

3rd Ordinary Session of the 51st Synod

Daily Papers

21 October 2019

Business Paper

Anglican Church Diocese of Sydney

Bible passage: Monday 21 October 2019

1 Corinthians 3:1 – 4:7

Brothers and sisters, I could not address you as people who live by the Spirit but as people who are still worldly—mere infants in Christ. ²I gave you milk, not solid food, for you were not yet ready for it. Indeed, you are still not ready. ³You are still worldly. For since there is jealousy and quarrelling among you, are you not worldly? Are you not acting like mere humans? ⁴For when one says, “I follow Paul,” and another, “I follow Apollos,” are you not mere human beings?

⁵What, after all, is Apollos? And what is Paul? Only servants, through whom you came to believe—as the Lord has assigned to each his task.⁶I planted the seed, Apollos watered it, but God has been making it grow. ⁷So neither the one who plants nor the one who waters is anything, but only God, who makes things grow. ⁸The one who plants and the one who waters have one purpose, and they will each be rewarded according to their own labour. ⁹For we are co-workers in God’s service; you are God’s field, God’s building.

¹⁰By the grace God has given me, I laid a foundation as a wise builder, and someone else is building on it. But each one should build with care.¹¹For no one can lay any foundation other than the one already laid, which is Jesus Christ. ¹²If anyone builds on this foundation using gold, silver, costly stones, wood, hay or straw, ¹³their work will be shown for what it is, because the Day will bring it to light. It will be revealed with fire, and the fire will test the quality of each person’s work. ¹⁴If what has been built survives, the builder will receive a reward. ¹⁵If it is burned up, the builder will suffer loss but yet will be saved—even though only as one escaping through the flames.

¹⁶Don’t you know that you yourselves are God’s temple and that God’s Spirit dwells in your midst? ¹⁷If anyone destroys God’s temple, God will destroy that person; for God’s temple is sacred, and you together are that temple.

¹⁸Do not deceive yourselves. If any of you think you are wise by the standards of this age, you should become “fools” so that you may become wise. ¹⁹For the wisdom of this world is foolishness in God’s sight. As it is written: “He catches the wise in their craftiness” ²⁰and again, “The Lord knows that the thoughts of the wise are futile.” ²¹So then, no more boasting about human leaders! All things are yours,²² whether Paul or Apollos or Cephas or the world or life or death or the present or the future—all are yours, ²³and you are of Christ, and Christ is of God.

⁴This, then, is how you ought to regard us: as servants of Christ and as those entrusted with the mysteries God has revealed. ²Now it is required that those who have been given a trust must prove faithful. ³I care very little if I am judged by you or by any human court; indeed, I do not even judge myself. ⁴My conscience is clear, but that does not make me innocent. It is the Lord who judges me. ⁵Therefore judge nothing before the appointed time; wait until the Lord comes. He will bring to light what is hidden in darkness and will expose the motives of the heart. At that time each will receive their praise from God.

⁶Now, brothers and sisters, I have applied these things to myself and Apollos for your benefit, so that you may learn from us the meaning of the saying, “Do not go beyond what is written.” Then you will not be puffed up in being a follower of one of us over against the other. ⁷For who makes you different from anyone else? What do you have that you did not receive? And if you did receive it, why do you boast as though you did not?

Anglican Church of Australia Diocese of Sydney

3rd Session of the 51st Synod Business Paper: Monday 21 October 2019

- Page references are to the pages in Synod Book 1 (pages 1-197), Book 2 (pages 201-397), Book 3 (401-439) and Book 4 (441-454).
- A notation “B#” refers to Bills and proposed policies, and “M#” refers to motions, which are provided in the attached schedule: Bills, proposed policies and motions for the consideration of the Synod.
- The Synod Business Rules are found on p.264: the Conduct of the Business of Synod Ordinance 2000. Given the trial of the amended rules (Standing orders) during this session, the Standing orders are included in tracked form showing the proposed amendments.

1. Prayers are read by the President or a person appointed by him.

2. Bible study is led by the Rev Matthew Yeo.

3. Minutes of 16 October 2019

4. Answers to questions

4.1 Female representation on Standing Committee and Synod *(Oral answer requested)*

Ms Lyn Bannerman asked the following question –

- (a) How many Standing Committee members and Synod reps are there broken down between clergy and laity in both cases?
- (b) What percentage of these, for both Standing Committee and Synod, split between clergy and laity, are women?

4.2 Safe Ministry Check *(Oral answer requested)*

Mr Matthew Robson asked the following question –

- (a) Noting that the NSW Working with Children Check already has identification confirmation in its process:
 - (i) What is the purpose of requesting identification for indefinite retention by a parish?
 - (ii) What action (if any) is required by parishes to ensure that identification is not fraudulent, noting that parishes do not have access to such a mechanism to confirm this?
 - (iii) What standard of secure storage is expected for these documents? Is a digital format acceptable?
 - (iv) With the retention of identification documents now required, are there any additional privacy regulations parishes will have to comply with?
 - (b) Noting that the Safe Ministry Check states one referee must be an “employer” and that the purpose of the reference check is “give a report on... good character and suitability for ministry”:
 - (i) What is the purpose of asking a secular employer for an opinion on an applicant’s ‘suitability for ministry’?
 - (ii) What should parishes do if a secular employer declines to give a reference on ministry grounds?
 - (iii) Are the requirements discussed in (a) and (b) outcomes of the recommendations of the Royal Commission?
 - (c) Noting that the Safe Ministry Check does not apply to some children’s leaders:
 - (i) Will the Safe Ministry Check expand to leaders of children?
 - (ii) If yes, when is this expected?
-

4.3 High School SRE (*Oral answer requested*)

Mr Matthew Robson asked the following question –

- (a) Noting the importance of High School SRE both across the Diocese and the Province, why did Anglican Youthworks give up two Board Seats in Generate Ministries, an organisation supporting SRE in half the Public High Schools in NSW, to Scripture Union (Queensland), an organisation without history in Religious Education in Queensland Public Schools?
- (b) What is being put in place to support High School SRE now?

4.4 Bishopscourt (*Oral answer requested*)

Mr Dave Short asked the following question –

- (a) Please advise the final net proceeds from the sale of the old (Darling Point) Bishopscourt?
- (b) Please advise (with broad headings) the expenditure of these proceeds so far towards the land acquisition, designing, building and furnishing of the new Bishopscourt?
- (c) Please advise the anticipated residue of funds once the new Bishopscourt is ready for occupation and to what purpose that residue might be applied?

