

52nd Synod of the Diocese of Sydney

First Ordinary Session

Minutes of Proceedings of the Synod for Monday 3 May 2021

1. Assembly

The Synod assembled in the Darling Harbour Theatre, International Convention Centre at 3.15 pm after a service of Holy Communion in the Cathedral Church of St Andrew at which the address was given by Canon Simon Manchester. Bishop Peter Hayward, Administrator of the Diocese of Sydney, was President of the Synod.

2. Prayers

Prayers were read by the Acting Registrar, Mr Tony Willis.

3. List of members of the Synod

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

4. Document appointing a Commissary

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

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

The President called the motions related to the election of Synod Officers and Committees in order in which they appeared on the business paper.

5.1 Secretary of the Synod

Dr Robert Tong AM moved –

‘Synod hereby elects Mr Daniel Glynn to be Secretary of the Synod.’

Seconded and carried

5.2 Chair of Committee

Dr Claire Smith moved –

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

Seconded and carried

5.3 Deputy Chair or Deputy Chairs of Committee

Dr Claire Smith moved –

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

Seconded and carried

5.4 Committee of Elections and Qualifications

Bishop Gary Koo moved –

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

Mr Michael Easton
Dr Karin Sowada

Mr Ian Miller
Mr Tony Willis'

Seconded and carried

5.5 Committee for the Order of Business

Dr Karin Sowada moved –

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

The Secretary of Synod
Archdeacon Anthony Douglas

Bishop Chris Edwards
Dr Robert Tong AM'

Seconded and carried

5.6 Minute Reading Committee

Mr Tony Willis moved –

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

Mrs Stacey Chapman
Mr Clive Ellis
Miss Jenny Flower
Mrs Jeanette Habib

Mrs Patricia Jackson
Mr Malcolm Purvis
Dr Claire Smith

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

Seconded and carried

6. Tabling of the minute book of the Standing Committee

The minute book of the Standing Committee was tabled.

7. Petitions

There were no petitions.

8. Questions

Questions were asked by the following members no later than 7 days prior to the first day of the session –

- (1) The Rev Andrew Bruce
- (2) Mr Peter M.G. Young
- (3) Mr Peter M.G. Young
- (4) Mr Peter M.G. Young
- (5) Canon Sandy Grant
- (6) Ms Lyn Bannerman
- (7) Mr David Barker
- (8) Mr Matthew Robson

9. Procedural motions

9.1 Revised form of motion M12 Ministry to all Australians, regardless of educational qualifications

The Rev David Morgan moved –

'Synod agrees to consider the motion at item M12 in the following amended form (marked to show changes), and suspends so many of the Standing Orders as would prevent its consideration on the calling of motions –

○ ○ **M12 Ministry to all Australians, regardless of educational qualifications**

Synod –

- (a) gives great thanks to God for his salvation, and the precious diversity of people who are members of our churches,
- (b) praises God for the extraordinary fruit in this Diocese from ministry to University students and for the number of University educated people in our churches, and
- (c) notes that ~~less than 65%~~ only 35% of the Australian adult population have a bachelor's degree or higher qualification (<https://www.abs.gov.au/statistics/people/education/education-and-work-australia/latest-release#non-school-qualifications>).

In light of paragraph (c), this Synod requests that the Strategy and Research ~~Committee~~ Group consider conducting research into the effectiveness of our parishes and diocesan organisations in engaging the 65% of Australians without a bachelor's qualification, focusing in particular on the following questions –

- (i) In what ways are we reaching these Australians with the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (ii) In what ways are we welcoming and valuing these Australians as members of our churches? Where are there needs and opportunities to grow this ministry?
- (iii) In what ways are we discipling these Australians to live new lives in light of the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (iv) In what ways are we equipping these Australians to share the gospel of grace and build up others in that gospel? Where are there needs and opportunities to grow this ministry?

(The Rev David Morgan / The Rev Mark Tough)'

Seconded and carried

9.2 Revised form of M16 Addressing domestic violence "Before it Starts"

Canon Sandy Grant moved –

'Synod agrees to defer the motion at item M16 in the following amended form (marked to show changes), until the next Ordinary session of Synod –

○ ○ **M16 Addressing domestic violence "Before it Starts"**

Synod welcomes the "Before it Starts" program with its goal of preventing domestic abuse and promoting safe and respectful relationships in our churches. Synod thanks Anglicare and Youthworks for their partnership in developing this free, four-week, biblically-engaged, primary prevention program for youth groups. Synod

commends it to parishes and encourages ministers and synod representatives to draw it to the attention of their youth leaders so they might consider using it in their youth group programming. Synod also notes the willingness of Anglicare and Youthworks to receive feedback, which could help shape future amendments to the program.

