to offer this training or an alternate version to diocesan school staff (possibly using a similar online platform as is currently operating for safe ministry training),
- (b) request the education advisor (or, in the absence of an education advisor, the Archbishop's delegate) to report to the Standing Committee on the creation of tertiary training programs for school chaplains, assistant chaplains, and Christian Studies teachers, including the development of a sample K-12 Christian Studies curriculum,
- (c) request the education advisor (or, in the absence of an education advisor, the Archbishop's delegate) to develop partnerships with university Christian fellowships in order to promote training opportunities and access to tertiary courses with cross-institutional credit which train teacher education students in distinctively Christian teaching,
- (d) as one contribution alongside other suitable options for the resourcing of diocesan schools, request Youthworks to develop training units to support the teaching of the Bible in primary schools, and distinctive Christian teaching, and
- (e) consider ways to fund such requests.'

Seconded

The Rev Andrew Bruce moved as an amendment to Dr Perkins' motion –

'In paragraph (e), omit all the text, and insert instead the matter "consult with the Anglican Schools in order to determine how such initiatives might be funded".'

Seconded

The Rev Emma Newling moved as an amendment to Dr Perkins' motion –

'Amend the motion as follows –

- (a) in paragraph (b), following the matter "Archbishop's delegate)", omit all the text and insert instead the matter "to consult and work collaboratively with suitably qualified chaplains and heads of Christian Studies to determine time- and cost-effective models and pathways for inter-school Christian Professional Development for Christian teachers, including proposals for suitable tertiary institutional engagement (if any)", and
- (b) in paragraph (d), omit all the text, and insert instead the matter "request the education advisor (or, in the absence of an education advisor, the Archbishop's delegate) to report to the Standing Committee the findings at (b) for review and presentation to Synod, and".'

Seconded

Mr Robert Wicks moved as an amendment to Dr Perkins' motion –

'Omit paragraph (a).'

Seconded

Mr Wicks' amendment was not carried.

Each paragraph of Ms Newling's amendment was put separately, and each was carried.

Mr Bruce's amendment was not carried.

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

'Synod recommends that the Standing Committee –

- (a) request SDS to include instructional training that provides contextual information about the Diocese and its structures in conjunction with SDS supported AICD governance courses, and to offer this training or an alternate version to diocesan school staff (possibly using a similar online platform as is currently operating for safe ministry training),
- (b) request the education advisor (or, in the absence of an education advisor, the Archbishop's delegate) to consult and work collaboratively with suitably qualified chaplains and heads of Christian Studies to determine time- and cost-effective models and pathways for inter-school Christian Professional Development for Christian teachers, including proposals for suitable tertiary institutional engagement (if any),
- (c) request the education advisor (or, in the absence of an education advisor, the Archbishop's delegate) to develop partnerships with university Christian fellowships in order to promote training opportunities and access to tertiary courses with cross-institutional credit which train teacher education students in distinctively Christian teaching,
- (d) request the education advisor (or, in the absence of an education advisor, the Archbishop's delegate) to report to the Standing Committee the findings at (b) for review and presentation to Synod, and
- (e) consider ways to fund such requests.'

6.5 Grace City Church

The Rev Tim Clemens moved –

'Synod notes that Grace City Church, Waterloo, has been declared to be a recognised church by the South Sydney Regional Council from 1 January 2021 under clause 8 of the *Recognised Churches Ordinance 2000*. Grace City began as an initiative of Evangelism and New Churches, and held its first public service in May 2015. Synod thanks God that from small beginnings, Grace City has grown both numerically and spiritually, and joins in praising God as it celebrates its 8th year of ministry.'

Seconded and carried with acclamation

A video presentation was given regarding Grace City Church.

The Rev Philip Wheeler led the Synod in prayer for Grace City Church.

6.6 Box Hill

Bishop Gary Koo moved –

'Synod praises God for the acquisition of the property at 158 Boundary Rd, Oakville for the establishment of a new church in the Box Hill area. We thank God for the partnership of the parishes of Pitt Town and Rouse Hill, the Anglican Church Growth Corporation and Evangelism and New Churches, and for the appointment of the Reverend Chris Mann as the church planter.'

Seconded and carried

The Rev Chris Mann, attending in the public gallery, was welcomed with acclamation by members of the Synod.

The Rev Philip Wheeler led the Synod in prayer for the Rev Chris Mann and Ms Helen Mann, and the establishment of a church in Box Hill.