4.5 Termination of the appointment of Assistant Ministers (*Answer available on noticeboard*)

The Rev Shaun McGregor asked the following question –

How many Assistant Ministers or Senior Assistant Ministers received notices of the termination of their appointment under the provisions of the Assistant Ministers Ordinance 2017 during the following years –

- (a) 2017
- (b) 2018
- (c) 2019?

4.6 Safe Ministry Assessment (*Oral answer requested*)

The Rev Greg Burke asked the following question –

Can the President please advise the Synod if the introduction of Safe Ministry Assessment procedures to assess the suitability ministry volunteers working with youth was based wholly or in part on the existence of evidence that shows that such assessments will significantly reduce the incidence of sexual abuse of youth? If such evidence was taken into account, can the President please advise the Synod as to where it may be found?

4.7 Ordinance Procedures (*Oral answer requested*)

Mr Chris Hamam asked the following question –

- (a) Are there any provision(s) to vary the 3 weeks objection period provided under the *Ordinance Procedure Ordinance 1973*?
- (b) If so, what are those provisions, and how were they applied to ordinance 32/2019 (“Bondi and Waverley Land Sale and Variation of Trusts Ordinance 2019”) before it was passed at the 23/9/2019 Standing Committee meeting?

4.8 Sale of Church Sites (*Oral answer requested*)

Mr Chris Hamam asked the following question –

- (a) How many sales of Sydney Diocese properties which include church buildings have been approved since 1/1/2014, and how many such sales have been completed since 1/1/2014?
- (b) Please list such approvals and sales, including brief details including number of years each such church building had been used for worship services and other ministry.

4.9 Ratios for the supervision of children (*Answer available on noticeboard*)

The Rev Stuart Maze asked the following question –

Noting the report tabled in the Synod papers 'Children serving in ministry leadership to other children,' that points 11 & 12 recommend 2 adult leaders to supervise all children and youth activities, and specifically excludes junior leaders under 16 years from fulfilling this ratio, are junior leaders aged 16 or 17 considered 'adults for the purpose of recommended leader supervision ratios'?

4.10 Mission team to support Diocese of Bathurst (*Answer available on noticeboard*)

The Rev David Morgan asked the following question –

In light of the motion this house passed in 2018 that Synod request Moore College to make a mission team available to the Diocese of Bathurst over the 6 years of our current financial commitment to support the Bishop and Registrar of that diocese; what was Moore College's response to our request?

4.11 Clergy Tenure (*Oral answer requested*)

Dr Karin Sowada asked the following question –

- (a) Has the Synod or the Standing Committee ever established a committee for the purpose of examining clergy tenure?
- (b) If so, when did it report and who were its members?
- (c) Can the terms of reference and the final report be made available to members of Synod?

5. Calling of motions (including procedural motions) on the business paper

6. Procedural motions

6.1 Recommendations from the Order of Business Committee

Synod, noting that at its session on Wednesday 16 October, it requested the Order of Business Committee –

- (i) to consider scheduling M40 (Increasing the Newstart allowance warranted) immediately following consideration of M20 (Mission 2020) on Tuesday 22 October 2019,
- (ii) to consider scheduling the motion regarding M71 (Safe Ministry Assessment) at a suitable time on Tuesday 22 October, and
- (iii) to allocate a time for debate of members' motions received by the Secretary of the Synod within the notice period,

agrees –

- (a) to reschedule items of business as shown in marked form on the Timetable for Synod Business,
- (b) that the following items may be taken on the callover notwithstanding they have been scheduled for consideration at specific times in the timetable –
 - (i) M19: Gender representation on Diocesan boards and committees,
 - (ii) M29: Fellowship with Anglicans outside the Diocese,
 - (iii) M36: Ministry of Women,
 - (iv) M38: Participation in debate by women members of Synod,

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

(Mr Daniel Glynn / The Rev Anthony Douglas)

6.2 Adoption of expedited time limits

Synod adopts the expedited time limits specified at Standing Orders 4.19(1) for the remainder of this session.

(Mr Daniel Glynn / Dr Robert Tong AM)

6.3 Notice of withdrawal of motions

Synod notes that the following motions have been withdrawn by the request of their movers –

- (a) B5: Provincial Synod – Provincial Tribunal Ordinance 2018 Accepting Ordinance 2019 (notice regarding the withdrawal provided to the Synod on 14 October 2019 by Mr Doug Marr),
- (b) M44: Scientist in Residence at Moore Theological College (withdrawn by Dr David Oakenfull), and
- (c) M78: Archbishop Glenn Davies (withdrawn by the Rev James Warren).

(Mr Daniel Glynn / Mr Doug Marr)

6.4 Arrangements for consideration of B6: Conduct of the Business of Synod Ordinance 2000 Amendment Ordinance 2019

Synod agrees, for the purposes of considering the text of the proposed ordinance at B6 (Conduct of the Business of Synod Ordinance 2000 Amendment Ordinance 2019), to substitute the form of ordinance circulated along with today's business paper incorporating amendments accepted by the mover, for the form of the ordinance shown at page 284 of Book 2, and suspends so many of the business rules as would prevent these arrangements.

(Mr Michael Meek SC / Mr Daniel Glynn)

6.5 Arrangements for consideration of B8, B9, and B9A regarding Gender Identity

Synod –

- (a) agrees that following the speeches moving and seconding the motion at B8 (Doctrine Statement on Gender Identity), there will be a time for questions regarding B8, following which consideration of B8 will continue in the usual way,
 - (b) notes that the matters at B9 and B9A involve a proposed policy, and will accordingly include a time for questions pursuant to Standing Orders 4.18(3) and 5.5(2), and
 - (c) agrees that the questions in relation to B8, B9 and B9A may be answered by the mover or seconder, or other members of the Synod at the request of the mover,
- and suspends so many of the Standing Orders as would prevent these arrangements.

(Mr Daniel Glynn / Bishop Peter Hayward)

6.6 Further arrangements for consideration of the matters at B8, B9 and B9A

Synod –

- (a) accepts the notice of motion for the motions at B9 and B9A,
- (b) accepts the following notice of motion –

‘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”, and ‘Gender Identity – Issues for Parish Councils’”,
- (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”.

- (c) agrees to consider the motion in (b) following conclusion of consideration of the Proposed Policy at B9A, and
- (d) suspends so many Standing Orders as would prevent these arrangements.’

