

Synod 2019

DATE: 31 October 2019

ATTENTION: Rectors, Synod representatives, wardens and parish councillors.

FROM: Daniel Glynn, Diocesan Secretary | Diocesan.Secretary@sydney.anglican.asn.au

This circular contains –

Synod’s key decisions	2
Actions for parishes and Synod members.....	4
Matters for prayer and consideration in parishes.....	7
Ordinances and policies.....	9
Attachment: Resolutions of Synod	

Synod at a glance

The 3rd Session of the 51st Synod met in the Wesley Theatre, 220 Pitt Street Sydney, on 14, 15, 16, 21 and 22 October 2019. The Synod passed 80 resolutions (50 in 2018), 7 ordinances (8 in 2018) and 2 policies (3 in 2018); and filled 67 positions on boards and committees (96 in 2018).

This circular outlines the key features of the Synod’s proceedings with respect to parishes. The full proceedings of the Synod (including reports received, questions and answers and resolutions) are available on the [SDS website](#).

Presidential Address

The [text of Archbishop Davies’ Presidential Address](#), as well as the [video](#), is available from the [Sydney Anglicans](#) website.

Mission Hour

Bishop Malcolm Richards and the Rev Alan Lukabyo led Mission Hour focusing on International Partnerships in Theological Education and how lives and churches are being transformed. Bishop Richards shared what was happening concerning Theological Training in Tanzania; and Mr Lukabyo interviewed the Rev Berthier Lainirina from Madagascar. Mr Berthier is the trainer for Toamasina Diocese and also holds the position of Provincial Secretary of the Anglican Province of the Indian Ocean.

Synod's key decisions

Synod amended the **membership of Synod** to incorporate two important changes –

- (1) Lay Synod members representing parishes (under Part 5 of the ordinance) continue to be members of the Synod until the day before the first day of the first ordinary session of the next Synod. This clarifies that the current members of Synod will retain their membership of Synod until 11 October 2020 and will represent their parishes at the special session to elect the next Archbishop (10-15 August 2020). Any lay representatives elected at AGMs in early 2020 will commence their membership of Synod at the ordinary session commencing 12 October 2020.
- (2) Standing Committee is to elect three heads of Diocesan schools to Synod membership, among the Nominated Laypersons elected under Part 8 of the ordinance.

Synod affirmed and adopted a **[Doctrine Statement on Gender Identity](#)** (Doctrine Statement) as the principal statement of the doctrines, tenets, beliefs and teachings of the Anglican Church, Diocese of Sydney with respect to gender identity. The Synod also –

- recommended that each diocesan school and organisation which exercises pastoral care for people who may struggle with gender identity issues develop and implement a publicly accessible policy on Gender Identity which is consistent with the Doctrine Statement
- adopted [Pastoral Guidelines for Churches, Schools and Organisations](#) as a policy of the Synod to inform pastoral care throughout the Diocese for those experiencing gender identity issues
- approved in principle, '[Practical Guidelines for Parish Councils](#)' – a document intended to inform the ministry approach within parishes regarding Christians as well as unbelievers experiencing Gender Incongruence or Dysphoria.

The Synod has requested Parish Councils to provide feedback on the proposed 'Practical Guidelines for Parish Councils' by 6 March 2020 via diocesan.secretary@sydney.anglican.asn.au. The Standing Committee is to bring the proposed policy, with any recommended changes, to the 1st ordinary session of the 52nd Synod (October 2020).

By resolution 79/19, Synod welcomed the Archbishop's public comments on the role of a Bishop as guardian of the faith and **the nurturing role of our churches**, and affirmed –

- (a) that all people are made in the image of God, are loved by God and are welcome to join the community of God's people;
- (b) that when Jesus invites all people to "come to him", we are all invited to come just as we are (with all our sins and failings), yet he does not leave us as we were;
- (c) that grace, forgiveness and repentance are gifts which God gives to those he calls to himself as he begins a long work of transforming us into the people that he wants us to be;
- (d) that our churches, therefore, should be places where compassion and grace abound and where the love of God is expressed to all, regardless of their background or struggles; and
- (e) that, in particular, we desire our churches to be places where LGBTI people are welcome as God welcomes them in truth and love.

The Synod affirmed by resolution 43/19 that the doctrine of the Anglican Church of Australia is that **marriage is a union between one man and one woman**. The Synod, among other things –

- declared that a blessing of a civil same-sex marriage is both inconsistent with the doctrine of Christ and the teaching of the Scriptures
- noted that the blessing of same-sex marriages in Anglican jurisdictions overseas was a key catalyst for the “tear in the fabric of the Anglican Communion” that has widened over the past two decades
- declared that the Diocese of Sydney is in a state of impaired fellowship with any diocese that, or bishop or other minister who, has allowed or participated in the blessing or solemnisation of a marriage that is contrary to the doctrine of marriage, and with any bishop who fails to take disciplinary action against a minister in regards to blessing same-sex marriages, or for entering a same-sex marriage.

The Synod also asked the Standing Committee to consider not providing financial support to any Anglican diocese or body which has acted, or has allowed others to act, in a way that is contrary to the Church’s doctrine of marriage; and to bring a report to the Synod in 2020 giving recommendations of further appropriate changes in our Diocese’s relationship with the national church, and any Anglican diocese, body, bishop or minister who has allowed or participated in a blessing or purported solemnisation of a marriage, which is contrary to the doctrine of Christ and of this Church.

The Synod noted the proposal of the General Synod Standing Committee to replace the scheduled **2020 ordinary session of General Synod** with a special session restricted to responses to the Royal Commission into Institutional Responses to Child Sexual Abuse. The Synod called upon the (Sydney) Standing Committee –

- by resolution 44/19, to take the necessary steps to gather one third of the clergy or one third of the lay members of General Synod to request **a special session of General Synod** to be held alongside the special session currently proposed for 2020, to consider **nine motions to be promoted to that special session of General Synod** at the request of the Synod of the Diocese of Sydney (these motions are captured in full in the appendix under resolution 45/19)
- by resolution 46/19, to review the *Affiliated Churches Ordinance 2005* for consideration at the first ordinary session of Synod in 2020, with regard to providing a basis for practical **fellowship with congregations outside this diocese** who are theologically Anglican in belief and polity, and providing a basis for more deliberate engagement with Gafcon as that movement seeks to support faithful, biblical Anglicans who are marginalised by the unorthodox actions of others.

The Synod noted by resolution 80/19 that this is the last session of Synod before our President, **Archbishop Glenn Davies**, retires in July 2020. Synod thanked Dr Davies for the way he has presided over this and preceding synods during his term of office. The Archbishop’s wide ranging Presidential Addresses were always anchored in the Scriptures and his management of the daily Business Paper and mastery of the Standing Orders will long be remembered by Synod members.

Synod gave thanks to Almighty God for the life and witness of the President, his evangelical faith, his quick mind, his wise counsel to clergy and lay, and his representation of the Christian

gospel to the secular world. Dr Davies' leadership in the national Anglican Church and in international Anglican forums has given encouragement to 'maintain the faith once delivered'.

Synod prayed for God's blessing on Glenn and Di Davies for the years which are to come, trusting that there will be more time for rest and enjoyment of their children and grandchildren, and assured Glenn of its prayers as he no doubt will continue to proclaim Christ in season and out of season, correcting, rebuking and encouraging, with great patience and careful instruction, as he has so ably been doing as our Archbishop.

Actions for parishes and Synod members

The Synod passed a number of resolutions that included calls to action and prayer from parishes and Synod representatives. Each of these are provided in summary below for ease of reference; but should be read in the context of the complete resolution. The full terms of all of the resolutions passed by the Synod at its recent session are provided in the appendix.

Encouraging ordination: By resolution 2/19, among other things, the Synod –

- (a) encouraged rectors to –
 - (i) see a key part of their role is to raise up the next generation of full-time gospel ministry workers, including those ordained in this Diocese,
 - (ii) promote a culture of gospel generosity in training and sending people beyond their parish into this Diocese and beyond the Diocese,
 - (iii) develop an apprenticeship training model that helps people discern their giftedness for ministry and prepares them for more formal education and ministry training,
 - (iv) promote Moore Theological College as the first choice College for theological training and Youthworks College for specialist youth and children's ministry training, and
 - (v) challenge appropriately gifted and trained assistant ministers to be prepared to seek ordination as a presbyter to lead churches and intentionally train them for this responsibility,
- (b) encouraged assistant ministers to see Christian leadership is marked by sacrificial service and if suitably gifted, be prepared to seek ordination to serve as rectors, and
- ...
- (e) encouraged congregations to –
 - (i) see themselves as training and sending churches, and
 - (ii) seeing the urgency of gospel proclamation, pray that the Lord will raise up workers for the harvest out of their congregation.

Partnering with Ministry Training Strategy: By resolution 48/19 (noting resolution 2/19) the Synod encouraged Rectors to remember, with thanks to God, the way the Ministry Training Strategy (MTS) has helped many in our Diocese over the past forty years to take important steps towards ordination, and encouraged Rectors to contact MTS for help in establishing an apprenticeship training pathway in their church.

Staff Management training: By resolution 4/19, the Synod noted that while many rectors have participated in staff management training, the majority have not; and encouraged rectors who have not already done so, to participate in staff management training as a matter of urgency.

Same-Sex attraction – A Pastoral Guide: By resolution 29/19, the Synod encouraged Rectors to provide "[Same-Sex Attraction: A Pastoral Guide](#)" to their staff and others who are involved in pastoral care in their parishes, and invited feedback to be provided to the Standing Committee as it prepares a revised form for a future session of Synod. [Feedback to diocesan.secretary@sydney.anglican.asn.au by 6 March 2020.]

Abortion Law Reform Act 2019: The Synod passed resolution 15/19, which affirmed a biblical view of the sanctity of life, acknowledging that all people are created by God in his image. The Synod thanked all of those Anglicans who wrote to their local members, provided submissions, signed petitions or attended public rallies as expressions of opposition to the Abortion Law Reform Act 2019 when proposed; and called on Christians –

- (i) to stand alongside women who wish to pursue options not to abort a child, with genuine care and encouragement and to love and support those women who have had an abortion;
- (ii) to continue to petition the NSW government to review the abortion law to better protect the unborn child, mothers, and medical practitioners or health professionals with a conscientious objection to abortion; and
- (iii) to advocate for further reforms to laws, policies or guidelines relating to adoption and fostering so as to make adoption and fostering an easier and more realistic option for women who are contemplating the termination of a pregnancy and a safe and nurturing environment for children.

Parental Leave Policy in parishes: By resolution 17/19, the Synod encouraged Parish Councils to consider the *Parental Leave Ordinance 2016* and determine whether it would be appropriate to adopt a Parental Leave Policy; and asked parishes that have adopted any form of Parental Leave Policy to contact the Diocesan Registry to confirm that this has been recorded.

The Rev John Lavender: By resolution 23/19, Synod gave thanks for the ministry of the Rev John Lavender over the last 23 years at Glenmore Park Anglican Church, and noted that he will commence a new role in 2020 with Evangelism and New Churches (ENC) seeking to help parishes across the Diocese sharpen their evangelistic focus and be oriented for mission. Synod encouraged all parishes to pray for John as he brings his passion, experience and wisdom to this new work; and encouraged church leaders to contact ENC for coaching, support and resources to develop effective evangelistic plans in every parish.