6.7 **Archdeacon Narelle Jarrett**

Archdeacon Kara Hartley moved –

'Synod gives thanks to God for the life and ministry of Archdeacon Narelle Jarrett, who went home to be with the Lord on Friday 4 November 2022.

After graduating from the University of New South Wales (BA and Dip Ed), Narelle started teaching at Sydney Girls High School. There, she was led to Christ by another teacher and began attending St John's, Darlinghurst. After teaching, Narelle studied at Deaconess House, completing her ThL (Hons) in 1969 and London BD in 1970. She was active in ministry within the Sydney Diocese before she was admitted as a deaconess in 1985 upon her appointment as Principal of Mary Andrews College (formerly Deaconess House). She was ordained Deacon in 1989, among the first cohort of female deacons. As Principal of Mary Andrews College, Narelle had a significant role in training and development of the female students at Moore Theological College, as well as serving as a lecturer in Church History and Pastoral Care and training lay women across the Diocese. In 2002, she was appointed Archdeacon for Women's Ministry, while continuing as Principal of Mary Andrews College.

In 2008 she became Archdeacon full time and held this position until her retirement in 2012. Narelle also served on various boards such as the Council of Ministry Training & Development, the Mission Task Force, the Standing Committee and Synod of the Sydney Diocese as well as General Synod. She was active in the governance of the Archbishop's Overseas Mission Fund and Anglican Deaconess Ministries. She also served as an Honorary Minister at South Coogee. Synod gives thanks to God for Narelle's valuable contribution to the life of our Diocese, her passion for advancing the ministries of women and her commitment to biblical truth and making Christ known.'

Seconded and carried with acclamation

Mrs Amanda Garlato led the Synod in a prayer of thanks for the life of Archdeacon Jarrett.

6.8 **Archdeacon Neil Atwood**

The Rev Roger Cunningham moved –

'Synod, noting that Archdeacon Neil Atwood begins leave on the 23 September 2023 and will officially retire in March 2024, gives thanks to God for Neil and his wife Robyn's service of the gospel for over 45 years. Having served in the parishes of Dapto, Normanhurst, Willoughby, Tregear, Mt Druitt, Toongabbie and Springwood before taking up his current role in the Western Region from 2011 first as the Assistant to the Bishop and most recently as Archdeacon, Neil has demonstrated a great love for the people of the Western Region with its great number of communities, cultures and churches. We are also thankful to God for the additional responsibilities he assumed in support of Bishop Ivan Lee, Bishop of Western Sydney, during his sustained illness. Further, we note that since 2014 Neil has combined his regional role with that of ODSM Parish Consultant, leading the production of online Safe Ministry Training, and supporting parish Safe Ministry Representatives.

As Neil and Robyn retire, Synod prays that the Lord would continue to use them to his honour and glory.'

Seconded and carried with acclamation

Archdeacon Neil Atwood, attending in the public gallery, was welcomed with acclamation by members of the Synod.

Mr Cunningham led the Synod in prayer for Archdeacon Neil and Mrs Robyn Atwood.

The President conferred the honorary title of Archdeacon Emeritus on Archdeacon Atwood.

6.9 Bishop Rick Lewers

Dean Sandy Grant moved –

'Synod notes that Bishop Rick Lewers is due to retire in October 2023 after 35 years of ordained ministry, and has served at Liverpool (1988-1992), Wanniasa in Canberra (1992-2002), the Department of Evangelism (2002-2005), Engadine (2005-2012), as Bishop of Armidale (2012-2021), and finally at Shoalhaven Heads (2021-2023).

Synod gives thanks to God for Rick, a sinner saved by grace, who is a lover of the Lord Jesus Christ, wonderfully partnered with Janene, persistent evangelist, shepherd of the flock, valiant for truth, pastorally caring, encourager of others in faithfulness, and always a "straight shooter", and prays for God's continued blessing on Rick and Janene in their life and ministry together.'

Seconded and carried with acclamation

Archdeacon Anthony Douglas led the Synod in prayer for Bishop Rick and Mrs Janene Lewers.

6.10 Bishop Ross and Mrs Jenny Nicholson

Bishop Chris Edwards moved –

'Synod records its appreciation for the ministry of Bishop Ross and Mrs Jenny Nicholson and gives thanks to God for –

- (a) their faithful parish ministry in this Diocese,
- (b) their involvement in numerous diocesan organisations and pastoral ministry groups,
- (c) Ross' work as both a parish minister and as Bishop in Launceston, Tasmania, and
- (d) their zeal and passion for the cause of Christ,

and prays God would lead them and bless them and use them more and more in the next phase of their life together.'