(Bishop Peter Hayward)

6.7 Arrangements for consideration of B10 (Synod Membership Ordinance 1995 Amendment Ordinance 2019)

Synod, noting –

- (i) that there are 28 laypersons elected by the Synod to the Standing Committee, comprising 52% of the voting members of Standing Committee, and
- (ii) that under the Standing Committee Ordinance 1897 these 28 laypersons hold office until the first day of the first session of the next Synod, and
- (iii) the resultant urgency to clarify at this Synod the day that Lay Synod Members elected under Part 5 and Part 8 of the Synod Membership Ordinance 1995 hold office to,

agrees during the committee stage of the Synod Membership Ordinance 1995 Amendment Ordinance 2019 to consider the sub-clauses of Clause 2 of this ordinance (and the previously-advised amendments) in the following order –

1. 2(b) and the consequential 2(d) [the clarification of the end date of Parochial Representatives and Nominated Laypersons];
2. 2(a) [the insertion of the Statement of Faith]; and
3. 2(c) and the consequential 2(e) [the addition of a minimum number of Heads of Diocesan Schools to Synod]; and
4. the insertion of new sub-clauses not related to any of the above.

(Dr Laurie Scandrett / Dr Robert Tong AM)

6.8 Arrangements for consideration of M83 (Membership of Synod by Heads of Schools)

Synod, noting that –

- (i) the Rev Nigel Fortescue moved the following procedural motion on Wednesday 16 October 2019, which was deferred prior to being voted upon –
 - ‘Synod agrees to consider as soon as possible after the conclusion of debate on B10 (Synod Membership Ordinance 1995 Amending Ordinance 2019) the motion given notice of today by Mr Fortescue if the amendment to the text of the ordinance at B10 proposed by the Rev Zac Veron passes.’
- (ii) the motion to which Mr Fortescue’s procedural motion refers is M83 (Membership of Synod by Heads of Schools), and amendments to M83 have been accepted by the mover (shown in tracked form),

agrees –

- (a) that Mr Fortescue may withdraw his procedural motion moved on 16 October, and
- (b) if the Bill at B10 (Synod Membership Ordinance 1995 Amendment Ordinance 2019) is amended to omit paragraph 2(c), to consider the motion at M83 following the conclusion of Synod’s consideration of the text of the Bill in Committee.

(The Rev Nigel Fortescue / The Rev Craig Roberts)

6.9 Consideration of a motion regarding a review of the *Standing Committee Ordinance 1897*

Synod –

- (a) accepts the following notice of motion –

‘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.'

- (b) agrees to consider the motion following the conclusion of Synod's consideration of the text of the Bill at B10 (Synod Membership Ordinance 1995 Amendment Ordinance 2019) in Committee,

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

(Dr Laurie Scandrett / Dr Robert Tong AM)

6.10 Consideration of a motion regarding *Faithfulness in Service*

Synod accepts the following notice of motion –

'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.'

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

(Mr Matthew Robson / The Rev Roger Fitzhardinge)

6.11 Consideration of a motion regarding Bishop Ray Smith

Synod accepts the following notice of motion –

'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.'

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

(Mr Jim Morgan / The Rev Justin Moffatt)

6.12 Consideration of a motion regarding the Rev John Bales and Ministry to Muslims

Synod accepts the following notice of motion –

'Synod gives thanks to our great and glorious God for the wide-ranging and far-reaching ministry of the Reverend 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.'

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

(Mr Samuel Terry / The Rev Ben Bathgate)

6.13 Consideration of a motion regarding welcoming churches

Synod accepts the following notice of motion –

'Synod, in light of the way that this year's Presidential Address has been misrepresented or misunderstood, 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.'

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

(Bishop Michael Stead)

6.14 Motions of thanks

Synod accepts the following notice of motions –

'Leadership of Bible studies

Synod records its appreciation for the preaching of the Rev Matthew Yeo at the Synod Service and for his encouraging Bible studies during this session.

Committees and Officers of the Synod

Synod records its appreciation for –

- (a) the President and his chairmanship, and
- (b) the Chair and Deputy Chairs of Committee and their work in the consideration of the text of ordinances, and
- (c) the members who helped during the session by giving advice and serving the Synod, especially the Order of Business and Minute Reading Committees, and

- (d) the services given by the Secretary, the staff of SDS and the Archbishop's Office, Anglican Media, the music team and all those who have helped facilitate this session of Synod.

Minutes of 22 October 2019

Synod authorises the President to sign the minutes of 22 October 2019 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.'

and agrees to consider these motions at a suitable time on Tuesday 22 October 2019, and suspends so many of the Standing Orders as would prevent these arrangements.

(Mr Daniel Glynn / Bishop Chris Edwards)

7. Motions for consideration by the Synod

Motions for consideration by the Synod are printed in the Schedule attached to this business paper.

Bills, proposed policies and motions for the consideration of the Synod

- A notation “B#” refers to Bills and proposed policies, and “M#” refers to motions. These reference numbers and associated motions will remain consistent throughout this session of Synod.
- Amendments listed below, unless otherwise indicated, have not yet been moved. Accordingly, the unscheduled motions may be put on the callover even if amendments are listed, and a member must call ‘amendment’ to prevent the motion being passed
- Legend
 - ○ an unscheduled motion, or a scheduled motion which may be taken on the callover
 - ○ a matter which is scheduled, or is proposed to be scheduled, for consideration at a particular time

21 October 2019

I. Motions for ordinances and policies by request of the Standing Committee

-
- ○ B6 **Conduct of the Business of Synod Ordinance 2000 Amendment Ordinance 2019**
Monday 21 October, from 4:30 pm (afternoon session)

For the purposes of considering the text of this Bill, Synod will be asked at item 6.5 on today’s business paper to substitute the form of ordinance circulated along with today’s business paper in “Additional Materials”, for the form of the ordinance shown at page 284 of Book 2. Accordingly the page reference in the proposed amendments is to the form of Bill in the Additional Materials.

Synod will be asked to consider the Conduct of the Business of Synod Ordinance 2000 Amendment Ordinance 2019.

(Page 254)

(Mr Michael Meek SC / Mr Daniel Glynn)

Proposed amendments to the text of the Bill in Committee

- (1) Amend the proposed new subclause (2) in sub-paragraph 2(bb)(ii) as follows –
 - (a) in proposed paragraph (2)(a), omit ‘and indicate if they desire the answer to be read orally to the Synod’,
 - (b) in proposed sub-paragraph (2)(c), omit entirely sub-paragraph (ii) [with consequential incorporation of sub-paragraph (i) into paragraph (c)], and
 - (c) replace the content of proposed paragraph (2)(d) with the following –
 - (d) If a member asking a question indicates in writing that they do not require the answer to their question to be read orally to the Synod, the President need not read the answer orally (but may do so at his discretion).’