Review of the *Ministry Standards Ordinance 2017*: By resolution 25/19, members of Synod are invited to prepare submissions for Standing Committee's review of the *Ministry Standards Ordinance 2017*. The review will consider the degree to which the ordinance has been successful in overcoming the perceived weaknesses in the Discipline Ordinance 2006, whether any further weaknesses remain in the ordinance, and whether the Professional Standards Unit is sufficiently resourced for its role in the operation of the ordinance. [Feedback to diocesan.secretary@sydney.anglican.asn.au by 6 March 2020.]

Eligibility to be a Parish Nominator: By resolution 47/19, the Synod requested the Standing Committee to consider amending the *Nomination Ordinance 2006* to ensure that any person remunerated for work within a Parish (other than where incidental), or related to such a person, is not eligible to be elected as a parish nominator in that parish. Parish Synod representatives are invited to provide feedback about this request. [Feedback to diocesan.secretary@sydney.anglican.asn.au by 30 March 2020]

Deferral of the start date of new Safe Ministry requirements: By resolution 49/19, Synod requested that Standing Committee defer the start date of the operation of the *Safe Ministry to Children Ordinance 2018* by four months, until 1 May 2020. Synod invited members of Synod and parish Safe Ministry Representatives to send concise suggestions about the new Safe Ministry Assessment process, in a way that honours our desire to protect children by conducting ministry as safely as possible. [Feedback to diocesan.secretary@sydney.anglican.asn.au by 30 November 2019.]

Congregational support for clergy: By resolution 52/19, the Synod recognised the high dignity and importance of the office of presbyter, and noted that the office is becoming more complex in each succeeding generation while the respect in which the office is held continues to be challenged. Synod affirmed the honour of the ministry of all congregation shepherds and praised and thanked God for the godly, competent and sacrificial leadership of the vast majority of rectors. Synod called on all parishes and congregations to –

- (a) at least once a quarter, in public prayers and more regularly in private prayers, to call upon Almighty God to strengthen, surround and sustain the clergy who shepherd the churches of our Diocese, and
- (b) make whatever recommendations from whatever financial and other resources are available to enhance the wellbeing and resilience of rectors, with the goal that rectors may recognise the congregational support for their leadership (1 Tim 5:17-20).

Anglican National Super update: By resolution 58/19, Synod noted the intention of the Anglican National Superannuation Board to transition the Anglican National Super plan from AMP to Mercer in the coming months, and to operate the fund under the name 'Anglican Super' as of that date, and encouraged members with questions to email Mercer at Anglican@Mercer.com.

Mentoring women newly appointed to boards: By resolution 62/19, among other things, Synod encouraged its members who are experienced as board or committee members to consider a ministry of mentoring women newly appointed to, or considering a position on, boards and committees in the Diocese.

Partnering with Anglican Aid: By resolution 63/19, the Synod encouraged churches of the Diocese to support the work of Anglican Aid by either encouraging church members to make tax-deductible donations directly to Anglican Aid's Community Care Fund, or by establishing a tax-deductible Necessitous Circumstances Fund for generous giving towards support for the socially disadvantaged areas of our Diocese; and encouraged churches with existing Necessitous Circumstances Funds, to seek the guidance of Anglican Aid to identify donor recipients.

Fixed term appointment for the Archbishop: By resolution 64/19, the Synod requested the Standing Committee to report on the merits and difficulties of a fixed term of appointment for the Archbishop of Sydney, with or without the possibility for extension of that term, and invited Synod members to provide succinct submissions on the proposal. [Feedback to diocesan.secretary@sydney.anglican.asn.au by 30 November 2019.]

Gender Identity – Practical guidelines for Parish Councils: By resolution 76/19, the Synod requested Parish Councils to provide feedback on the proposed [Practical Guidelines for Parish Councils](#), a document intended to inform the ministry approach within parishes regarding Christians struggling with Gender Incongruence or Dysphoria. [Feedback to diocesan.secretary@sydney.anglican.asn.au by 6 March 2020]. (See also Synod's Key Decisions, page 2.)

Matters for prayer and consideration in parishes

Following are the full terms of further resolutions calling for prayer.

9/19 30th Anniversary of women ordained as deacons in the Diocese of Sydney

Synod, noting the 30th anniversary of women ordained as deacons in the Diocese –

- (a) gives thanks to God for the ministries of women in the Diocese, both ordained and lay,
- (b) gives thanks to God for the long history of gospel partnership between women and men in this Diocese,
- (c) praises God for the multitude of opportunities women have to exercise their teaching and pastoral gifts,
- (d) commends churches, schools and diocesan organisations employing women for ministry roles, and
- (e) asks God to continue to raise up women for gospel ministry, whether full-time or part-time, so every parish may have theologically trained women on their staff team.

12/19 The Church of Confessing Anglicans Aotearoa/New Zealand

In light of the May 2018 decision of the General Synod of the Anglican Church of Aotearoa, New Zealand and Polynesia to pass a resolution that authorises bishops to allow clergy in New Zealand to bless same-sex relationships, this Synod –

- (a) gives thanks to God for –
 - (i) the establishment of the authentically Anglican and biblically faithful Church of Confessing Anglicans Aotearoa/New Zealand,
 - (ii) the godly and courageous leadership of the Church of Confessing Anglicans Aotearoa/New Zealand and the parishes they represent,
 - (iii) the leadership of the Gafcon Primates in supporting biblically faithful Anglicans in New Zealand and other parts of the world for the glory of Christ and the extension of his kingdom, and
 - (iv) the leadership of our Archbishop and other senior clergy in participating in the consecration of the bishop-elect,

- (b) commits to pray –
 - (i) for the consecration and installation of Bishop-elect Jay Behan on Saturday, 19 October in Christchurch, New Zealand,
 - (ii) for the numerous parishes that have taken the courageous and costly decision to join the Church of Confessing Anglicans Aotearoa/New Zealand, and
 - (iii) for those parishes who hold to the clear teachings of the Bible but have remained within the Anglican Church of Aotearoa, New Zealand and Polynesia, and
 - (c) encourages parishes within the Diocese of Sydney, as practical expressions of our fellowship in the gospel and a recognition of our full fellowship with the Church of Confessing Anglicans Aotearoa/New Zealand as an authentically Anglican and biblically faithful Church, to generously support them through prayer, financial support and ministry partnership.
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Further resolutions of interest to parishes

The attachment to this circular sets out all the resolutions passed by the Synod at its recent session. The following resolutions may be of particular interest to rectors, wardens and parish councillors –

- 1/19 Ordinary sessions of Synod held in September
- 7/19 'An Introduction to Teaching in an Anglican School'
- 10/19 Mrs Margaret Fuller
- 22/19 Thanksgiving for St Luke's Liverpool
- 26/19 Mr Steven Woods
- 27/19 Canon Simon Manchester
- 36/19 Appreciation for the thirty-four Heads of Anglican Schools
- 37/19 Thanksgiving for St James' Church, King Street, Sydney
- 68/19 Bishop Ray Smith
- 69/19 The Rev John Bales and Ministry to Muslims
- 70/19 Appreciation for 'Tears and Hope - A Service of Healing for Survivors of Abuse'

Parish classifications

- 30/19 Bayside: Classification as a Parish
 - 31/19 Fairfield with Bossley Park: Classification as a Parish
 - 41/19 Berala: Classification as a Parish
 - 42/19 Pitt Town: Classification as a Parish
 - 59/19 Cobbitty: Classification as a Parish
 - 60/19 Oran Park: Classification as a Parish
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Ordinances and policies

The Synod passed 7 ordinances and 2 policies. Following are brief notes on each of them.

The **Archbishop Election Amendment Ordinance 2019**, among other things –

- (a) incorporated the characteristics of the Archbishop of Sydney as expressed in the Doctrine Commission report, 'An Evangelical Episcopate' into the *Archbishop of Sydney Election Ordinance 1982*,
- (b) required the administration of a Safe Ministry Check to nominees for Archbishop,
- (c) thoroughly revised the timetable and process leading up to an election Synod, and
- (d) provided additional extension up to six months in the retirement date for an Archbishop.

The **Assistant Ministers Ordinance 2017 Amendment Ordinance 2019** established a Review Panel to consider instances of alleged non-compliance with the processes under the *Assistant Ministers Ordinance 2017*. The Panel will produce a report issued to the applicant, the rector and wardens, the regional bishop and the Archbishop, and may make non-binding recommendations.

The **Ministry Standards Ordinance 2017 Amendment Ordinance 2019** amended the *Ministry Standards Ordinance 2017* to, among other things –

- (a) make provision for staff management training and/or conciliation on the recommendation of the Director of Professional Standards if the Director considers it will assist the parties, and
- (b) implement recommendations of the Royal Commission.

The **General Synod – Lay Assistants at Holy Communion Canon 1973 Repeal and Exclusion Ordinance 2019** incorporated the provisions for the authorisation of a lay person to assist the presbyter in the distribution of the elements of the Holy Communion into the *Lay Ministry Ordinance 2015*, so that the regulation of lay ministry is contained within the one ordinance. Previously, this authority was derived pursuant to a Canon of the General Synod.

The **Standing Committee Ordinance 1897 Amendment Ordinance 2019** amended the Standing Committee Ordinance 1897 to, among other things –

- (a) clarify that the Archbishop is President, but not a member, of Standing Committee, and
- (b) establish with regard to subcommittees of Standing Committee, that at least one third of its members must be Standing Committee members, and a quorum for a meeting must include at least one member who is a member of Standing Committee.

The **Synod Membership Ordinance 1995 Amendment Ordinance 2019** amended the Synod Membership Ordinance 1995 to, among other things –

- (a) clarify that the current members of Synod will retain their membership of Synod until 11 October 2020 and will represent their parishes at the special session anticipated to be held 10-15 August 2020 to elect the next Archbishop, and
- (b) require that Standing Committee elect three heads of Diocesan Schools to be members of Synod under Part 8 of the ordinance. (*See also Synod's Key Decisions, page 2.*)

The **Conduct of the Business of Synod Ordinance 2000 Amendment Ordinance 2019** amended the *Conduct of the Business of Synod Ordinance 2000* in multiple ways, including –

- (a) allowing procedural motions to be taken on the callover,
- (b) requiring questions on day 1 to be submitted 7 days prior to Synod,
- (c) providing rules for presentations,
- (d) introducing standard expedited timing and processes which Synod may adopt to speed up consideration of matters,
- (e) introducing alternative approaches to the procedural motion “that the motion not be put”, and
- (f) providing clarity on the matter of a member speaking twice in a debate.

Synod affirmed and adopted the [Doctrine Statement on Gender Identity](#) (Doctrine Statement) as the principal statement of the doctrines, tenets, beliefs and teachings propagated by the Anglican Church, Diocese of Sydney with respect to gender identity. Having adopted the Doctrine Statement, the Synod also adopted [Pastoral Guidelines for Churches, Schools and Organisations](#) as a policy of the Synod to inform pastoral care throughout the Diocese for those experiencing gender identity issues. (See also *Synod’s Key Decisions*, page 2.)

Kind regards



Daniel Glynn
Diocesan Secretary

Resolutions

1/19 Ordinary sessions of Synod held in September

Synod encourages the next Archbishop to summon members to ordinary sessions of Synod held in the final weeks of School Term 3, rather than the first weeks of School Term 4, from 2021.