(Canon Sandy Grant / Mrs Stacey Chapman)'

Seconded and carried

10. Notices of Motions

Notices of motions were given by the following members –

- (1) Dr Laurie Scandrett

11. Procedural motions

11.1 Arrangements for consideration of motion regarding Moore College Open Week

Dr Laurie Scandrett moved as a procedural motion –

'That the Synod agrees to consider forthwith the motion for which notice was given today, regarding Moore College Open Week.'

Seconded and carried

12. Motions

12.1 Moore College Open Week

Dr Laurie Scandrett moved –

'That the Synod notes that the May 2021 Moore College Open Week and Open Night is to be held by live stream and on campus 10-14 May 2021. More information is available to Synod members via a flyer in the foyer as they leave for, and return from, the dinner break.'

Seconded and carried

13. Calling of motions on the business paper

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

13.1 Presidential Address

Mr Daniel Glynn moved –

'Synod notes that the Presidential Address will be delivered at a time of the President's choosing.'

Seconded and carried

13.2 Answering of Questions

Mr Daniel Glynn moved –

'Synod, noting that questions tabled on the first day of an ordinary session would normally be answered on the second day (in accordance with Standing Order 3.3(d)) –

- (a) requests the President of the Synod to answer those questions submitted in accordance with Standing Order 6.3(2), immediately prior to the consideration of motions and other business at item 15 during this afternoon's session, and
- (b) suspends so many of the Standing Orders that would prevent these arrangements.'

Seconded and carried

13.3 Arrangements for the consideration of the motion to classify Terrey Hills

Mr Daniel Glynn moved –

'Synod agrees to consider the motion to classify Terrey Hills at a time of the President's choosing, and notes that the mover and seconder intend to combine to provide a joint presentation (including visuals) for up to ten minutes.'

Seconded and carried

13.4 Arrangements for consideration of proposed ordinances

Mr Daniel Glynn moved –

'Synod agrees to suspend at this session so many of the Standing Orders as would prevent the consideration of a proposed ordinance prior to 4:30 pm if all unscheduled motions on the business paper have been dealt with.'

Seconded and carried

13.5 Arrangements for the scheduling of business

Mr Daniel Glynn moved –

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

- (a) the President may choose a suitable time to show video presentations prepared by New Churches for New Communities and Anglican Aid (3 minutes each),
- (b) the Synod, by passing a procedural motion at a suitable time, may extend the timing of the afternoon session today so as to prevent the necessity for an evening session, and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

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

Mr Daniel Glynn moved –

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

- (1) Abbotsleigh, The Council of
- (2) Anglican Church Growth Corporation
- (3) Anglican Church Property Trust Diocese of Sydney as trustee for the Community Building Partnership Grant Fund *
- (4) Anglican Church Property Trust Diocese of Sydney
- (5) Anglican Church Property Trust Diocese of Sydney as trustee for the Long Term Pooling Fund
- (6) Anglican Church Property Trust Diocese of Sydney as trustee for the Mission Property Fund
- (7) Anglican Community Services*
- (8) Anglican Education Commission
- (9) Anglican Media Council