(Page A6, line 29)

(Dean Kanishka Raffel)

**B8 Doctrine Statement on Gender Identity***Monday 21 October, from 8:00 pm*

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

- (a) affirms and adopts the ~~accompanying~~ Doctrine Statement on Gender Identity in Annexure A of the report ("Doctrine Statement") as ~~a~~ the principal statement of the doctrines, tenets, beliefs and teachings propagated by the Anglican Church, Diocese of Sydney with respect to gender identity;^{1,7}
- ~~(b)~~ endorses the "Pastoral Guidelines for Churches, Schools and Organisations" in Annexure ~~A B~~ A of the report ("Pastoral Guidelines") for informing pastoral care concerning gender identity issues in schools, organisations and churches,
- ~~(c)~~ endorses the "Gender Identity Practical Guidelines for Churches" in Annexure ~~B C~~ B of the report ("Practical Guidelines") as further guidance for churches in relation to gender identity issues,
- ~~(d)~~ (b) recommends that the relevant governing body of each diocesan school and of each ~~other~~ diocesan organisation which exercises pastoral care for, or otherwise engages with, people who struggle with gender identity issues ("~~affected organisations~~") –
 - (i) affirm the Doctrine Statement as ~~a~~ the principal statement of the doctrines, tenets, beliefs and teachings with respect to gender identity, and
 - ~~(ii)~~ endorse the Pastoral Guidelines as a suitable basis for informing pastoral care concerning gender identity issues, and
 - ~~(iii)~~ (ii) develop and implement a publicly accessible policy on Gender Identity which is consistent with the Doctrine Statement ~~and the Pastoral Guidelines;~~ and
- ~~(e)~~ (c) requests the Archbishop-in-Council to consult with and consider providing further advice to ~~affected organisations~~ concerning the implementation of the recommendations referred to in paragraph ~~(deb);~~ and.
- ~~(f)~~ requests that rectors draw the specific attention of their parish councils, staff and parishioners to the ~~Doctrine Statement, Pastoral Guidelines and Practical Guidelines~~ to ensure the consistent application of these documents in the parishes of the Diocese, and
- ~~(g)~~ amends the Property Use Policy of the Synod by –
 - ~~(i)~~ replacing the third bullet point in paragraph 9 with the following – "Gender Identity – Pastoral Guidelines for Churches, Schools and Organisations, and Practical Guidelines for Churches", and
 - ~~(ii)~~ 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
 - ~~(iii)~~ 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"~~.

(Page 443)

(Bishop Peter Hayward / Mr Michael Meek SC)

**B9 Gender Identity – Practical Guidelines for Churches Policy for Parishes, Schools and Organisations***Monday 21 October, following B8 (evening session)*

Synod, noting the report "Doctrine Statement on Gender Identity", ~~adopts as a policy the accompanying "Gender Identity Practical Guidelines for Churches", and commends the Guidelines to parishes for implementation. That the "Pastoral Guidelines for Churches, Schools and Organisations" and the "Practical Guidelines for Churches" annexed to the report to the Synod on Gender Identity be approved in principle as a policy of the Synod for the parishes, schools and organisations of the Diocese.~~

(Page 443)

(Bishop Peter Hayward / Mr Michael Meek SC)

If the Synod approves the policy in principle, Bishop Hayward will seek the adoption of the proposed policy as a policy of the Synod, ~~for the parishes of the Diocese by moving –~~

‘That –

- (a) the “Pastoral Guidelines for Churches, Schools and Organisations” ~~and the “Practical Guidelines for Churches”~~ pass as a policy of the Synod for the parishes, schools and organisations of the Diocese, and
- ~~(b) the Standing Committee be authorised to make amendments to the policy from time to time, and reporting any amendments to the next session of Synod including amendments to –~~
- ~~(c) (i) clarify that the application of documents “as a policy of the Synod” is confined to churches, and~~
- ~~(d) (ii) consolidate such documents into a single policy document for parishes,~~
- ~~(e)(b) provided any amendments are reported to the next ordinary session of the Synod.~~
- ~~(f) the Property Use Policy be amended by replacing the third bullet in paragraph 9 with the following – “Gender Identity Policy for Parishes, and the Gender Identity – Pastoral Guidelines for Churches, Schools and Organisations”,’~~

B9A Gender Identity – Issues for Parish Councils

Monday 21 October, following B9 (evening session)

That the “Practical Guidelines for Churches” annexed to the report to the Synod on Gender Identity be approved in principle as a policy, “Gender Identity – Issues for Parish Councils”.

(Page 443)

(Bishop Peter Hayward / Mr Michael Meek SC)

If the Synod approves the policy in principle, Bishop Hayward will seek the adoption of the proposed policy as a policy of the Synod for the parishes of the Diocese by moving –

‘That –

- (a) rectors be requested to draw the specific attention of their parish councils, staff and parishioners to the Gender Identity Policy for Parishes to ensure the consistent application of this policy in the parishes of the Diocese.
- (b) the Standing Committee be authorised to make amendments to the policy from time to time, and reporting any amendments to the next session of Synod.’

II. Motions for ordinances and policies by request of a Regional Council

B10 Synod Membership Ordinance 1995 Amendment Ordinance 2019

Wednesday 15 October, from 4:30 pm (and from 7:00 pm if required).

Synod will be asked to consider the Synod Membership Ordinance 1995 Amendment Ordinance 2019.

(Page 355)

(Bishop Chris Edwards / Mr Fred Chilton)

A: Proposed amendments to the text clarifying when Synod membership ends

- (1) Omit paragraph 2(b), and insert instead the following matter –
‘renumber the text of clause 3 as subclause 3(1) and insert a new subclause 3(2) as follows –

“(2) The operation of each Synod shall be from the first day of the first ordinary session of a new Synod and end the day before the first day of the first ordinary session of the next Synod.”

(Page 357, line 39)

(Mr Dave Short / Rev Andrew Paterson)

- (2) If the amendment at (#) (2) does not pass, omit paragraph 2(b), and insert instead the following matter –

‘renumber the text of clause 3 as subclause 3(1) and insert a new subclause 3(2) as follows –

“(2) The operation of each Synod shall be from 1 April of the year of the new Synod and end 31 March three years later.”

(Page 357, line 39)

(Mr Dave Short / Rev Andrew Paterson)

- (3) Amend clause 2 (b) as follows -

- (a) prior to the word, ‘renumber’, insert the matter, ‘In the first line of clause 18, omit the words “retire as”, and insert the words “cease to be”, and’
- (b) in subclause 2 (b) (1), omit the words ‘continues to be a member of the Synod until the day before the first day of the first ordinary session of the next Synod’, and insert instead, ‘ceases to be a member of the Synod when the Registrar receives notice pursuant to clause 17 of the election of his or her successor’.