(Canon Phillip Colgan 14/10/2019)

2/19 Steps to encourage ordination

Synod, noting the report '11/18 Steps to encourage ordination' –

- (a) encourages rectors to –
 - (i) see a key part of their role is to raise up the next generation of full time gospel ministry workers, including those ordained in this Diocese,
 - (ii) promote a culture of gospel generosity in training and sending people beyond their parish into this Diocese and beyond the Diocese,
 - (iii) develop an apprenticeship training model that helps people discern their giftedness for ministry and prepares them for more formal education and ministry training,
 - (iv) promote Moore Theological College (MTC) as the first choice College for theological training and Youthworks College (YWC) for specialist youth and children's ministry training, and
 - (v) challenge appropriately gifted and trained assistant ministers to be prepared to seek ordination as a presbyter to lead churches and intentionally train them for this responsibility,
- (b) encourages assistant ministers to see Christian leadership is marked by sacrificial service and if suitably gifted, be prepared to seek ordination to serve as rectors,
- (c) encourages MTC and YWC to keep equipping men and women for the work of the gospel and address the cost of theological education,
- (d) encourages Ministry Training & Development (MT&D) and MTC to –
 - (i) identify gifted men and women students to consider ordination for Anglican ministry in the Diocese, and
 - (ii) help rectors to build a training and recruiting culture and actively promote MTC, YWC and ordination, and
- (e) encourages congregations to –
 - (i) see themselves as training and sending churches, and
 - (ii) seeing the urgency of gospel proclamation, pray that the Lord will raise up workers for the harvest out of their congregation.

(The Rev Dr Mark Thompson 14/10/2019)

3/19 Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse

Synod noting the report 43/18 Implementation of Recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse –

- (a) endorses implementation of the Royal Commission's Child Safe Standards by all institutions of the Diocese of Sydney that have contact with children in conducting their operations,
- (b) requests the Standing Committee to provide a report to the next session of the Synod in relation to implementation of the actions set out in the report, and

- (c) pending Standing Committee's report to Synod in 2020 (and except as otherwise addressed at the 2019 session of Synod) –
 - (i) refers questions of draft ordinances or policies required to facilitate their implementation to Standing Committee, and
 - (ii) requests the Standing Committee to bring recommendations on funding to enable implementation of the actions set out in the report for approval by Synod.

(Ms Michelle England 14/10/2019)

4/19 Staff management training

Synod –

- (a) notes that while many rectors have participated in staff management training, the majority have not;
- (b) encourages rectors who have not already done so, to participate in staff management training as a matter of urgency;
- (c) requests the Safe Ministry Board, regularly include items relating to staff management in the content for the mandated triennial Faithfulness in Ministry training, noting that the 2020 Faithfulness in Ministry training will focus on staff management, and bullying in particular;
- (d) requests Ministry Training and Development to include appropriate training on the Ordinances relevant to Assistant Ministers as part of the post-ordination Ministry Development program for deacons;
- (e) recommends to the Archbishop that licences for Assistant Ministers, issued at the request of a rector, have an option for a specified term, with the minimum term being two years; and
- (f) requests the Ministry Standards Ordinance Review Committee to further review the *Ministry Standards Ordinance 2017*, particularly as it pertains to accusations of bullying, to ensure that rector development or other measures, are recommended prior to more serious action.

(Bishop Chris Edwards 14/10/2019)

5/19 Amendment to the Property Use Policy

Synod agrees to amend its Property Use Policy by inserting the following as a new paragraph 10(a) –

'This policy is not intended to require a withdrawal from, or the exclusion of, those who do not share our doctrines, tenets and beliefs. Rather, we should welcome to our properties those who do not share our doctrines, tenets and beliefs, to the fullest extent possible, yet in a way that does not cause our doctrines, tenets and beliefs to be contravened or compromised. The mere presence of those who do not share our beliefs or the mere expression of beliefs we do not share, will not contravene this policy. However allowing our property to be used for the promotion or propagation of such beliefs does. For example, it does not contravene our doctrines, tenets and beliefs for a resident of an Anglican retirement village who is an adherent of another faith to practise their faith in the privacy of their own residence, but it would be a contravention if the retirement village were to allow a service of public worship for those of that faith to be held.'

(Bishop Michael Stead 14/10/2019)

6/19 The nature of marriage

Synod welcomes the Doctrine Commission's report *The Implications of Domestic Abuse for Marriage, Divorce and Remarriage* and commends it to ministers and parishes for their careful consideration.

(The Rev Dr Mark Thompson 14/10/2019)

7/19 'An Introduction to Teaching in an Anglican School'

Synod welcomes a new online course designed and developed by Anglican Education Commission (EdComm) entitled 'An Introduction to Teaching in an Anglican School', and notes that –

- (a) the course was designed to assist teachers who are new to an Anglican school to reflect on and consider how they can best participate in and support the Christian foundations and ministry of the particular school they are joining,
- (b) the course is accredited as 10 hours of professional learning by the New South Wales Education Standards Authority,
- (c) to date 109 teachers and chaplains have enrolled in the course,
- (d) the course was funded by the Synod, Anglican Schools that subscribe to EdComm and the Genesis Charitable Foundation, and
- (e) development of a more generic course 'An Introduction to Teaching in a Christian School' should be completed later this year.

(Dr John Collier 14/10/2019)

8/19 Induction into administrative requirements for new rectors

Synod requests Standing Committee to investigate and implement routine measures that will enable new rectors to be better and formally inducted into the range of administration requirements for rectors and parishes.

(The Rev Mike Begbie 14/10/2019)

9/19 30th Anniversary of women ordained as deacons in the Diocese of Sydney

Synod, noting the 30th anniversary of women ordained as deacons in the Diocese –

- (a) gives thanks to God for the ministries of women in the Diocese, both ordained and lay,
- (b) gives thanks to God for the long history of gospel partnership between women and men in this Diocese,
- (c) praises God for the multitude of opportunities women have to exercise their teaching and pastoral gifts,
- (d) commends churches, schools and diocesan organisations employing women for ministry roles, and
- (e) asks God to continue to raise up women for gospel ministry, whether full-time or part-time, so every parish may have theologically trained women on their staff team.

(Archdeacon Kara Hartley 14/10/2019)

10/19 Mrs Margaret Fuller

Synod expresses its profound thanks to Ms Margaret Fuller for her 23 years of faithful and diligent serving as a Contact Person for the Professional Standards Unit. In this role Margaret has tirelessly provided care, outstanding support and wise advice to complainants.

As well as her Professional Standard's responsibility, over the last 40 years Margaret has provided advice and counsel to many in Parish ministry across the Diocese.

As Margaret retires from her PSU work, Synod prays for continued health as she involves herself in many other ministry areas, especially at St Mark's West Wollongong.

(Bishop Peter Hayward 14/10/2019)

11/19 Authorised Lay Ministers

Synod –

- (a) gives thanks to God for the heritage of significant lay participation and lay ministry in our Diocese,
- (b) affirms the appropriate employment of Authorised Lay Ministers as one expression of promoting lay ministry in our parishes,
- (c) notes the Anglican Church of Australia Constitution Act 1961, as a Fundamental Declaration, commits the Church to "preserve the three orders of bishops, priests, and deacons" in the ministry, and
- (d) requests the Standing Committee appoint a taskforce of six persons, three ordained and three lay, with power to co-opt, to –
 - (i) examine the types of ministry carried out in parishes under the employment category of Lay Minister,
 - (ii) determine if the ministries for which some Lay Ministers are employed are either actually, or perceived by the local church to be functionally, identical to ordained ministers, and
 - (iii) report to the ordinary session of Synod in 2020 with recommendations on any legal, theological, or practical implications emerging from this examination.

(The Rev Scott Newling 14/10/2019)

12/19 The Church of Confessing Anglicans Aotearoa/New Zealand

In light of the May 2018 decision of the General Synod of the Anglican Church of Aotearoa, New Zealand and Polynesia to pass a resolution that authorises bishops to allow clergy in New Zealand to bless same-sex relationships, this Synod –

- (a) gives thanks to God for –
 - (i) the establishment of the authentically Anglican and biblically faithful Church of Confessing Anglicans Aotearoa/New Zealand,
 - (ii) the godly and courageous leadership of the Church of Confessing Anglicans Aotearoa/New Zealand and the parishes they represent,
 - (iii) the leadership of the Gafcon Primates in supporting biblically faithful Anglicans in New Zealand and other parts of the world for the glory of Christ and the extension of his kingdom, and
 - (iv) the leadership of our Archbishop and other senior clergy in participating in the consecration of the bishop-elect,
- (b) commits to pray –
 - (i) for the consecration and installation of Bishop-elect Jay Behan on Saturday, 19 October in Christchurch, New Zealand,
 - (ii) for the numerous parishes that have taken the courageous and costly decision to join the Church of Confessing Anglicans Aotearoa/New Zealand, and
 - (iii) for those parishes who hold to the clear teachings of the Bible but have remained within the Anglican Church of Aotearoa, New Zealand and Polynesia, and
- (c) encourages parishes within the Diocese of Sydney, as practical expressions of our fellowship in the gospel and a recognition of our full fellowship with the Church of Confessing Anglicans Aotearoa/New Zealand as an authentically Anglican and

biblically faithful Church, to generously support them through prayer, financial support and ministry partnership.

(Dean Kanishka Raffel 14/10/2019)

13/19 Amendment to the Governance Policy for Diocesan Organisations

Synod agrees to amend its Governance Policy for Diocesan Organisations by omitting paragraph 37 in the Policy Guidelines in Appendix 2 and inserting instead the following –

'37. The diocesan organisation should comply with all applicable ordinances and policies of the Synod (as amended from time to time) including, as applicable –

- (a) the *Investment of Church Trust Property Ordinance 1990*,
- (b) the *Accounts, Audits and Annual Reports Ordinance 1995*,
- (c) the *Anglican Schools Ministry Ordinance 2016*, and
- (d) the *Sydney Anglican Use of Property Ordinance 2018*, and
- (e) the *Safe Ministry to Children Ordinance 2018*.'

(Bishop Michael Stead 15/10/2019)

14/19 Freedom of Religion

Synod welcomes the Federal Government's proposed Religious Discrimination Bill as an important first step towards protecting the right of all Australians to hold and manifest religious beliefs, but expresses grave concerns about a number of drafting issues in the Exposure Draft of the Bill which profoundly threaten the Christian mission and purpose of Anglican religious institutions, including –

- (i) the exclusion of bodies such as Anglicare Sydney and Anglican Youthworks from the definition of 'religious bodies' because of fees charges for goods and services,
- (ii) the requirement that schools and other religious bodies would have to employ only Christian staff, and not be allowed to merely preference the employment of Christian staff, and
- (iii) the undefined term "vilify" undercuts the protection that the Bill gives to statements of belief.