- (10) Anglican Schools Corporation *
- (11) Anglican Youth and Education Diocese of Sydney (Youthworks) *
- (12) Archbishop of Sydney's Anglican Aid, The *
- (13) Archbishop of Sydney's Anglican Aid, The, as trustee of the Archbishop of Sydney's Overseas Ministry Fund *
- (14) Archbishop of Sydney's Anglican Aid, The, as trustee of the Archbishop of Sydney's Overseas Relief and Aid Fund *
- (15) Archbishop of Sydney's Discretionary Trust
- (16) Arden Anglican School Council
- (17) Arundel House Council
- (18) Barker College, The Council of
- (19) Campbelltown Anglican Schools Council *
- (20) Endowment of the See Corporation as trustee of the Endowment of the See Trust
- (21) Evangelism and New Churches, The Board of
- (22) Georges River Regional Council
- (23) Glebe Administration Board as trustee of the Diocesan Endowment
- (24) Glebe Administration Board as trustee of the Diocesan Cash Investment Fund
- (25) Macarthur Anglican Church School Council, The
- (26) Ministry Training and Development Council
- (27) Moore Theological College Council *
- (28) Northern Regional Council
- (29) St Andrew's Cathedral Chapter
- (30) St Andrew's Cathedral School, The Council of
- (31) St Andrew's House Corporation as trustee of the St Andrew's House Trust
- (32) St Catherine's School Waverley, Council of
- (33) South Sydney Regional Council
- (34) Sydney Anglican Loans Board
- (35) Sydney Church of England Grammar School Council (Shore)
- (36) Sydney Diocesan Services
- (37) Tara Anglican School for Girls, Council of
- (38) The Illawarra Grammar School Council *
- (39) The King's School, The Council of
- (40) Trinity Grammar School Council
- (41) Western Sydney Regional Council
- (42) William Branwhite Clarke College Council *
- (43) Wollongong Regional Council'

Seconded and carried

13.7 Standing Committee and other special reports

Mr Daniel Glynn moved –

'Synod receives the following reports and resolves that they be printed at the discretion of the Standing Committee –

- (1) 2020 Report of the Standing Committee
- (2) Interim Report of the Standing Committee to the first Ordinary Session of the 52nd Synod (2021)
- (3) Synod Funds Amalgamated Annual Financial Report for 2019
- (4) Parish Funds Amalgamated Annual Financial Report for 2019
- (5) Synod – St Andrew's House Fund Annual Financial Report for 2019
- (6) Stipends, Allowances and Benefits for 2021 (2/05)
- (7) Allowing diocesan organisations to align with the broader purposes of the Diocese [*Synod Book 2 version*]
- (8) Composition, purpose and role of Synod (43/17)
- (9) Consultation on exposure draft bills for the Ministry Standards Ordinance 2017 Amendment Ordinance 2021 and Reportable Allegations and Convictions Ordinance 2021
- (10) Convening the first ordinary session of the 52nd Synod // Deeming the date of Synod for conduct of elections
- (11) Doctrine Commission Report: A Theology of Baptism (14/14) // Addressing the Significance of Baptism in Water

- (12) Doctrine Commission Report: A Theological Framework for Reconciliation, with special reference to the Indigenous Peoples of Australia // Indigenous Ministry in the Diocese (22/18)
- (13) Doctrine Commission Report: Faith and Doctrine in the Constitution of the Anglican Church of Australia
- (14) Doctrine Commission Report: On the Need of Children for a Mother and a Father
- (15) Domestic abuse leave for clergy // Responding to Domestic Abuse (23/18) [*Synod Book 2 version*]
- (16) Fixed term appointment for the Archbishop (64/19)
- (17) Gender Identity – Practical Guidelines for Ministers and Parishes (76/19)
- (18) Ordinances passed by the Standing Committee
- (19) Parish and Regional Restructure
- (20) Parochial Cost Recovery Charges and Church Land Acquisition Levy for 2021
- (21) Review of Diocesan Policy for dealing with allegations of unacceptable behaviour
- (22) Review of the *Standing Committee Ordinance 1897* (66/19)
- (23) Terrey Hills, Proposal to change the status of the provisional parish to a parish
- (24) Anglican Church Property Trust Annual Report 2019
- (25) Ministry Spouse Support Fund Annual Report
- (26) Regional Councils' Annual Reports for 2019
- (27) Reporting on the National Redress Scheme (Annual Report) (42/18)
- (28) Safe Ministry Board and Professional Standards Unit Annual Report
- (29) Explanatory statements and reports on Bills'

Seconded and carried

13.8 Annual reports due but not yet submitted

Mr Daniel Glynn moved –

'Synod notes that the Sydney Anglican Indigenous Peoples' Ministry Committee has not submitted an annual report and a copy of their audited accounts for the most recently concluded financial year, and requests that the Council lodge those documents as soon as possible.'

Seconded and carried

14. Motions

14.1 Consideration of motions notified after the notice period closed

Having been granted leave, Mr Daniel Glynn moved –

'Synod notes that the Secretary did not receive notice of the motion listed at M15 prior to the 1 month deadline required by Rule 4.3(3) to be included on the business paper; however in light of this session being limited to one day, agrees to suspend so many of the Standing Orders as would prevent the consideration of this motion as if it had been received by the deadline.'