(Page 357, line 39)

(Mr James Mayfield)

- (4) Amend clause 2 (d) as follows -

- (a) prior to the word ‘renumber’, insert the matter, ‘In the first line of clause 46, omit the words “retire as”, and insert the words “cease to be”, and’,
- (b) in subclause 2 (d) (1), omit the words ‘continues to be a member of the Synod until the day before the first day of the first ordinary session of the next Synod’, and insert instead, ‘ceases to be a member of the Synod when the Registrar receives notice pursuant to clause 45 of the election of his or her successor’.

(Page 358, line 9)

(Mr James Mayfield)

B: Proposed amendments to the text concerning the Statement of Faith

- (5) Omit paragraph 2(a) (with consequential relettering).

(Page 357, line 5)

(Canon Sandy Grant)

- (6) Amend clause 2(a) to insert before the final full stop in the text of the new 6(1) the matter “; and (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.’

(Page 357, line 38)

(Dr David Jackson / The Rev Raymond Galea)

C: Proposed amendments to the text concerning Heads of Schools

- (7) Omit paragraphs 2(c) and (e) (with consequential relettering).
(Page 358, line 1) (The Rev Zac Veron / The Rev Nigel Fortescue)
- (8) In paragraph 2(c), omit the words, 'The persons' and insert instead –
'If the number of Nominated Laypersons pursuant to clause 41 is greater than 15, the persons'.
(Page 358, line 3) (Mr Doug Marr)
- (9) In paragraph 2(c), following the matter 'at least three heads of Diocesan Schools.', insert the matter, 'Of the three heads of Diocesan Schools, no more than two may come from schools located in one Diocesan region.'
(Page 358, line 4) (The Rev David Clarke / Mr Daniel Armishaw)
- (10) Following the word, 'three', insert the matter, '(and not more than four)'.
(Page 358, line 4) (Mr Peter Young / Dr Helen Bendall)

D: Proposed amendments to the text concerning the appointment of alternates

- (11) Insert a new paragraph 2(b) as follows –
- (b) Amend the ordinance as follows –
- (i) in subclause 8A(1), omit the words "an Associate Minister licenced to the same Parochial Unit", and insert instead the words –
"a minister holding a licence from the Archbishop",
- (ii) in subclause 8A(2)(b), omit the words "Associate Minister", and insert instead the word –
"alternate",
- (iii) in subclause 8B(1), omit the words "an Associate Minister", and insert instead the words –
"an alternate",
- (iv) in clause 8C, omit the words "The appointment of an Associate Minister as the alternate for", and insert instead –
"The appointment of an alternate for", and
- (v) in paragraph 8C(b), omit the words "an Associate Minister licensed to the Parochial Unit to which the person was licensed at the time the appointment was made", and insert instead –
"licensed by the Archbishop".

- (vi) In the Dictionary, insert before the final full stop in the definition of “Parochial Minister” the following matter –

“, including an acting rector appointed to a parish during a vacancy in the position of Parochial Minister”.’

(Page 357, line 39)

(Mr Doug Marr)

- (12) Insert a new paragraph 2(b) as follows –

- ‘(b) renumber the text of clause 7 as subclause 7(1) and insert a new subclause 7(2) and 7(3) as follows –

“(2) At the discretion of the Archbishop, a Locum appointed as Parochial Minister may be summoned to a session of Synod if –

- (a) the Locum appointment in question has been operational for a period of at least 6 months as of the first day of the relevant session of Synod;
- (b) the current Parochial Minister, being unavailable as under clause 8A of this Ordinance, endorses the proposal that the current Locum be summoned, subject to the position of Parochial Minister not being vacant either 3 months before or as of the first day of the relevant session of Synod;
- (c) the parish council requests that the current Locum be so summoned; and
- (d) the Locum proposed to be summoned indicates a willingness to accept.

(3) Information concerning compliance with subclause (2) to be provided to the Registrar at least 3 months prior to the relevant session of Synod.”

(Page 357, line 39)

(Professor Bernard Stewart AM)

- (13) Insert a new paragraph 2(f) as follows –

- ‘(f) insert the following new definition in the Dictionary –

“‘Locum’ means a Qualified Minister who is authorised by the Archbishop to act as a Parochial Minister in a Parish for a specified time in circumstances where the position of Parochial Minister is vacant or the Parochial Minister is on an authorised recognised category of leave.”

(Page 358, line 15)

(Professor Bernard Stewart AM)

E: Proposed amendments to the text concerning the calculation of the number of nominated ministers

- (14) Insert a new paragraph 2(c) (with consequential relettering) as follows –

- ‘(c) in clause 32(2) –

- (i) after the phrase “which is equal to 10%”, insert the matter “(rounded to the nearest whole number)”, and

- (ii) replace the second instance of the word “Ministers” with the word “Units”.

(Page 358, line 1)

(Bishop Michael Stead / Dr Laurie Scandrett)

F: Proposed amendments to the text concerning the definition of Indigenous Person

(15) Insert a new paragraph 2(f) as follows –

‘(f) insert the following new definition in the Dictionary –

“‘Indigenous person’ means –

- (a) being of Aboriginal or Torres Strait Islander descent, and
- (b) identifying as an Aboriginal or Torres Strait Islander Person, and
- (c) being accepted as such by the community in which you live or formerly lived.”

(Accepted by the mover)

(Page 358, line 15)

(Ms Celia May / Dr Barry Newman)

G: Proposed amendments to the text concerning the notice period

(16) Insert a new paragraph 2(b) as follows –


‘(b) In each of subclauses 8A(2), 8A(3)(b), 22A(2) and 22A(3), omit the matter “14 days” and insert instead –

“7 days, or such lesser period as the Registrar may determine.”’

(Page 357, line 39)

(Mr Doug Marr)

III. Other motions by request of the Standing Committee

 **M15 Cobbitty: Classification as a Parish**
Monday 21 October, from 5:25 pm (with M16)

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

(Page 166)

(Bishop Peter Hayward / The Rev David Barrie)

 **M16 Oran Park: Classification as a Parish**
Monday 21 October, from 5:25 pm (with M15)

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

(Page 172)

(Bishop Peter Hayward / The Rev Stuart Starr)

○ ○ **M19 Gender representation on Diocesan boards and committees**

Tuesday 22 October, following formal matters unless passed on the callover (afternoon session).

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.