Accordingly Synod –

- (a) urges diocesan bodies, ministers and lay people to continue to pray for, and engage respectfully with, our political leaders to improve this Bill to ensure that Australia is a place where people of all faiths and none can freely practice their beliefs with mutual respect,
- (b) calls on the Government to amend the Bill to address the concerns identified above, to ensure that no body established for religious purposes will be prevented from acting in accordance with its religious beliefs or in the furtherance of its religious purpose because of this Bill, and
- (c) noting that Australian Law Reform Commission (ALRC) has been asked by the Attorney-General to propose legislative reforms to "limit or remove altogether (if practicable) religious exemptions to prohibitions on discrimination, while also guaranteeing the right of religious institutions to reasonably conduct their affairs in a way consistent with their religious ethos", and that the Attorney-General has altered the terms of reference and deferred the reporting timetable for the ALRC until the end of 2020 –
 - (i) declares that the implementation of such reforms that guarantee the right of religious institutions to reasonably conduct their affairs in a way consistent with their religious ethos is a necessary next step towards protecting freedom of belief in Australian law, and

- (ii) respectfully requests the Attorney-General to expedite the ALRC reporting timetable, to ensure that the recommendations from the ARLC can be considered during the current Parliamentary term.

(Bishop Michael Stead 15/10/2019)

15/19 Abortion Law Reform Act 2019 (NSW)

Synod, in view of the NSW Parliament passing the Abortion Law Reform Act 2019 –

- (a) affirms a biblical view of the sanctity of life acknowledging that all people are created by God in his image,
- (b) thanks all of those Anglicans who wrote to their local members, provided submissions, signed petitions or attended public rallies as expressions of opposition to these proposed reforms,
- (c) notes with regret that amendments were rejected which would have –
 - (i) required counselling for the mother (or her legally authorised representative) when her pregnancy is less than 22 weeks,
 - (ii) required the informed consent of the mother (or her legally authorised representative) about her disabled unborn child,
 - (iii) required an expert panel to assess the appropriateness of a late-term abortion given the health of the woman and her unborn child,
 - (iv) ensured that sex-selection is unlawful,
 - (v) acknowledged that it is a “woman”, not merely a “person”, who bears the pregnancy,
 - (vi) exempted any medical practitioner or health professional from any participation in a termination on the basis of a conscientious objection to abortion,
 - (vii) required a medical practitioner to act to save a child born after a failed abortion,
 - (viii) lowered the threshold for a late-term abortion to 20 weeks,
 - (ix) required analgesia to be administered to the unborn child so as not to experience pain during the abortion,
 - (x) prohibited the sale or supply of foetal tissue,
- (d) notes with thankfulness the amendments passed by the Legislative Council which –
 - (i) changes the name of the Bill to honestly reflect what it is: the “Abortion Law Reform Act 2019”,
 - (ii) provides that nothing in the Bill prevents a medical practitioner from exercising any duty to provide medical care to a child born after a failed termination,
 - (iii) requires informed consent for mothers (or her legally authorised representative) for pregnancies over 22 weeks,
 - (iv) requires information about access to counselling to be provided to mothers (or her legally authorised representative) for pregnancies over 22 weeks,
 - (v) provides a partial concession for a medical practitioner or health professional with a conscientious objection to abortion from participating in a termination by requiring them only to refer patients to a general government service directory,
 - (vi) makes it a criminal offence to use intimidation to coerce a person into having an abortion,
 - (vii) requires medical practitioners, after performing an abortion, to notify the Secretary of the Minister of Health with information about the termination, and
 - (viii) requires a review on whether abortions are being performed for the purpose of sex-selection and a report on how to prevent terminations for the purpose of sex- selection,
- (e) calls on Christians to stand alongside women who wish to pursue options not to abort a child, with genuine care and encouragement and to love and support those women who have had an abortion, and
- (f) calls on Christians and Christian institutions to –

- (i) continue to petition the NSW government to review the abortion law to better protect the unborn child, mothers, and medical practitioners or health professionals with a conscientious objection to abortion; and
- (ii) advocate for further reforms to laws, policies or guidelines relating to adoption and fostering so as to make adoption and fostering an easier and more realistic option for women who are contemplating the termination of a pregnancy and a safe and nurturing environment for children.

(Archdeacon Kara Hartley 15/10/2019)

16/19 Amendment to the Statement of Personal Faith in the Governance Policy

Synod agrees to amend the Statement of Personal Faith set out in Appendix 3 of the Governance Policy for Diocesan Organisations by amending paragraph 2 of that statement by addition of the following subparagraph as follows –

- '(d) that this faith produces obedience in accordance with God's word, including sexual faithfulness in marriage between a man and a woman, and abstinence in all other circumstances.'

(Canon Sandy Grant 15/10/2019)

17/19 Parental Leave Policy

Synod –

- (a) notes lay ministers and other employees of parishes are entitled to parental leave in accordance with government legislation,
- (b) notes the *Parental Leave Ordinance 2016* was passed by Synod in 2016 to provide guidelines for parishes considering the provision of parental leave for ordained parish ministers and that the Standing Committee will be arranging a review of the policy during 2020,
- (c) notes the ordinance requires a Parish Council which adopts the standard policy or the policy with amendments to notify the Registrar and provide a copy of any amendments to the standard policy,
- (d) notes as at 1 October 2019 only 6 parishes had notified the Registrar of the adoption of a Parental Leave Policy,
- (e) encourages Parish Councils to consider the ordinance and determine whether it would be appropriate to adopt a Parental Leave Policy,
- (f) asks parishes which have adopted any form of Parental Leave Policy to contact the Diocesan Registry to confirm that this has been recorded.

(Mr Doug Marr 15/10/2019)

18/19 Amendment to membership requirements in the Governance Policy

Synod agrees to amend the Policy Guidelines accompanying the Governance Policy for Diocesan Organisations by omitting the current paragraph (5) and inserting instead –

'The membership of the board should include –

- (a) at least two clergy licensed in the Diocese of Sydney, and
- (b) at least two members with (at minimum) a three year theological degree from Moore Theological College or another college that is endorsed by the Archbishop for the purpose of this clause,

noting that the requirements of paragraphs (a) and (b) may be met by the same two people.'

(Canon Phillip Colgan 15/10/2019)

19/19 Definition of 'mentally ill'

Synod requests Standing Committee to expeditiously amend the definition of 'mentally ill' in the *Parish Administration Ordinance 2008* to clarify that those with commonly recognised, treatable and manageable mental health issues, such as anxiety and depression, can serve as wardens and parish councillors.

(The Rev Dr Raj Gupta 15/10/2019)

20/19 The Fountain of Public Prosperity: Evangelical Christians in Australian History 1740–1914

This Synod congratulates Stuart Piggin and Robert D. Linder on receiving the 'Australian Christian Book of the Year 2019' for their book 'The Fountain of Public Prosperity: Evangelical Christians in Australian History 1740–1914'.

Synod notes that the judges described the book as 'a seminal and epic contribution to Australian Christian history, thoroughly researched, deeply insightful and a pleasure to read' and as having a 'critical function in correcting the general ignorance of the enormous influence of evangelical Christians in the development of Australia.'

Synod wishes Stuart and Robert well as they launch the second volume, 'Attending to the National Soul: Evangelical Christians in Australian History, 1914-2014', on 12 December 2019.

(The Rev Michael Armstrong 15/10/2019)

21/19 Prioritisation of Synod Requests

Synod, noting the report from Standing Committee entitled 'Prioritisation of Synod Requests' (Book 1, page 149) expresses its support for the Standing Committee handling the requests of the Synod in exactly the way the report describes.

(The Rev Simon Flinders 15/2019)

22/19 Thanksgiving for St Luke's Liverpool

This Synod gives thanks to God that Saturday 19 October 2019 marks 200 years of continuous Christian ministry at St Luke's Liverpool. It acknowledges the vision of Governor Lachlan Macquarie in choosing a strategic site and setting aside land and money to construct the church. It thanks God for the involvement of Thomas and Rachel Moore within the parish and the growing town of Liverpool. It recognises the desire of its first rector, the Rev Robert Cartwright, to begin preaching the Word of God before the building was finished and furnished.

Synod gives thanks to God for his goodness in providing seventeen godly incumbents to teach and preach the gospel for such a long period of time. It acknowledges the impact which many parishioners have had and are continuing to have in ministering to people of all ages and from a multiplicity of ethnic and social backgrounds.

Synod sends its good wishes to the people of St Luke's and prays that they will continue to see Christ honoured as Lord and Saviour throughout the bustling city of Liverpool and its surrounding areas.

(Dr Bryan Cowling 15/10/2019)

23/19 The Rev John Lavender and Evangelism and New Churches

Synod gives thanks for the ministry of the Rev John Lavender over the last 23 years at Glenmore Park Anglican Church and especially for his commitment to evangelism and leading the parish for mission and reaching lost people with the good news of salvation through Christ. We rejoice that God has called many in the area to repentance and faith over the years through this ministry.

Synod gives thanks that John will commence a new role in 2020 with Evangelism and New Churches seeking to help parishes across the Diocese sharpen their evangelistic focus and be oriented for mission to reach the thousands without Christ and hope in our suburbs and regions of the Diocese. We give thanks for the additional funds available from Synod for this crucial work through ENC to ensure evangelism is the priority in the work of all our parishes and organisations.

Synod encourages all parishes to pray for John as he brings his passion, experience and wisdom to this new work. Church leaders are encouraged to contact ENC for consultation to develop effective evangelistic plans in every parish and for coaching, support and resources to execute these plans to see many, by God's grace, saved while there is still time across the Diocese.

(The Rev Phil Wheeler 15/10/2019)

24/19 Synod Resolution 22/18 and Doctrine Commission Report on Reconciliation

Synod –

- (a) noting that the terms of Synod resolution 22/18 (regarding Indigenous Ministry in the Diocese) include a request that the Diocesan Doctrine Commission bring a report to this session of Synod concerning a theology of reconciliation, and
 - (b) noting that such a report has not been tabled,
- requests the Doctrine Commission to provide a report to the Standing Committee addressing this request no later than the Standing Committee meeting in March 2020.

(Mr Tony Willis 15/10/2019)

25/19 Review of Ministry Standards Ordinance 2017

Synod, noting recommendation (f) of the report, 'Assistant Ministers Ordinance 2017 Amendment Ordinance 2019', together with the Ministry Standards Ordinance 2017 Amendment Ordinance 2019, requests the Standing Committee to additionally undertake a further review of the *Ministry Standards Ordinance 2017* and its operation, drawing on submissions to be invited from members of Synod, to determine –

- (a) the degree to which the ordinance has been successful in overcoming the perceived weaknesses in the *Discipline Ordinance 2006*, as outlined in the report *Ministry Standards Ordinance 2017* presented to Synod during its 2017 session,
- (b) whether any further weaknesses remain in the ordinance (in its amended form), and
- (c) whether the Professional Standards Unit is sufficiently resourced for its role in the operation of the ordinance,

and to bring any appropriate recommendations to the next session of Synod.

(The Rev Anthony Douglas 15/10/2019)

26/19 Mr Steven Woods

Synod gives thanks for the life and ministry of Steven Woods who represented the parish of Jannali in our sessions from 1996 until his sudden death in January 2019. We thank God for his sharp mind, deep faith, generous heart and for his participation in this Synod over 23 years. We grieve our loss, yet rejoice that he is now at home with the Lord.

(The Rev Neil Fitzpatrick 15/10/2019)

27/19 Canon Simon Manchester

Synod gives thanks to God for the ministry of Canon Simon Manchester at St Thomas' Church North Sydney over the past (almost) 30 years, for his faithful and clear Bible teaching, for his gracious and compassionate proclamation of the gospel and for his sensitive pastoral care, not only for the parishioners of the parish but also many of the clergy of this Diocese. We commend Simon and Kathy to the Lord as they commence the next chapter of their ministry, which we are certain will be to continue to faithfully serve their Lord and Master, Jesus Christ.