Seconded and carried with acclamation

Bishop Edwards led the Synod in prayer for Bishop Ross and Mrs Jenny Nicholson.

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.

7. Motions

7.1 Diocesan Ministry Strategy for 2025-2040

The Rev Zac Veron moved –

'Synod –

- (a) gives thanks to the Lord for –
 - (i) the faithful Anglican ministry efforts of both laity and clergy since 1788,
 - (ii) the crucial work of Moore Theological College, Anglicare, Youthworks, diocesan schools and other ministry organisations, in supporting the ministry of the Diocese' churches,
 - (iii) the visionary and theological leadership of archbishops, past and present, and
 - (iv) the property and financial resources which facilitate the ministry of the Word, which have all contributed to almost 40% of the national Anglican Church's weekly attendance being within the geographical boundaries of the Diocese of Sydney,
- (b) recognises, according to the statistics revealed to Synod on 12 September 2023, that –
 - (i) average attendance per week in the Diocese, in this current generation, peaked in 2015, and then began a steady downward trend, and
 - (ii) average attendance per week in the Diocese was approximately 18.5% lower in 2022 compared to 2015,
- (c) therefore encourages all Sydney Anglicans to pray for the lost, so that the Lord would open their eyes and turn them from darkness to light, and from the power of Satan to God, so that they may receive forgiveness of sins and a place among those who are sanctified by faith in Christ (Acts 26:18),
- (d) notes –
 - (i) the baby boomer generation, which constitutes a large percentage of the average attendance per week, has begun its progression to glory,
 - (ii) infant baptisms across the Diocese, according to the most recently available statistics revealed to Synod on 12 September 2023, were on a downward trajectory,
 - (iii) the population within the boundaries of the diocese is booming and is projected to include an additional one million people by 2041,
 - (iv) the majority of that net population growth is expected to reside within the brownfield areas of Sydney, and
 - (v) the challenges of ministering with ageing and often inadequate infrastructure within those brownfield areas,
- (e) further notes the external, forthcoming government-imposed challenges to overcome, that may adversely affect the impact of our ministries, including Voluntary Assisted Dying legislation, and the proposed speech suppression, misinformation and disinformation legislation, at both a state and national level, and
- (f) requests the Standing Committee to initiate a broad review of recent and current Diocesan ministry strategies and foci, together with an analysis of average attendance trends, and an assessment of the likely impact of social changes upon average attendance, with a view to recommending a fresh, comprehensive and integrated Diocesan ministry strategy for 2025-2040, and report back to Synod in 2024.'

Seconded

The Rev Dominic Steele moved as an amendment to Mr Veron's motion –

'In paragraph (e), omit the matter "including Voluntary Assisted Dying legislation, and the proposed speech suppression, misinformation and disinformation legislation, at both a state and national level,".'

Seconded

Bishop Michael Stead moved as an amendment to Mr Veron's motion –

'Amend the motion as follows –

- (a) omit paragraph (b), with consequential re-lettering,
- (b) omit subparagraph (d)(ii), with consequential re-lettering,
- (c) in paragraph (f), omit the matter "a broad review of recent and current Diocesan ministry strategies and foci, together with", and

- (d) in paragraph (f), omit the matter “with a view to recommending a fresh, comprehensive and integrated Diocesan ministry strategy for 2025-2040,”.’

Seconded

The Rev Christopher Braga moved as an amendment to Bishop Stead’s amendment –

‘Omit paragraphs (c) and (d).’

Seconded

The Rev Dr Andrew Katay moved as an amendment to Mr Veron’s motion –

‘Amend the motion as follows –

- (a) in paragraph (f), omit the matter “recent and current Diocesan ministry strategies and foci” and insert instead the matter “all Diocesan-funded agencies”, and
- (b) in paragraph (f), omit the matter “Diocesan ministry strategy for 2025-2040” and insert instead the matter “strategy underlying support of Diocesan organisations for 2025-2040”.’

Seconded

Mr Sherwin Titus led the Synod in prayer.

Mr Steele’s amendment to Mr Veron’s motion was carried.

Dr Katay’s amendment to Mr Veron’s motion was not carried.

Having been granted leave, Mr Braga withdrew his amendment to Bishop Stead’s amendment.