(Page 116)

(Archdeacon Kara Hartley / Mr John Driver)

Proposed Amendments

- (1) Insert a new paragraph (e) as follows –
 - ‘(e) requests the 2019 Committee to report to the Synod in 2020 on models for gender targets, that will enable women to comprise a minimum of one third of members on a board or committee where practicable by a given future date, recognising the need for gender balance as per Clause F(a)(i) of Appendix 1: Governance Standards of the Governance Policy for Diocesan Organisations.’

(Dr Karin Sowada)

● ○ **M20 Mission 2020**

Tuesday 22 October at 7:00 pm

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 / Mr Peter Mayrick)

○ ○ **M29 Fellowship with Anglicans outside the Diocese**

Monday 21 October, following M35 unless passed on the callover (afternoon session).

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 / Dean Kanishka Raffel)

● ○ **M30 Deferral of General Synod Assessments**

Monday 21 October, following formal matters (afternoon session).

The motion below shows in tracked form the amendment agreed by the Synod. The motion as amended was put to the vote by secret ballot on Wednesday 16 October 2019. The [result of that vote](#) has yet to be formally declared.

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 at its December meeting to decide whether to defer payment of any General Synod statutory assessment levies not yet

paid in 2019 and any levied in 2020 until this matter is revisited at the 1st Ordinary Session of the 52nd Synod in October 2020, and asks the Standing Committee to ensure that until this matter is resolved the relevant expenses of Sydney representatives attending any sessions of General Synod are suitably provisioned from the funds which would otherwise be used to pay General Synod Assessments.

(Voted upon, result yet to be declared)

(Dr Laurie Scandrett / Mr James Flavin)

IV. Motions by request of a regional council

There are no motions under this heading.

V. Motions received by the Secretary of the Synod within the notice period

●○ M35 Anglican National Superannuation Board

Monday 21 October, following M49 (afternoon session).

Synod notes the intention of the Anglican National Superannuation Board –

- (i) to transition the Anglican National Super plan from AMP to Mercer in ~~late 2019~~the coming months, and
- (ii) ~~to rename the fund 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 / Mr Malcolm Purvis)

○○ M36 Ministry of Women

Tuesday 22 October, following M40 unless passed on the callover (afternoon session).

Synod affirms the contribution to a wide range of ministries made by women, lay and ordained, in this Diocese, noting that there is no prohibition against female Deacons preaching to mixed congregations in either the relevant authorising Canon (the *General Synod – Ordination of Women to the Office of Deacon Canon 1985 Adopting Ordinance 1987*) or in the form of words used at the service of Ordination to the Diaconate. In view of this, Synod encourages all Rectors to embrace the ministry of ordained women in this way.

(Ms Lyn Bannerman / Mrs Paula Turner)

Proposed Amendments

(2) Amend the motion as follows –

~~(i) omit the word, 'affirms' and insert instead the following matter –
'noting', and~~

~~(ii)~~(i) omit all the matter after 'this Diocese,', and insert instead the following –
'encourages all Rectors to –

- (a) study carefully the biblical teaching on the roles of men and women in the life of the church,
- (b) read the various reports of this Synod in regard to the ministry of men and women in the church, and

- (c) provide in increasing measure appropriate ministry opportunities for women in their parishes.'

(The Rev Nigel Fortescue / Mrs Sarah Manning)

- (3) Amend proposed amendment (1) by –
 - ~~(a) omitting paragraph (i) (with consequential renumbering), and~~
 - ~~(b)~~(a) inserting the following matter as new paragraphs (d) and (e) in the proposed insertion to the motion –
 - '(d) encourage women in their churches to pursue theological training, and
 - (e) seek to provide employment opportunities for theologically trained women in parish ministry.'

(Ms Kristen Young / The Rev Jenni Stoddart)

○○ **M38 Participation in debate by women members of Synod**

Tuesday 22 October, following M36 unless passed on the callover (evening session).

Synod gives thanks to the Doctrine Commission for the paper 'The Doctrine of the Trinity and its bearing on the relationship of men and women'.

Synod accepts that functional subordination as described in the paper [at 6.3] only applies to the church and the home/family, a distinction alluded to in the paper at least eight times, with the matter being most precisely elucidated by the specification [at 5.13] that the ordering of the sexes appropriate to home and church is not applied to business, political or professional life.

Therefore Synod resolves that its proceedings involving debate and comparable expression of individual views are to be regarded as part of business, political or professional life, thereby precluding reference by any member to the marital status and due consultation with her husband where relevant [at 2.6], inappropriate eldership [at 5.2] or absence of head covering [at 5.11] in the context of any woman's contribution to Synod proceedings to the extent that these matters have been addressed by the Doctrine Commission.

(Professor Bernard Stewart AM / Ms Linda Davies)

●○ **M40 Increasing the Newstart allowance warranted**

Tuesday 22 October, following M71 unless passed on the callover on Tuesday (evening session).

Synod respectfully requests the Archbishop to write to the Prime Minister, greeting a fellow Christian in our Lord's name.

The Prime Minister to be then advised that Sydney Synod, made up of the representatives of several hundred Anglican parishes across Sydney, Wollongong and the Blue Mountains had resolved that compassion for those disadvantaged in Australian society necessitated that the Commonwealth government accord priority to increasing the Newstart allowance.

(Professor Bernard Stewart AM / Ms Lyn Bannerman)

Proposed Amendments

- (1) Amend the motion as follows –
 - (a) omit the words, 'several hundred' and insert instead, '270',

- (b) omit the word, 'necessitated' and insert instead, 'necessitates', and
- (c) omit all the matter after 'accord priority to' and insert instead the following –

'ensuring that support for these vulnerable bearers of God's image is adequate for them to live dignified, peaceful and quiet lives, with specific reference to –

- (a) the Newstart Allowance,
- (b) the Age Pension and associated deeming rates,
- (c) the Carer Allowance and Payment,
- (d) all forms of Disability Support Pension,
- (e) the Essential Medical Equipment Payment,
- (f) the Double Orphan Pension, and
- (g) the Parenting Payment,

and requests that the government review how many hours of work are allowed before pension payments are scaled back'

(The Rev Craig Roberts / The Rev Gary Koo)

- (2) Following the words 'Newstart allowance', insert the words, 'beyond automatic CPI increases'.