(Bishop Chris Edwards 15/10/2019)

28/19 Circulation of updated Property Use and Governance Policies

Synod –

- (a) requests that the amended Property Use Policy be circulated to all applicable diocesan bodies together with the amended Governance Policy for Diocesan Organisations,
- (b) requests that diocesan bodies ensure they continue to comply with the requirements of applicable ordinances and policies of the Synod, and
- (c) requests further feedback from diocesan bodies to ensure the Property Use Policy remains an effective tool for ensuring our doctrines, tenets and beliefs are consistently upheld across the whole of the undertaking of the Diocese.

(Bishop Michael Stead 15/10/2019)

29/19 Human Sexuality Pastoral Guidelines

Synod, noting the report Human Sexuality Pastoral Guidelines –

- (a) gives thanks for the work of all those involved in developing Same-Sex Attraction: A Pastoral Guide,
- (b) encourages Rectors to provide the Guide to their staff and others who are involved in pastoral care in their parishes and seek feedback on the Guide, and
- (c) requests Standing Committee to seek feedback on the Guide and after considering such feedback, to bring a revised Report and Guide to a future session of Synod.

(The Rev Dominic Steele 15/10/2019)

30/19 Bayside: Classification as a Parish

Synod assents to the classification of Bayside as a parish with effect from 1 January 2020.

(Bishop Peter Lin 15/10/2019)

31/19 Fairfield with Bossley Park: Classification as a Parish

Synod assents to the classification of Fairfield with Bossley Park as a parish with effect from 1 January 2020.

(Bishop Peter Lin 15/10/2019)

32/19 Compliance with the Children's Guardian Bill 2019 (NSW)

Synod requests the Standing Committee to make amendments to the *Ministry Standards Ordinance 2017* to facilitate compliance with the *Children's Guardian Bill 2019*, if it is passed by the NSW Parliament.

(Mr Michael Easton 15/10/2019)

33/19 Youthworks students seeking ordination

Synod, noting the resolution passed by this Synod on 14 October 2019 regarding steps to encourage ordination, acknowledges the presence in the visitors' gallery, of 6 Youthworks College students together with their lecturers, Dr Ruth Lukabyo and the Rev Mike Dicker. Each of these 6 students are pursuing ordination, so we thank God for each of them and for their desire to serve his Son in our Diocese through effective youth and children's ministry.

(The Rev Craig Roberts 16/10/2019)

34/19 Acknowledgment of board member duties and responsibilities

Synod encourages the Board of Anglican Schools Corporation, the Board of Anglican Community Services (Anglicare), the Governing Board of Moore Theological College, the Board of Youthworks, and the Board of the Anglican National Superannuation Fund, to consider pursuing amendments to their constituting ordinances to require the following –

- (a) Any person who wishes to be elected, appointed or reappointed as a board member of that organisation must sign an acknowledgement of duties and responsibilities, in a form prepared by the organisation and approved by the Standing Committee (an Acknowledgement), including a confirmation that they are able and willing to devote the time required to be spent by a board member to properly fulfil those duties and responsibilities.
- (b) When a person nominates another person (the nominee) for election to that organisation, that person is required to certify that the nominee is willing to sign the relevant Acknowledgement if elected, and will do so before attending any meeting.

(Bishop Chris Edwards 16/10/2019)

35/19 Archbishop's Letter regarding Domestic Abuse and Remarriage

This Synod notes and gives thanks to the Archbishop for his letter regarding Domestic Abuse and Remarriage, dated 29 July 2019, which is his response to Resolution 50/18 on this matter.

(Ms Lyn Bannerman 16/10/2019)

36/19 Appreciation for the thirty-four Heads of Anglican Schools

This Synod notes that on 25 October 2018 thirty-four Heads of Anglican Schools signed an open letter to all members of the Commonwealth Parliament of Australia encouraging that Parliament to codify religious freedom in legislation, and, until that happens, to maintain the existing exemptions under the Sex Discrimination Act 1984.

This Synod also notes that as a result of their willingness to sign that letter many of them were vilified not only in the public media and but also in their local communities.

Therefore, this Synod thanks with all its heart these thirty-four Heads of Anglican Schools for their courage and boldness in standing publicly for Biblical truth in this way and assures them of our continued prayers and support as they continue as the spiritual leaders of their respective schools.

(Dr Laurie Scandrett 16/10/2019)

37/19 Thanksgiving for St James' Church, King Street, Sydney

Synod gives thanks to God that 7 October 2019 marked 200 years since the foundation stone of the church building was laid by Governor Lachlan Macquarie as a key part of his plan for Sydney's future.

Synod thanks God for the ministry that has been provided by St James' since the early days of the colony and for the sixteen incumbents who have faithfully served Him in this city.

Synod recognises and values that the mission of St James' reaches many who seek to worship and to serve God in an open and welcoming spirit.

Synod sends good wishes to the people of St James' as they commence a period of four and a half years of celebrations leading up to the bicentenary of the consecration of the church by the Rev Samuel Marsden in 1824.

(Mr James Balfour 16/10/2019)

38/19 Bishop Keith Dalby

Synod –

- (a) gives thanks to God for the election of Bishop Keith Dalby to the Diocese of the Murray, a diocese which includes some of the fastest-growing suburbs of Adelaide as well as the State's richest rural regions, and
- (b) prays he might set the diocese on a course for mission, encouraging the diocese to engage the community with the good news of Jesus Christ.

(Bishop Chris Edwards 16/10/2019)

39/19 Bishop Malcolm Richards

Synod gives thanks to God for the appointment of a guardian of the faith, Bishop Malcolm Richards, to the roles of –

- (a) Bishop for International Relations, and
 - (b) Director of Moore College's Centre for Global Mission,
- praying that as he represents the Diocese and the College throughout Africa, Asia, South America and the rest of the world, church leaders and principals of colleges will partner with us so we might together support and develop Anglican ministry for Christian leaders to continue the proclamation of the gospel of the Lord Jesus Christ and the making of disciples among the nations.

(Bishop Chris Edwards 16/10/2019)

40/19 Bishop Mark Short

Synod gives thanks to God for the appointment of another guardian of the faith, Bishop Mark Short, to the role of Bishop for Canberra and Goulburn and we pray that as he serves that diocese God would use him as a faithful and godly example of Christ and that he might watch over those committed to his care in humble submission to the Holy Spirit.

(Bishop Chris Edwards 16/10/2019)

41/19 Berala: Classification as a Parish

Synod assents to the classification of Berala as a parish with effect from 1 January 2020.

(Mr Malcolm Purvis 16/10/2019)

42/19 Pitt Town: Classification as a Parish

Synod assents to the classification of Pitt Town as a parish with effect from 1 January 2020.

(Mr Mitchell Currell 16/10/2019)

43/19 Doctrine of Marriage

This Synod –

- (a) affirms that the doctrine of the Anglican Church of Australia is that marriage is a union between one man and one woman,
- (b) affirms that this doctrine of marriage is the “doctrine” of Christ (Matthew 19:3-12), is part of the “rule and standard of faith” established by the Scriptures, and is therefore the unalterable doctrine of this Church (in accordance with Section 66 of the Constitution),
- (c) notes that this doctrine of marriage is also a “principle of doctrine” of the Book of Common Prayer (BCP), and that Section 4 of the Constitution prohibits that which would “contravene any principle of doctrine or worship laid down” in BCP,
- (d) declares that a blessing of a civil same-sex marriage is both inconsistent with the doctrine of Christ and the teaching of the Scriptures and also a contravention of the principles of doctrine established by the Order for the Solemnization of Holy Matrimony in the BCP,
- (e) declares that the blessing or other affirmation of a same-sex marriage is contrary to the Scripture’s teaching about human sexuality which calls for faithfulness in marriage between a man and woman and chastity in singleness in all other circumstances,
- (f) notes that the blessing of same-sex marriages in Anglican jurisdictions overseas was a key catalyst for the “tear in the fabric of the Anglican Communion” that has widened over the past two decades,
- (g) declares that the Diocese of Sydney is in a state of impaired fellowship with any diocese that, or bishop or other minister who, has allowed or participated in the blessing or solemnisation of a marriage that is contrary to the doctrine of marriage of Christ and this Church, and with any bishop who fails to take disciplinary action against a minister holding a licence in that bishop’s diocese, in regards to blessing same-sex marriages solemnised by non-Anglican celebrants, or for entering a same-sex marriage via a non-Anglican celebrant,
- (h) respectfully asks the Archbishop to decline any request to exercise ministry in the Diocese of Sydney from any bishop or other minister who has unrepentantly allowed or participated in a blessing or purported solemnisation of a marriage, which is contrary to the doctrine of Christ and of this Church,
- (i) asks the Standing Committee to consider not providing financial support, whether directly or indirectly, to any Anglican diocese or body which has acted, or has allowed others to act, in a way that is contrary to the Church’s doctrine of marriage,

- (j) asks the Standing Committee to bring a report to the Synod in 2020 giving recommendations of further appropriate changes in our Diocese's relationship with the national church, and any Anglican diocese, body, bishop or minister who has allowed or participated in a blessing or purported solemnisation of a marriage, which is contrary to the doctrine of Christ and of this Church (noting the Apostle's teaching in 1 Corinthians 5), and
- (k) requests the Diocesan Secretary to send this motion to the meeting of the General Synod Standing Committee in November 2019.

(Bishop Michael Stead 16/10/2019)

44/19 Special session of the General Synod

Synod –

- (i) noting the proposal to postpone the scheduled 2020 ordinary session of General Synod and, by resolution of the Standing Committee of General Synod, the proposal to replace it with a special session restricted to responses to the Royal Commission into Institutional Responses to Child Sexual Abuse, and
- (ii) noting that a special session of General Synod 'shall be convened by the Primate' at the request of one third of the House of Clergy or one third of the House of Laity,

calls upon the Standing Committee, in the event that the 2020 General Synod ordinary session is postponed, to take the necessary steps to gather one third of the clergy or one third of the lay members of General Synod to request a special session of General Synod to be held alongside the special session currently proposed for 2020, to consider motions concerning the blessing of same sex unions, including services of blessing for persons married according to the *Marriage Act 1961*.

(The Rev Jason Ramsay 16/10/2019)

45/19 Nine Motions for General Synod 2020

In the event that an ordinary session, or a further special session, of General Synod is called in 2020, Synod requests that the following 9 motions be promoted to the next session of the General Synod at the request of the Synod of the Diocese of Sydney –

I. Apology

General Synod apologises to, and seeks forgiveness from, people who identify as lesbian, gay, bisexual, transgender or intersex (LGBTI), whom we have hurt by words or behaviour that have not displayed the love of God. We are deeply sorry for any harm we have done, and repent of such ungodly behaviour.

II. Safe Churches

General Synod –

- (a) Deplores and condemns any behaviour that is disrespectful, bullying or abusive, and recognises and rejoices in the image of God as reflected in every human being, regardless of race, social circumstances, creed or sexual identity.
- (a) Commits itself to fostering churches and fellowships where compassion and grace abound and where the love of God is expressed to all, so that our churches and ministries are welcoming, safe and respectful of all people, including those who identify as LGBTI.