Each paragraph of Bishop Stead’s amendment to Mr Veron’s motion was put separately, and each was carried.

Mr Veron’s motion, as amended, was carried in the following form –

‘Synod –

- (a) gives thanks to the Lord for –
- (i) the faithful Anglican ministry efforts of both laity and clergy since 1788,
- (ii) the crucial work of Moore Theological College, Anglicare, Youthworks, diocesan schools and other ministry organisations, in supporting the ministry of the Diocese’ churches,
- (iii) the visionary and theological leadership of archbishops, past and present, and
- (iv) the property and financial resources which facilitate the ministry of the Word, which have all contributed to almost 40% of the national Anglican Church’s weekly attendance being within the geographical boundaries of the Diocese of Sydney,
- (b) therefore encourages all Sydney Anglicans to pray for the lost, so that the Lord would open their eyes and turn them from darkness to light, and from the power of Satan to God, so that they may receive forgiveness of sins and a place among those who are sanctified by faith in Christ (Acts 26:18),
- (c) notes –
- (i) the baby boomer generation, which constitutes a large percentage of the average attendance per week, has begun its progression to glory,
- (ii) the population within the boundaries of the diocese is booming and is projected to include an additional one million people by 2041,
- (iii) the majority of that net population growth is expected to reside within the brownfield areas of Sydney, and
- (iv) the challenges of ministering with ageing and often inadequate infrastructure within those brownfield areas,
- (d) further notes the external, forthcoming government-imposed challenges to overcome, that may adversely affect the impact of our ministries, and

- (e) requests the Standing Committee to initiate an analysis of average attendance trends, and an assessment of the likely impact of social changes upon average attendance, and report back to Synod in 2024.'

7.2 Conversion Practices Legislation

Bishop Michael Stead moved –

'Synod –

- (a) reaffirms Synod Resolution 31 of 2018, in particular that –
 - (i) “the Anglican Church in the Diocese of Sydney does not practise, recommend or endorse ‘gay conversion therapy’”, defined as practices that “seek to re-orient sexual attraction to heterosexuality”, and that
 - (ii) Synod “values prayer for same-sex attracted Christians who wish to live celibate lives, noting that prayer is not a form of ‘gay conversion therapy’”,
- (b) notes that the *Conversion Practices Prohibition Bill 2023* (NSW), introduced by Mr Alex Greenwich, has been closely modelled on the Victorian *Change or Suppression (Conversion) Practices Prohibition Act 2021*, and adopts its expansive redefinition of Conversion Practices by including the broad and vague concept of suppression, according to which the following are illegal –
 - (i) a religious leader meeting one-on-one with a member of their congregation to encourage them not to act on same-sex attraction by practising celibacy,
 - (ii) religious teaching that someone is “broken” because of their sexual orientation or gender identity,
 - (iii) the provision of support through group prayer to a young person to help them fight a desire to act on their feelings of same-sex attraction,
 - (iv) a religious leader telling a member of their congregation that they will be excommunicated if they continue their same-sex relationship,
 - (v) parents declining to support their child’s request for puberty blockers if a health professional recommends it, or otherwise restricting their child access to any health care services that would affirm their child’s gender identity, and
 - (vi) a teacher telling a student that God does not accept them unless they keep the sex they were assigned at birth and dress accordingly
(All examples from <https://www.humanrights.vic.gov.au/change-or-suppression-practices/have-you-experienced-a-change-or-suppression-practice/>),
- (c) notes the pre-election commitments of the Premier and other members of the ALP that its legislation would prohibit ‘dangerous and damaging’ conversion practices, but that it would not ban a consenting individual seeking prayer or other advice and assistance, nor would it ban the expression of religious belief through religious teaching,
- (d) notes that the government’s Consultation Paper on Banning Conversion Practices has proposed an approach that is very similar to the Victorian legislation and the Bill introduced by Mr Greenwich, which is inconsistent with the ALP’s pre-election commitments,
- (e) calls on the Minns Labor Government to uphold its commitments regarding LGBTQ conversion therapy by introducing legislation that –
 - (i) bans dangerous and damaging practices that seek or promise to *change sexual orientation*, but does not use the broad and vague concept of “suppression”,
 - (ii) does not prohibit a consenting individual from seeking the support and assistance that they consider appropriate for themselves,
 - (iii) does not prohibit religious instruction and guidance that encourages church members to live in conformity with the ethical teaching of the Scriptures by not acting on desires that are contrary to this teaching,
 - (iv) does not expose parents to prosecution for failing to affirm and support their child’s sexual orientation or gender identity, and
 - (v) does not introduce a bias towards gender-affirming treatment and the threat of prosecution for health professionals who recommend a different treatment approach, and

- (f) encourages Sydney Anglicans to meet with, or write to, their local MP to express their concerns and requests, and notes that Freedom for Faith has developed resources to assist in organising meetings and writing letters (<https://contactyourmp.org.au>).