(Canon Sandy Grant / Mrs Stacey Chapman)

●○ **M44 Scientist in Residence at Moore Theological College**

This motion to be withdrawn (see item 6.3(b))

~~Synod, recognising that God reveals himself both through his Word and through his Creation, recommends that Moore Theological College consider appointing a Scientist in Residence.~~

(Dr David Oakenfull / Mr David Warren-Gash)

Proposed amendments

- (1) omit all the matter following 'God reveals himself' and insert instead the following matter –

'primarily through his Word and also to a lesser extent through his creation –

- (a) gives thanks to God for the comprehensive curriculum of Moore College in seeking to form theologians who bring every thought captive to Christ, with the recognition that Christ rules his people through his word,
- (b) notes that science is a school of knowledge greatly respected by many in contemporary society, and has been a source of great good in our society,
- (c) encourages the faculty of Moore College to be prayerful and intentional in engaging scientific thought where appropriate and helpful in the theological formation of their students, and
- (d) assures the faculty of Moore College of our confidence in their wisdom and competence for engaging with scientific

thought as and when appropriate within the broader concern of the theological formation of their students.'

(The Rev David Morgan / The Rev David Clarke)

VI. Motions received by the Synod

M49 Anglicare: The first 3 years; the next 10 years

Monday 21 October, following M30 (afternoon session)

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 / Bishop Chris Edwards)

M60 Archbishop Glenn Davies

Tuesday 22 October 2019, from 8:30 pm

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 / Bishop Ivan Lee)

○○ **M65 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 ~~its vital work of raising support for working alongside local ministries in charitable and humanitarian work~~ local ministry 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 / The Rev David Clarke)

Proposed Amendments

- (1) Amend the motion as follows –
 - (a) paragraph (c), by omitting 'Anglican Aid as a key agency' and inserting instead –

'Anglican Aid and Anglicare as key agencies', and
 - (b) paragraph (e) after the words "Anglican Aid", by inserting "or Anglicare's partnerships development team".

(Mr Grant Millard / The Rev Andrew Ford)

○○ **M66 Amendment to the *Nomination Ordinance 2006***

Synod requests the Standing Committee to ~~amend~~ 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; ~~and requests this change to occur with sufficient time to advise parishes prior to Annual General Meetings to be held in 2020.~~ 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 / Mr Dominic Stevenson)

○○ **M70 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 / Mrs Kirsty Bucknell)

○○ **M71 New Safe Ministry Assessment process and timing**

Tuesday 22 October, following M19, unless passed on the callover (afternoon session).

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 30th November 2019.

(Canon Sandy Grant / The Rev Tom Melbourne)

○○ **M72 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 / Mr Tony Willis)

○○ **M73 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. 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 / The Rev Dr Raj Gupta)

○○ **M74 Further review of the Ministry Standards Ordinance 2017**

Synod requests Standing Committee consider further review of the *Ministry Standard Ordinance 2017* to include encouragement for parties to consider a 1 Timothy 5 and Matthew 18 approach to resolving a grievance, complaint or dispute before seeking to enter the procedure of the Ministry Standard Ordinance, 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 / The Rev Dr Raj Gupta)

○○ **M75 Congregational support for leadership**

Synod, recognising that ~~in the Ordinal charge to presbyters that –~~

- (i) describes the high dignity and importance of the office of presbyter,
- ~~(i) this office is of the highest dignity and importance,~~
- (ii) calls for the utmost care, diligence, duty and action, care in study, prayer and development in wisdom, and,
- ~~(iii) it cannot be done without recognises~~ the mediation of Christ and the assistance of the Holy Spirit, in fulfilling this office;

and noting that –

- ~~(ii)(iv) the office is becoming more complex in each succeeding generation,~~
- ~~(iii)(v) the respect in which the office is held continues to be challenged, some may infer from the *Assistant Ministers Ordinance* that poor leadership is exercised by the majority of rectors;~~

Synod 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 / Professor Sara Denize)

Noting that –

- (i) giving thanks for the extensive work of the Parish of Bondi and Waverley to date it appears that ordinance 32/2019 (“*Bondi and Waverley Land Sale and Variation of Trusts Ordinance 2019*”) was passed at the 23/9/2019 Standing Committee meeting before the usual 3 week period for lodging objections had expired; and
- (ii) once sold, the 130 year old St Matthew’s Bondi church and surrounding property could never be recovered as a future ministry base to the surrounding heavily populated area;

Synod requests that Standing Committee delay the implementation of that ordinance to give parishioners of Bondi and Waverley Parish more time to consider the supporting financial and ministry objectives detail and to discuss further with the Bondi and Waverley Parish Council.

(Mr Chris Hamam)

Proposed amendments

- (1) Amend the motion as follows –
 - (a) replace the semi-colon in the paragraph numbered (ii) with “, but the nearby properties at 60 Wairoa Avenue Bondi Beach and 240 Birrell Street Waverley will be redeveloped after the sale for ministry purposes;”, and
 - (b) insert new paragraphs (iii)-(vi) as follows –
 - (iii) The Parish of Bondi and Waverley has engaged in an extensive process of consultation with parishioners in relation to the property redevelopment (“the Masterplan proposal”), which has ensured that all parishioners have had multiple opportunities to be informed about the Parish’s Masterplan proposal and to raise objections. The consultation process has included the following:
 - Jun-Aug 2018 – workshops and questionnaires entitled “Have your Say”, through which 142 parishioners provided their feedback;
 - Sep-Dec 2018 – a series of three public “workshops” were held on the Masterplan proposal, to which all parishioners were invited;
 - Apr 2019 - a report on the Masterplan proposal was presented at the Parish AGM, and was also published in booklet form and made available to parishioners;
 - June 2019 - an update meeting (which was open to all parishioners) was held, at which the Masterplan proposal was presented to the congregation;
 - 8 August 2019 – the complete Masterplan proposal was published and made available to all parishioners through the church office;
 - 8, 16 & 23 Aug 2019 – Over three consecutive weeks, all parishioners on the congregational email lists were advised that the Masterplan proposal was going to Standing Committee for approval and were informed that “[i]f it is supported there, we will be able to start acting on the plan”;