III. Respectful Debate

General Synod –

- (a) Recognises that in our churches and in our midst there are same-sex attracted couples who wish to marry with the blessing of the church, and same-sex attracted Christians who as part of their commitment to Christ have chosen a celibate life.
- (b) Recognises that in our churches and in our midst there are those who believe that to withhold the blessing and solemnization of the marriages of same-sex couples is a denial of the gospel (which entails inclusion), and there are those who believe that to change our doctrine of marriage to allow this would be a denial of the gospel (which entails repentance).
- (c) Conscious of the potential for division and dissension, prays for, and commits ourselves to, a spirit of humility and respect in our discussions and debate, willing to have our own views challenged by the teaching of Scripture. We will seek to respect difference and to understand the struggles that others endure as we walk together in humble, faithful discipleship in obedience to the word of God.

IV. Affirming Singleness

General Synod –

- (a) Affirms that singleness is, like marriage, an honourable state for God's people, in which the fullness of God's blessings may be enjoyed. Singleness is highly commended in Scripture (1 Cor 7:8, 32-38; Matt 19:10-12).
- (b) Gives thanks for all single brothers and sisters in our churches, including those who are same-sex attracted, who model to us trust in the goodness of God and the trustworthiness of God's word, by pursuing chaste lives of joyful obedience in a culture that relentlessly promotes sexual fulfilment as essential to happiness in life.

V. The Doctrine of Marriage of our Church

General Synod –

- (a) Continues to affirm that the doctrine of our Church is that marriage is the voluntary union of one man and one woman arising from mutual promises of lifelong faithfulness. (cf. GS 48/17).
- (b) Continues to affirm that the doctrine of our church is based on the teaching of Christ that, in marriage, "a man will leave his father and mother and be united to his wife, and the two will become one flesh" (Matt 19:6).
- (c) Notes that the standard of behaviour for clergy and church workers established by *Faithfulness in Service* (our national code of conduct) is "You are to be chaste and not engage in sex outside of marriage and not engage in disgraceful conduct of a sexual nature" (*FIS* 7.4).
- (d) Continues to affirm that any action that would allow clergy to solemnise a marriage between a same-sex couple would be contrary to the doctrine of our Church and the teaching of Christ. (cf. GS 51/17).

VI. Support for Those Who Have Left their Churches

General Synod –

- (a) Notes that the Anglican Church in Aotearoa, New Zealand and Polynesia (ACANZP) has amended its Canons to allow bishops to authorise clergy to bless same-sex unions in their dioceses.
- (b) Notes that this step is contrary to Resolution I.10 of the 1998 Lambeth Conference and is not in accordance with the teaching of Christ in Matthew 19:1-12.

- (c) Notes that some relationships within ACANZP and throughout the worldwide Anglican Communion, including Australia, have been impaired in the wake of this change, and prays that such relationships will be healed.
- (d) Expresses our support for all Anglicans in Aotearoa, NZ and Polynesia, including those who have left the ACANZP, those who feel the need to leave, and those who remain. We commit ourselves to pray for all who continue to suffer as a result of this decision.
- (e) Notes the Australian Bishops' recognition in March 2018 of the complexity of these issues and affirms the need for humility and graciousness in discerning the way forward.
- (f) Assures all Anglicans in Aotearoa, NZ and Polynesia of our prayers and our desire to continue dialogue.

VII. Blessing Civil Same-sex Marriages

General Synod –

- (a) Notes that Resolution I.10 of the 1998 Lambeth Conference advised that it “cannot advise the legitimising or blessing of same sex unions”.
- (b) Notes that the Diocesan Synod of Wangaratta has approved a regulation pursuant to section 5(2) of the *Canon Concerning Services 1992* that purports to authorise a service that could be used to bless a civil same-sex marriage.
- (c) Notes that the blessing of same-sex marriages in Anglican jurisdictions overseas was a key catalyst for the “tear in the fabric of the Anglican Communion” that has widened over the past two decades, and is likely to have the same dire and potentially irreversible consequences for the Anglican Church of Australia.
- (d) Continues to affirm GS Resolution 62/04, that
“this General Synod does not condone the liturgical blessing of same sex relationships”.
- (e) Declares that a blessing of a civil same-sex marriage is both inconsistent with the doctrine of Christ and the teaching of Scripture and also a departure from the principles of doctrine established by the Order for the Solemnisation of Holy Matrimony in the *BCP*.
- (f) Declares that the blessing or other affirmation of a same-sex marriage is contrary to Scripture's teaching about human sexuality which calls for faithfulness in marriage between a man and woman and chastity in singleness in all other circumstances.

VIII. Same-sex Marriage and the Clergy

General Synod –

- (a) Notes that Resolution I.10 of the 1998 Lambeth Conference advised that it “cannot advise ... ordaining those involved in same gender unions”.
- (b) Recalls GS Resolution 63/04, that “this General Synod does not condone the ordination of people in open committed same sex relationships”.
- (c) Declares that it is contrary to the doctrine of our Church (that marriage is between a man and woman) for a member of the clergy to enter into a same-sex marriage.
- (d) Respectfully asks all diocesan bishops to advise their clergy that entering into a same-sex marriage may render them liable before the Diocesan Tribunal to a charge of unchastity and/or sexual misconduct under section 54(2A) of the Constitution of the Anglican Church of Australia.

IX. Call for Repentance

General Synod –

(a) Heeds the command of our Lord to repent and believe the gospel.

(b) Fervently prays

Most gracious Father,
we pray for your holy catholic Church:
fill it with all truth
and in all truth with all peace;
where it is corrupt, purge it;
where it is in error, direct it;
where anything is amiss, reform it;
where it is right, strengthen and confirm it;
where it is in want, furnish it;
where it is divided, heal it
and unite it in your love;
through Jesus Christ our Lord. Amen. [APBA p.210]

(c) Calls on those who have departed from the teaching of Christ and the doctrine of this Church to repent and bring their teaching and practice into conformity with sound doctrine.

(Bishop Michael Stead 16/10/2019)

46/19 Fellowship with Anglicans outside the Diocese

Synod requests the Standing Committee to –

- (a) review the operation of the *Affiliated Churches Ordinance 2005* (the Ordinance) and bring a report to the next session of synod with any recommendations for amendment,
- (b) draft, for consideration by the next ordinary session of Synod, amendments to the Ordinance or other measures, which will provide a basis for practical fellowship to be offered to congregations outside this diocese who are theologically Anglican in belief and polity, and
- (c) draft, for consideration by the next ordinary session of Synod, amendments to the Ordinance or other measures, which will provide a basis for more deliberate engagement with Gafcon as that movement seeks to support faithful, biblical Anglicans who are marginalised by the unorthodox actions of others.

(Dr Robert Tong AM 21/10/2019)

47/19 Amendment to the Nomination Ordinance 2006

Synod requests the Standing Committee to consider amending the *Nomination Ordinance 2006* and any other ordinance as required, to ensure that any person remunerated for any work within a Parish (other than where incidental), or related to such a person, is not eligible to be elected as a parish nominator in that parish. Furthermore, Synod asks the Standing Committee to consider inserting a definition of 'layperson' to clarify the eligibility of persons, such as clergy in other denominations, to serve as parish nominators. Parish Synod representatives are invited to provide feedback about this request to Standing Committee no later than 30 March 2020 for their consideration.

(Mr Jonathan Miller 21/10/2019)

48/19 Establishing apprenticeship training pathways

Synod, noting the resolution passed by this Synod on 14 October 2019 regarding *Steps to encourage ordination*, and noting in particular the encouragement to rectors (in paragraph (a)(iii)) to develop an apprenticeship training model to prepare people for future ministry –

- (a) encourages Rectors to remember, with thanks to God, the way the Ministry Training Strategy (MTS) has helped many in our Diocese over the past forty years to take important steps towards ordination, and
- (b) encourages Rectors to contact MTS for help in establishing an apprenticeship training pathway in their church.

(The Rev Simon Flinders 21/10/2019)

49/19 New Safe Ministry Assessment process and timing

Synod respects the recommendations of the Royal Commission into Institutional Child Sexual Abuse and the work done in responding to them represented by the *Safe Ministry to Children Ordinance 2018*.

Synod thanks the Professional Standards Unit, Safe Ministry Board, the Royal Commission Steering Committee and others for their tireless work in making us an increasingly safer diocese, and enabling our compliance with the recommendations from the Royal Commission.

Synod notes that the PSU's 'Circular to Parishes: New Safe Ministry Requirements from 1 January 2020', dated 10 October 2019, has concentrated the attention of parish leadership as to the significant workload required in a short space of time.

Therefore Synod requests that Standing Committee pass an amending ordinance to defer the start date of operation of the *Safe Ministry to Children Ordinance 2018* by four months, until 1 May 2020.

Synod also invites members of Synod and parish Safe Ministry Representatives, to send concise feedback and suggestions about further streamlining or simplifying the new Safe Ministry Assessment process, in a way that honours our desire to protect children by conducting ministry as safely as possible. Such feedback should be sent to the Standing Committee via the Diocesan Secretary by 30 November 2019.

(The Rev Tom Melbourne 21/10/2019)

50/19 The Rev Stephen Semenchuk

Synod gives thanks for the life and ministry of the Rev Stephen Semenchuk who served with faithfulness and distinction in the Diocese from 1987 until his sudden death in May 2019. Stephen's ministry at Merrylands and South Granville, from 1990 to 2002 and Dapto Anglican from 2002 until 2019, bore testimony to his leadership skills and evangelistic heart that was used by God to bring many to saving knowledge of his Lord and Master, Jesus Christ. Stephen also contributed to the wider life of the Diocese with his service on numerous strategy groups and Standing Committee.

Synod prays for God's comfort for his wife Leigh-anne and family as they grieve in their loss and undertake many changes in their life.

(Bishop Peter Hayward 21/10/2019)

51/19 Further review of the Ministry Standards Ordinance 2017

Synod, noting the Biblical imperative in 1 Timothy 5 and Matthew 18 outlining how to resolve disputes, grievances and complaints between brothers and sisters in Christ, requests Standing Committee consider –

- (a) a further review of the *Ministry Standards Ordinance 2017* to consider including an encouragement for parties to consider resolving a grievance, complaint or dispute under the Diocesan policy for dealing with allegations of unacceptable behaviour, and
- (b) a further review of the intersection of the *Ministry Standards Ordinance 2017* and the Diocesan policy for dealing with allegations of unacceptable behaviour to consider if a further mechanism would be preferable to support the resolution of grievances, complaints and disputes.

(Mr Andrew McLachlan 21/10/2019)

52/19 Congregational support for leadership

Synod, recognising that the Ordinal's charge to presbyters –

- (i) describes the high dignity and importance of the office of presbyter,
- (ii) calls for the utmost care, diligence, duty and action, study, prayer and development in wisdom, and
- (iii) recognises the mediation of Christ and the assistance of the Holy Spirit in fulfilling this office;

and noting that –

- (iv) the office is becoming more complex in each succeeding generation,
- (v) the respect in which the office is held continues to be challenged,

affirms the honour of the ministry of all congregation shepherds and praises and thanks God for the godly, competent and sacrificial leadership of the vast majority of rectors, and calls on all parishes and congregations to –

- (a) at least once a quarter, in public prayers and more regularly in private prayers, to call upon Almighty God to strengthen, surround and sustain the clergy who shepherd the churches of our Diocese, and
- (b) make whatever recommendations from whatever financial and other resources are available to enhance the wellbeing and resilience of rectors, with the goal that rectors may recognise the congregational support for their leadership (1 Tim 5:17-20), and in our ordinances acknowledge and give due concern for the competing pressures under which they find themselves.