Seconded

The President read the following statement –

‘I want to alert Synod members to the fact that one of our members has chosen to absent himself from the house while we give consideration to this item. Judge Andrew Colefax SC is a lay representative for the parish of Christ Church St Laurence. As a serving Judge of the District Court, Judge Colefax may be called upon, in that capacity, to interpret the Bill, if enacted, and/or to impose a penalty in respect of a conviction. For that reason, he is withdrawing himself from the house and this will be noted in the minutes.’

The Rev Andrew Barry moved as an amendment to Bishop Stead’s motion –

‘Omit paragraph (a).’

Seconded

Ms Elise Christian moved as an amendment to Bishop Stead’s motion –

‘Amend the motion as follows –

- (a) in subparagraph (e)(i), omit the matter “but does not use the broad and vague concept of ‘suppression’,”,
- (b) insert a new subparagraph (e)(ii) as follows, with consequential re-lettering –
 - “(ii) clarifies that prayer for same-sex attracted Christians who wish to live celibate lives, if offered in a genuinely non-coercive and ethically acceptable manner, would not constitute a change or suppression practice within the scope of the legislation,”,
- (c) in re-lettered subparagraph (e)(iii), following the matter “appropriate for themselves,”, insert the matter “but includes a requirement that religious organisations and leaders in religious communities are not to withhold from such an individual access to broader sources of support and full information as to the documented long-term risks and harms associated with change and suppression practices,”, and
- (d) in re-lettered subparagraph (e)(vi), omit all the text, and insert instead the matter “takes account of relevant health professionals’ ethical guidelines and codes of conduct, and”.

Seconded

Mr Jason Marriott moved as an amendment to Bishop Stead’s motion –

‘In subparagraph (a)(i), following the words “defined as” insert the word “psychological”.’

Seconded

Bishop Stead led the Synod in prayer.

Mr Barry’s amendment was not carried.

Ms Christian’s amendment was not carried.

Mr Marriott’s amendment was carried.

Bishop Stead’s motion, as amended, was carried in the following form –

‘Synod –

- (a) reaffirms Synod Resolution 31 of 2018, in particular that –

- (i) “the Anglican Church in the Diocese of Sydney does not practise, recommend or endorse ‘gay conversion therapy’”, defined as psychological practices that “seek to re-orient sexual attraction to heterosexuality”, and that
- (ii) Synod “values prayer for same-sex attracted Christians who wish to live celibate lives, noting that prayer is not a form of ‘gay conversion therapy’”,
- (b) notes that the *Conversion Practices Prohibition Bill 2023* (NSW), introduced by Mr Alex Greenwich, has been closely modelled on the Victorian *Change or Suppression (Conversion) Practices Prohibition Act 2021*, and adopts its expansive redefinition of Conversion Practices by including the broad and vague concept of suppression, according to which the following are illegal –
 - (i) a religious leader meeting one-on-one with a member of their congregation to encourage them not to act on same-sex attraction by practising celibacy,
 - (ii) religious teaching that someone is “broken” because of their sexual orientation or gender identity,
 - (iii) the provision of support through group prayer to a young person to help them fight a desire to act on their feelings of same-sex attraction,
 - (iv) a religious leader telling a member of their congregation that they will be excommunicated if they continue their same-sex relationship,
 - (v) parents declining to support their child’s request for puberty blockers if a health professional recommends it, or otherwise restricting their child access to any health care services that would affirm their child’s gender identity, and
 - (vi) a teacher telling a student that God does not accept them unless they keep the sex they were assigned at birth and dress accordingly
(All examples from <https://www.humanrights.vic.gov.au/change-or-suppression-practices/have-you-experienced-a-change-or-suppression-practice/>),
- (c) notes the pre-election commitments of the Premier and other members of the ALP that its legislation would prohibit ‘dangerous and damaging’ conversion practices, but that it would not ban a consenting individual seeking prayer or other advice and assistance, nor would it ban the expression of religious belief through religious teaching,
- (d) notes that the government’s Consultation Paper on Banning Conversion Practices has proposed an approach that is very similar to the Victorian legislation and the Bill introduced by Mr Greenwich, which is inconsistent with the ALP’s pre-election commitments,
- (e) calls on the Minns Labor Government to uphold its commitments regarding LGBTQ conversion therapy by introducing legislation that –
 - (i) bans dangerous and damaging practices that seek or promise to *change sexual orientation*, but does not use the broad and vague concept of “suppression”,
 - (ii) does not prohibit a consenting individual from seeking the support and assistance that they consider appropriate for themselves,
 - (iii) does not prohibit religious instruction and guidance that encourages church members to live in conformity with the ethical teaching of the Scriptures by not acting on desires that are contrary to this teaching,
 - (iv) does not expose parents to prosecution for failing to affirm and support their child’s sexual orientation or gender identity, and
 - (v) does not introduce a bias towards gender-affirming treatment and the threat of prosecution for health professionals who recommend a different treatment approach, and
- (f) encourages Sydney Anglicans to meet with, or write to, their local MP to express their concerns and requests, and notes that Freedom for Faith has developed resources to assist in organising meetings and writing letters (<https://contactyourmp.org.au>).