- 18 August – after each of the three Sunday services the chair of Property Development Committee gave a presentation to the congregations to explain the Masterplan proposal about to go to Standing Committee. This highlighted the planned sale of the Ocean Street site;
 - 30 Aug 2019 –parishioners were notified by email that the Standing Committee had given in principle approval for the Masterplan proposal;
 - 6 Sept 2019 – the ordinance notice in the required form was emailed to all parishioners and physically posted on the door of each church in the Parish; and
 - 13 Sept and 20 Sept – The ordinance notice was again emailed to all parishioners;
- (iv) The property redevelopment proposed by the Parish of Bondi and Waverley’s Masterplan proposal has undergone extensive diocesan review. It was approved by the Major Works Subcommittee and the Anglican Church Property Trust. It was assessed by the Anglican Church Growth Corporation, who advised the Standing Committee that the Ocean Street property “does not have ‘strategic value for the purposes of the Diocesan mission’ according to the Standing Committee’s policies”. After considering the entire Masterplan proposal, and hundreds of pages of supporting documents, Standing Committee approved the Masterplan proposal “in principle” on 26 August 2019, before providing final approval on 23 September 2019;
- (v) Prior to the final approval by Standing Committee, a Notice of Ordinance was posted on the door of each church in the Parish for three consecutive Sundays and was emailed to all parishioners on a weekly basis for three weeks. This notice period followed four preceding weeks of emails which had kept the congregation informed as to the progress of the matter through the Standing Committee processes;
- (vi) Due to an administrative error, the Ordinance was considered at Standing Committee within the three week notice period. The notice was posted on 6 Sept, and displayed for three Sundays, but because the Standing Committee fell early in the month, it was considered on 23 September, even though the notice period did not expire until 27 September.’, and
- (c) omit the rider to the motion (beginning with “Synod requests”) and insert the following matter –
- ‘In light of the above, Synod declares that –
1. sufficient opportunity has been given to all parishioners to consider the supporting financial and ministry objectives in detail and to discuss the Masterplan proposal further with the Bondi and Waverley Parish Council; and
 2. sufficient notice was given to parishioners in relation to the Bondi and Waverley Land Sale and Variation of Trusts Ordinance 2019, before the Ordinance

was passed at the meeting of the Standing Committee on 23 September 2019.’

(Bishop Michael Stead)

- (2) Amend Bishop Stead’s amendment (1) as follows –
- (a) in paragraph (b), omit the inserted paragraphs (v) and (vi), and insert instead –
- ‘(v) A Notice of Ordinance was posted on all 3 churches Friday 6/9/2019 dated Sunday 8/9/2019, the first Sunday it appeared, and it was also emailed as a footnote to parish newsletter Friday 6/9/2019 titled “Jesus Sends.”;
 - (vi) The last date for objections should have been three weeks from that date, so Sunday 29/9/2019;
 - (vii) A long-time parish member (and ex-Synod member) emailed notification of intention to object on Friday 27/9/2019 and was told the period for objections ended Sunday 22/9/2019 and that Standing Committee had already approved the ordinance Monday 23/9/2019; and
 - (viii) Subsequent follow up emails from ordinances@sydney.anglican.asn.au states “The ordinance notice should have indicated an intention to apply to the Standing Committee to shorten the objection period from 3 weeks to 2 weeks and there should have been a corresponding motion on the Standing Committee agenda to shorten the objection period accordingly. Unfortunately both matters appear to have been overlooked in the process. I am sorry that this has caused you to be misled.”
- (b) In paragraph (c), omit “Synod declares that” and all matter following it, and insert instead –
- ‘Synod declares that this church property not be sold until further discussion between the parish and the Bishop is scheduled.’

(Mr Chris Hamam)

○○ **M77 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 for 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 7pm on 21 November 2019,
- (f) note that the bishop-elect will be installed in All Saints Cathedral, Bathurst, at 11am on 23 November 2019.

(The Rev James Warren /The Rev David Morgan)

●○ **M78 Archbishop Glenn Davies**

This motion to be withdrawn (see item 6.3(c))

~~Synod wishes to say to our Archbishop—~~

~~(a) Thank you.~~

~~(b) We hope you and Di have a fantastic break after leaving the office of Archbishop.~~

~~(c) But we also hope, and commit to praying for you, that you don't at all slow down from proclaiming Christ in season and out of season, correcting, rebuking and encouraging— with great patience and careful instruction.~~

(The Rev James Warren / Mr James Morgan)

○○ **M79 General Synod assessments**

~~Synod requests that~~ 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. ~~The text of the amendments to be circulated to General Synod members in accordance with notice provisions.~~

(Dr Robert Tong AM / Mr James Flavin)

○○ **M80 Dr Timothy Wright**

This Synod gives thanks to God for Dr Timothy Wright after 16 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 / Bishop Chris Edwards)

○○ **M81 Guidelines for partnerships and mergers between parochial units**

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

(Mr Peter Stewart / The Rev Dr Raj Gupta)

○ ○ **M82 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 / Mrs Amanda Garlato)

● ○ **M83 Membership of Synod by Heads of Schools**

To be considered following B10 if the Bill at B10 is amended to remove paragraph 2(c).

This Synod –

- (a) 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,
- (b) notes that the *Synod Membership Ordinance 1995* does not preclude Heads of Anglican Schools being members of Synod, and
- (c) requests Standing Committee's anticipated report regarding the Composition, Purpose and Role of Synod to give consideration to amending the *Synod Membership Ordinance 1995* to allow for up to 3 heads to be elected to Synod, and be provided to the next ordinary session of the Synod accompanied by a Bill to give effect to any recommended changes.

(The Rev Nigel Fortescue / The Rev Craig Roberts)

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Timetable for Synod Business

A notation "B#" refers to Bills and proposed policies, and "M#" refers to motions, per the attached schedule.

Monday 21 October 2019	
3.15 – 4:30 pm	Bible Study/prayer and Formal matters <u>M30: Deferral of General Synod Assessments</u> M49: Anglicare: The first 3 years; the next 10 years M35: Anglican National Superannuation Board <u>M29: Fellowship with Anglicans outside the Diocese</u> Thereafter, other business as per the business paper
4:30 – 5:25 pm	B6: Conduct of the Business of Synod Ordinance 2000 Amendment Ordinance 2019 Thereafter, other business as per the business paper
5.25 – 5.45 pm	M15 & M16: Classifications as a parish – Cobbitty and Oran Park
7.00 – 8.00 pm	Missionary Hour
8.00 pm +	B8: Gender Identity – Principles of Engagement B9: Gender Identity – Policy for parishes Thereafter, other business as per the business paper

Tuesday 22 October 2019	
3.15 – 4:30 pm	Bible Study/prayer and Formal matters <u>M19: Gender representation on Diocesan boards and committees</u> <u>M71: New Safe Ministry Assessment process and timing</u> Thereafter, other business as per the business paper
4:30 – 5:45 pm	<u>B10: Synod Membership Ordinance 1995 Amendment Ordinance 2019</u>
7.00 – 8:30 pm	M20: Mission 2020 <u>M71: New Safe Ministry Assessment process and timing (debate resumed)</u> <u>M40: Increasing the Newstart allowance</u> <u>M36: Ministry of Women</u> <u>M38: Participation in debate by women members of Synod</u> Other business as per the business paper
8:30 pm +	<u>Motions of thanks (see item 6.14)</u> M60: Archbishop Glenn Davies