(The Rev Archie Poulos 21/10/2019)

53/19 Bishop-elect Mark Calder

Synod wishes to –

- (a) express our thanks to our gracious God for his provision of faithful harvesters for the plentiful harvest field, and as Anglicans, for his provision of "guardians of the faith" in the office of diocesan bishops,
- (b) thank the previous Bishop of Bathurst, Ian Palmer, and the Diocese of Bathurst for their ongoing work in making Christ known in such hard times, and their bold decisions to make the best of the limited resources available to them,
- (c) thank God for Mark and Susan Calder in being open to, and accepting of, the incredible responsibility of Mark becoming the next bishop of Bathurst,
- (d) continue to express excitement at the prospect developing any practical ministry assistance to the Diocese of Bathurst, in the common work of making Christ known, readily appreciating even just a few of the challenges of such a task in rural Australia,

- (e) note that the bishop-elect will be consecrated in St Andrew's Cathedral, Sydney, at 7.00 pm on 21 November 2019,
- (f) note that the bishop-elect will be installed in All Saints Cathedral, Bathurst, at 11.00 am on 23 November 2019.

(The Rev James Warren 21/10/2019)

54/19 Dr Timothy Wright

This Synod gives thanks to God for Dr Timothy Wright after 17 years of distinguished service as the Headmaster of Shore School.

It acknowledges that Dr Wright's leadership at Shore, and his wider influence in a rapidly changing educational context, has been characterised by a clarity of vision, an application of formidable intellect and a constancy of Christian purpose.

Synod recognises the long and notable relationship of Shore School to our Diocese and Dr Wright's commitment to deepen that connection and provide humble leadership among our Anglican schools.

Synod sends its good wishes to Timothy and Sue as they enter retirement and as Timothy continues to support and mentor future Christian leaders in schools throughout our Diocese.

(The Rev Matthew Heazlewood 21/10/2019)

55/19 The Rev David Mansfield

Synod gives thanks to God for the Rev David Mansfield and his clear commitment to making Christ known as Saviour and Lord through his ministries at Fairy Meadow, Kiama, the Department of Evangelism, York St and in the last 10 years as CEO of the Archbishop of Sydney's Anglican Aid.

Under David's leadership, the Archbishop's Appeals Unit was transformed into Anglican Aid. He has been able to assist Anglican Aid to adjust to the ever changing landscape of the Anglican Communion. During his leadership Anglican Aid has broadened relationships with Gafcon partners, especially in the area of theological training. This has meant partnering with churches in Asia, the Middle East, the Pacific as well as Africa.

During his time as CEO, David has championed Anglican Aid as the aid agency of choice for Sydney Anglicans and their friends, working in partnership with parishes to promote and support their overseas links. David always maintained that aid is not delivered in a relational vacuum. He emphasised close partnership, with local leadership, through the local church.

He is passionate, humble, visionary and tireless in giving of himself professionally and personally to see the gospel proclaimed both in Sydney and internationally. David always encouraged everyone to let grace flow, to keep the gospel central and to see the fruit of the gospel thrive along with it.

As CEO he has seen donations and projects increase three-fold along with an increase of staff.

As David retires in the next few weeks as CEO of Anglican Aid, we pray for him and Helen that the Lord would continue to use them to His honour and glory.

(Bishop Peter Tasker 21/10/2019)

56/19 Deferral of General Synod Assessments

Synod, noting –

- (a) that in his recent Presidential Address to the Synod of the Diocese of Wangaratta on 30 August Bishop John Parkes stated in regard to the blessing of same-sex marriages that ‘... the Church is hopelessly split, indeed paralysed’, and
- (b) that at the same Synod the Diocese of Wangaratta adopted Regulations pursuant to Section 5(2) of the *Canon Concerning Services 1992* that purportedly authorises ‘A Service of Blessing for persons who have been married according to the *Marriage Act 1961*’, and
- (c) that the Primate has referred these Regulations and associated matters to the Appellate Tribunal, and
- (d) that the Primate has written to both Bishop John Parkes (the Bishop of Wangaratta) and Archdeacon Clarence Bester (the Vicar General), asking that the service of blessing not be used while the Appellate Tribunal reference is under consideration, and
- (e) that while Bishop Parkes has responded by stating publicly that he won’t proceed with the blessing if the Appellate Tribunal finds it violates church law, he has also said – ‘Although, we won’t wait forever. My advice is that this is legitimate and lawful, and unless the Appellate Tribunal finds that it isn’t, then what we have at the moment is a delay rather than a backtrack.’, and
- (f) in conjunction with the Special Session of General Synod to be held in May next year there is to be a conference involving some or all General Synod members and possibly others to consider the range of issues this Church is facing in relation to human sexuality, same-sex relationships and marriage, and possible ways forward for this Church,

requests Standing Committee to seek appropriate legal and other advice regarding deferring payment of any General Synod statutory assessment levies for 2019, 2020 and future years, and bring to the Synod in 2020 a report on the matter with recommendations.

(Dr Laurie Scandrett 21/10/2019)

57/19 Anglicare: The first 3 years; the next 10 years

Synod –

- (a) notes the report from Anglican Community Services entitled *Anglicare: The first 3 years; the next 10 years* covering the three years following the merger of Anglican Retirement Villages Diocese of Sydney and Sydney Anglican Home Mission Society in 2016;
- (b) gives thanks to God for the work and ministry of Anglicare and its 3,500 staff and 2,000+ volunteers across the Diocese and in the Diocese of Armidale;
- (c) praises God for –
 - (i) the alignment of Anglicare’s mission of serving people in need, enriching lives, sharing the love of Jesus with the Diocesan mission;
 - (ii) the growth in programs and the number of people served by Anglicare across its aged care and community services;
 - (iii) the expanding number of partnerships and other connections with the parishes of the Diocese;
 - (iv) the renewed focus on evangelism and the increased number of chaplains and pastoral care workers;
 - (v) the increased financial commitment for the delivery of services to socially disadvantaged people, particularly through the new Social and Affordable Housing Fund; and
 - (vi) the continuing work with Aboriginal and Torres Strait Islander Peoples;
- (d) prays for wisdom and discernment for Anglicare’s board and executive leadership as Anglicare continues to implement its 2018-2028 Strategy, noting the significant

challenges arising from the changes in the regulatory environment and funding for both aged care and community services, the Royal Commissions into Aged Care Quality and Safety and Violence, Abuse, Neglect and Exploitation of People with Disability and the proposed changes to religious freedom laws; and

- (e) seeks God's continued blessings on Anglicare's staff and volunteers as they proclaim Jesus Christ in word and deed in the Diocese and beyond.

(Mr Greg Hammond OAM 21/10/2019)

58/19 Anglican National Superannuation Board

Synod notes the intention of the Anglican National Superannuation Board –

- (i) to transition the Anglican National Super plan from AMP to Mercer in the coming months, and
- (ii) to operate the fund under the name 'Anglican Super' as of that date,

and –

- (a) encourages members with questions to email Mercer at Anglican@Mercer.com, and
- (b) requests the Diocesan Secretary to include this information in the circular to parishes following Synod.

(Mr James Flavin 21/10/2019)

59/19 Cobbitty: Classification as a Parish

Synod assents to the classification of Cobbitty as a parish with effect from 1 January 2020.

(Bishop Peter Hayward 21/10/2019)

60/19 Oran Park: Classification as a Parish

Synod assents to the classification of Oran Park as a parish with effect from 1 January 2020.

(Bishop Peter Hayward 21/10/2019)

61/19 Mrs Maryanne Davis

Synod gives thanks to God for the faithful and sacrificial labours, witness and leadership of Mrs Maryanne Davis through her ten years as Principal at Danebank School.

Synod acknowledges her wise and gracious influence upon staff, students, and their families; upon the senior staff of like schools, particularly within the Anglican Schools Corporation; and upon the long-term health and impact of Danebank in Christ's name. As she retires, Synod prays that Maryanne and her husband Tim will continue walking with their Saviour, gladly serving him all their days.

(The Rev Dr Stephen Anderson 22/10/2019)

62/19 Gender representation on Diocesan boards and committees

Synod, noting the report 27/17 Gender representation on Diocesan boards and committees (Revised 2019) –

- (a) requests the Standing Committee to ask the members of the 2019 Committee to oversee the implementation of the following initiatives –
 - (i) a survey of Synod members to determine logistical arrangements (such as times and locations) that should be considered by boards and committees,
 - (ii) analyse the responses to the survey, and convey relevant information to the boards and committees of the Diocese including –

- (A) an outline of the value of increasing women's participation, and presenting the case for reconsideration of the skills matrix, if appropriate, to include broader competencies and life experiences in addition to traditional professional competencies,
 - (B) a suggestion that they give fresh consideration to their meeting logistics (such as times and locations) to ensure that any possible obstacles to serving are removed,
 - (C) encouragement to foster a culture of mentoring by appointing existing members as mentors for new members (or those considering membership),
 - (D) encouragement to develop a one-page overview of the work of their board or committee, to be made available to potential new members,
 - (E) a request that when vacancies need to be filled, to include information on gender composition along with any recommendations regarding skills desired in a person to fill a vacancy,
- (iii) seek publication of articles in print and online media to stimulate interest in serving on boards and committees, and
- (b) encourages its members who are experienced as board or committee members to consider a ministry of mentoring women newly appointed to, or considering a position on, boards and committees in the Diocese,
- (c) requests SDS to –
- (i) produce a short guide to participating on boards and committees in the Diocese,
 - (ii) provide annual statistics of gender composition on boards and committees to the Standing Committee,
- (d) encourages the Standing Committee in its existing practice of considering gender composition when filling casual vacancies.

(Archdeacon Kara Hartley 22/10/2019)

63/19 The Archbishop of Sydney's Anglican Aid

Synod –

- (a) thanks God for the work of the Archbishop of Sydney's Anglican Aid, which has been a tremendous blessing to many in socially disadvantaged areas of our Diocese over many years as well as many in need internationally,
- (b) encourages Anglican Aid to continue working alongside local ministries in charitable and humanitarian work in socially disadvantaged areas as well as internationally,
- (c) endorses Anglican Aid as a key agency in helping donors and churches with Necessitous Circumstances Funds, or other similar funds, find potential recipients in Ministry in Socially Disadvantaged Areas Committee (MiSDAC) identified areas,
- (d) encourages churches of the Diocese to support the work of Anglican Aid by either encouraging church members to make tax-deductible donations directly to Anglican Aid's Community Care Fund, or by establishing a tax-deductible Necessitous Circumstances Fund for generous giving towards support for the socially disadvantaged areas of our Diocese,
- (e) encourages churches with existing Necessitous Circumstances Funds, or similar funds, to seek the guidance of Anglican Aid to help identify donor recipients in MiSDAC identified areas as part of their process of deciding where such funds might be distributed.