Mr Gavin Jones led the Synod in prayer.

The Chancellor abstained from voting on this motion.

Ms Michelle England abstained from voting on this motion.

7.3 Closure of Anglicare’s Mary Andrews Village Retirement Living Centre at South Hurstville

Having been granted leave, Mr James Mayfield withdrew a motion of which he had previously given notice.

7.4 Doctrine Commission Report: The Doctrine of Concupiscence and its Relevance to the Experience of Same-Sex Attraction

Prof Bernard Stewart AM moved –

‘Synod, having received the Doctrine Commission Report: *The Doctrine of Concupiscence and its Relevance to the Experience of Same-sex Attraction*, in the context of provision for “Tabling and reception of accounts and reports etc” is aware that such procedure does not provide any opportunity for Synod members to be aware of why any particular publication was sought, be informed of its content, or alerted to its availability as a resource in particular circumstances.

In respect of the Doctrine Commission report in question, Synod acknowledges misgivings of some members concerning specific matters including –

At 1.2, when identifying “one of the most contentious issues facing the Christian churches at this moment”, the report does not provide contextual information to the effect that even within the Anglican Church of Australia, Bible-believing Christians contend with God-given diversity as to whether a legally-affirmed life-long exclusive and voluntary commitment between two adults of the same gender is inherently and necessarily sin in every instance and indicate that this report is premised of one interpretation of scripture in relation to this matter.

At 3.7, Jesus’ statement at Matt. 5:28 addressing adultery should be specified in scripture as immediately following Christ’s teaching about murder (Matt. 5:21-22), and other sins, as introduced by the words “You have heard that it was said...”. The report might acknowledge that the primary teaching from this scripture involves the futility of relying on compliance with the law as a means of achieving salvation any other consideration is secondary.

At 4.4, where concupiscence is recognized as an “infection of nature” and much more than sexual lust, the report should warn that a sense of desire is inherent in all sin involving gratification including the sin about which Jesus explicitly warned most, namely the self-focused accrual of personal financial wealth.

At 6.5, although the report specifies that actual sin only occurs when we fail to resist temptation and allow ourselves to be enticed - an interpretation re-affirmed at 6.6, such a determination is not consistent with Matt. 5:29 and the specification at 4.4 that concupiscence is not only on sin, and inclines to sin, but is sin itself.’

Seconded

After a time for debate the President asked –

‘Does the Synod consider that the motion has been sufficiently debated and should now be voted on?’

The majority of members present answered in the affirmative.

The motion was put and was not carried.

8. Closure

8.1 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) the members who helped during the session by giving advice and serving the Synod, especially the Chancellor and Deputy Chancellors, Registrar, Archdeacon to the Archbishop, and Chair of Committee, the Synod Secretary, 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

8.2 Minutes of 19 September 2023

Archdeacon Simon Flinders moved –

‘Synod authorises the President to sign the minutes of 19 September 2023 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.’

Seconded and carried

8.3 Hymn

Members joined in the singing of the hymn ‘I vow to you my Saviour’.

Adjournment

At 9.48 pm, Archdeacon Simon Flinders 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

23 October 2023