(The Rev Joseph Wiltshire 22/10/2019)

64/19 Fixed term appointment for the Archbishop

Synod requests the Standing Committee to report to the next session of Synod on the merits and difficulties of a fixed term of appointment for the Archbishop of Sydney, with or

without the possibility for extension of that term, including providing clarification on whether a change in ordinance would apply to the sitting Archbishop. Synod members are invited to send succinct submissions on the proposal to the Standing Committee via the Diocesan Secretary by 30 November 2019.

Synod further requests that the report provide information of the tenure arrangements in the dioceses of Brisbane, Sydney, Melbourne, Adelaide and Perth for incumbents, assistant bishops and deans.

(Mrs Stacey Chapman 22/10/2019)

65/19 Guidelines for partnerships and amalgamations between parochial units

Synod requests Standing Committee to consider formulating guidelines and policies to assist parishes in the process of investigating and implementing partnerships or amalgamations with other parochial units.

(Mr Peter Stewart 22/10/2019)

66/19 Review of the Standing Committee Ordinance 1897

Synod requests that the Standing Committee review the *Standing Committee Ordinance 1897* (and other relevant ordinances) particularly in relation to the existing references in that ordinance to –

- (a) the use of the expression 'the previous form of the Synod Elections Ordinance 2000';
- (b) the day that Elected Members hold office to;
- (c) whether the term 'the first session of the next Synod' should be clarified (where it occurs) as being 'the first ordinary session of the next Synod'; and
- (d) related matters;

and to bring a report, and if necessary an amending ordinance, to the first ordinary session of the 52nd Synod.

(Dr Robert Tong AM 22/10/2019)

67/19 Faithfulness in Service

Synod, noting the debate on 16 October 2019 during consideration of the motion regarding *Nine motions for General Synod 2020*, which revealed that *Faithfulness in Service* presently has no definition of marriage, requests the Standing Committee to consider amending *Faithfulness in Service* to include a definition of marriage.

(Mr Matthew Robson 22/10/2019)

68/19 Bishop Ray Smith

Synod gives thanks to God for the Kingdom work of Bishop Ray Smith and his wife Shirley.

Ray and Shirley have faithfully served Christ for more than 60 years. They have had a wonderful ministry in the New England area of NSW; in the USA; in Canberra; as the first Bishop for the Georges River region; in the Parish of Mosman; and now with the Parish of Church Hill in the CBD of Sydney.

We have been blessed. They have sown wisdom and love into these communities; they have been true to the gospel of Jesus Christ, and they have (and will remain) friends and mentors to many.

Over 2019, Ray and Shirley have decided that they need to begin to retire properly (for the second time in 18 years!).

Ray will be formally thanked for his ministry on Sunday 24 November 2019 at St Philip's, Church Hill at the 8:30 am and 10:15 am congregations, with lunch to follow for all who are able to attend.

(Mr Jim Morgan 22/10/2019)

69/19 The Rev John Bales and Ministry to Muslims

Synod gives thanks to our great and glorious God for the wide-ranging and far-reaching ministry of the Rev John Bales and his wife Jan as they retire from parish life after 9 years in Greenacre and a total of 39 years. Their love of the Lord and people from other cultures and faiths has led them to preach Christ in Pakistan, Redfern, Rockdale, Greenacre and North Sydney.

Synod also thanks God for growing CMS' ministry through John's work, first as General Secretary in the NSW Branch from 2005-2010, but also for the establishment of the cross-cultural training programme MENTAC in 2011 with the Rev Dr Margaret Powell.

As John continues to work in this city under Evangelism and New Churches' Ministry to Muslims, Synod encourages parishes, schools and other organisations throughout Sydney to draw on his gentle wisdom and deep experience to develop new ways to hold out the gospel of life to an everchanging society. May all the nations join us around the throne of our risen Saviour, Jesus Christ, on that final day.

(Mr Samuel Terry 22/10/2019)

70/19 Appreciation for 'Tears and Hope - A Service of Healing for Survivors of Abuse'

Synod –

- (a) notes that the annual Tears and Hope Service for survivors of Child Sexual Abuse by clergy and church workers commenced in 2012 at the initiative of the Rev Ed Vaughan, and has run annually with the support and involvement of the parish of St John's Darlinghurst,
- (b) notes that this service includes an apology from the Archbishop to survivors on behalf of the church for abuse, carefully chosen music and liturgy and opportunity for prayer and engagement for survivors, their families and loved ones and those supporting them, and that this service has been very helpful for many survivors of abuse over the years,
- (c) notes that Mr Vaughan will be concluding his ministry at St John's Darlinghurst in November 2019, and that the Professional Standards Unit will be working with others to ensure that the legacy of this work will be able to continue, and
- (d) gives thanks to God for the Rev Ed Vaughan, for the initiative of an annual Tears and Hope Service, and for his care and compassion for survivors of abuse, which was heightened as a result of his experiences with the Irish Commission of Inquiry into Abuse while Ed was serving in ministry in Ireland.

(Bishop Michael Stead 22/10/2019)

71/19 Thanks and appreciation of the Church of Confessing Anglicans Aotearoa New Zealand

Synod receives the thanks and appreciation of the Church of Confessing Anglicans Aotearoa New Zealand for the support, encouragement and prayers of the Diocese of Sydney including this Synod's motion 12/19 and the attendance at the consecration service of the

Right Rev Jay Behan on Saturday 19 October 2019 of the Archbishop, Bishops Edwards, Stead and Lin, Archdeacon Kara Hartley and several other Sydney clergy and lay people.

(Dean Kanishka Raffel 22/10/2019)

72/19 General Synod assessments

Synod requests that the following motion be promoted to the next session of the General Synod at the request of the Synod of the Diocese of Sydney –

'Synod requests that Rule XV of the Rules made pursuant to the Constitution of the Anglican Church of Australia be amended so that General Synod expenses of the costs of holding the General Synod and the maintenance of the registry of the Primate are apportioned among the dioceses on the basis of the number of diocesan representatives and all other expenses apportioned equally between the dioceses.'

(Bishop Michael Stead 22/10/2019)

73/19 Doctrine Statement on Gender Identity

Synod, noting the report, 'Doctrine Statement on Gender Identity' –

- (a) affirms and adopts the Doctrine Statement on Gender Identity in Annexure A of the report ('Doctrine Statement') as the principal statement of the doctrines, tenets, beliefs and teachings propagated by the Anglican Church, Diocese of Sydney with respect to gender identity, subject to amending –
 - (i) clause 5 to omit the word, 'favouritism', and insert instead the words, 'privileged status', and
 - (ii) clause 6, following the word 'wholeness', to insert the matter, 'and sharing with them the good news of the Saviour through whom he will make all things new (Revelation 21:5)';
- (b) recommends that the relevant governing body of each diocesan school and of each diocesan organisation which exercises pastoral care for, or otherwise engages with, people who struggle with gender identity issues –
 - (i) affirm the Doctrine Statement as the principal statement of the doctrines, tenets, beliefs and teachings with respect to gender identity, and
 - (ii) develop and implement a publicly accessible policy on Gender Identity which is consistent with the Doctrine Statement; and
- (c) requests the Archbishop-in-Council to consult with and consider providing further advice to organisations concerning the implementation of the recommendations referred to in paragraph (b).

(Bishop Peter Hayward 22/10/2019)

74/19 Gender Identity – Pastoral Guidelines for Churches, Schools and Organisations

That the 'Pastoral Guidelines for Churches, Schools and Organisations' pass as a policy of the Synod for the parishes, schools and organisations of the Diocese.

(Bishop Peter Hayward 22/10/2019)

75/19 Mission 2020

Synod –

- (a) gives thanks to God for *Mission 2020* and the opportunities it has created to see Christ honoured as Lord and Saviour in every community, and

- (b) agrees to continue to utilise the vision, mission, values and priorities of *Mission 2020* until the Strategy and Research Group (SRG), under the chairmanship of the next Archbishop, has had opportunity to consider any recommendations for any new iteration of our mission of making and maturing disciples of Christ.

(Bishop Peter Lin 22/10/2019)

76/19 Gender Identity – Practical Guidelines for Parish Councils

Synod –

- (a) defers consideration of the matter at B9A (Gender Identity – Practical Guidelines for Parish Councils),
- (b) requests Parish Councils to provide feedback on the proposed policy to the Diocesan Secretary by Friday 6 March 2020, and
- (c) requests the Standing Committee to bring the proposed policy, with any recommended changes, to the 1st ordinary session of the 52nd Synod.

(Bishop Peter Hayward 22/10/2019)

77/19 Amendment to the Property Use Policy following the adoption of Gender Identity policies

Synod amends the Property Use Policy of the Synod by –

- (a) replacing the third bullet point in paragraph 9 with the following –
‘Gender Identity Policy for Churches, Schools and Organisations’,
- (b) inserting a new paragraph after existing paragraph 16 as follows –
‘A detailed statement of the doctrines, tenets, beliefs and teachings of the Diocese with respect to gender identity is set out in the Doctrine Statement on Gender Identity affirmed and adopted by the Synod at its session in 2019.’, and
- (c) inserting a new subparagraph 17(i) as follows –
‘Events which advocate for expressions of gender identity contrary to our doctrine that gender manifests biological sex’.

(Bishop Peter Hayward 22/10/2019)

78/19 Heads of Schools

This Synod gives thanks to God for the Heads of Anglican Schools who have and continue to stand for the authority of the Scriptures, the uniqueness of Christ and the doctrine of our church in their schools.

(The Rev Nigel Fortescue 22/10/2019)

79/19 Welcoming churches

Synod welcomes the Archbishop’s public comments on the role of a Bishop as guardian of the faith and the nurturing role of our churches as Christians struggle to follow Jesus and commit themselves to him in faith and obedience, and affirms –

- (a) that all people are made in the image of God, are loved by God and are welcome to join the community of God’s people;
- (b) that when Jesus invites all people to “come to him”, we are all invited to come just as we are (with all our sins and failings), yet he does not leave us as we were;

- (c) that grace, forgiveness and repentance are gifts which God gives to those he calls to himself as he begins a long work of transforming us into the people that he wants us to be;
- (d) that our churches, therefore, should be places where compassion and grace abound and where the love of God is expressed to all, regardless of their background or struggles; and
- (e) that, in particular, we desire our churches to be places where LGBTI people are welcome as God welcomes them in truth and love.

(Bishop Michael Stead 22/10/2019)

80/19 Archbishop Glenn Davies

Synod notes that this is the last session of Synod before our President, Archbishop Glenn Davies, retires in July 2020. Synod thanks Dr Davies for the way he has presided over this and preceding synods during his term of office. The Archbishop's wide ranging Presidential Addresses were always anchored in the Scriptures and his management of the daily Business Paper and mastery of the Standing Orders will long be remembered by Synod members.

Synod gives thanks to Almighty God for the life and witness of the President, his evangelical faith, his quick mind, his wise counsel to clergy and lay and his representation of the Christian gospel to the secular world. Dr Davies' leadership in the national Anglican Church and in international Anglican forums has given encouragement to 'maintain the faith once delivered'.

Synod prays for God's blessing on Glenn and Di Davies for the years which are to come, trusts that there will be more time for rest and enjoyment of their children and grandchildren, and assures Glenn of our prayers as he no doubt will continue to proclaim Christ in season and out of season, correcting, rebuking and encouraging, with great patience and careful instruction, as he has so ably been doing as our Archbishop.

(Dr Robert Tong AM 22/10/2019)