Seconded and carried

15. Calling of motions on the business paper

The calling of the motions continued.

15.1 Allowing diocesan organisations to align with the broader purposes of the Diocese

Mr Greg Hammond moved –

Synod agrees to amend the policy guidelines in Appendix 2 of the *Diocesan Governance Policy for Diocesan Organisations* by –

- (a) inserting a new paragraph 2 under the heading “Purpose” as follows (with consequential renumbering of existing paragraphs) –

‘In recognition that the diocesan organisation is part of a network of parishes and organisations which is collectively seeking to advance the broader charitable purposes of the Diocese, the diocesan organisation should be expressly permitted to pursue its purposes in a manner which advances the broader charitable purposes of the Diocese, including such purposes as are declared or recognised from time to time by the Synod. See also paragraph 32.’

- (b) inserting a new paragraph 32 under the heading “Duties, powers and limitations” as follows (with consequential renumbering of existing paragraphs) –

‘A board member is taken to act in good faith in the best interests of the diocesan organisation and to further the purposes of the diocesan organisation for the purposes of paragraph 31(b) if –

- (a) the diocesan organisation is expressly permitted to pursue its purposes in the manner referred to in paragraph 2;
- (b) the board member acts in good faith in pursuing the purpose of the diocesan organisation in a manner which advances the broader charitable purposes of the Diocese; and
- (c) the diocesan organisation is not insolvent at the time the board member acts and does not become insolvent because of the board member's act.’

Seconded and carried

15.2 Domestic Abuse Leave for Clergy

Archdeacon Kara Hartley moved –

‘Synod, noting the report “Domestic abuse leave for clergy” –

- (a) agrees in principle that provision be made by parishes to provide leave to members of clergy who are unable to perform their duties because they are experiencing domestic abuse or dealing with the impact of experiencing domestic abuse; and
- (b) requests the Standing Committee to amend its annual Guidelines for the Remuneration of Parish Ministry Staff to provide for domestic abuse leave for clergy on this basis, with the changes effective 1 July 2021.’

Seconded and carried

15.3 Bishop Ivan Lee

Bishop Gary Koo moved –

‘Synod gives thanks to God for the life and ministry of Bishop Ivan Lee. His testimony of trusting Jesus in the face of cancer and his devotion to seeing churches grow have left an indelible mark on the life of the Diocese. He is sorely missed. We pray that Virginia and her family will be comforted in the knowledge that we do not grieve like the rest who have no hope, because Jesus has died and risen from the dead, and that Ivan has gone to be with Jesus, his Lord, which is better by far.’

Seconded and carried

Bishop Koo led the Synod in a prayer of thanks for Bishop Lee.

15.4 Gender Identity – Practical Guidelines for Ministers and Parishes

Mr Michael Meek SC moved –

‘Synod, noting the report *76/19 Gender Identity – Practical Guidelines for Ministers and Parishes*, notes that in response to resolution 76/19 Archbishop Glenn Davies, acting

through the Regional Bishops, has distributed the Practical Guidelines for Ministers and Parishes and the Suggested Responses to Practical Questions attached to that report to all parishes.'

Seconded and carried

15.5 The Public Reading of Scripture

The Rev David Morgan moved –

'Synod, noting the Biblical affirmation of the priority of the public reading of scripture (2 Kg 22:8-13; 2 Chron 34:13-21; Neh 8:2-6; Lk 4:14-21; and 1 Tim 4:13), gives great thanks to God for –

- (i) the Scriptures, and their usefulness for teaching, rebuking, correcting, and training in righteousness, so that the saints may be equipped for every good work,
- (ii) the recognition of the priority of the ministry of God's Word throughout our Diocese, expressed through regular, prayerful, and expository preaching of the Scriptures, and
- (iii) the heritage of Reformation Anglicanism expressed in the *Book of Common Prayer (BCP)*, whereby Archbishop Cranmer sought to edify Church of England members with the Scriptures through regular, prayerful, and expository preaching, and through services thoroughly immersed in the Scriptures involving the regular, systematic, and public reading of the Scriptures.

In light of this, this Synod requests that the Doctrine Commission explore how the theological priority of congregations being thoroughly immersed in the scriptures can be further expressed within our diocese, reporting to Synod on –

- (a) the effect of church services being thoroughly immersed in the Scriptures (especially through the public reading of Scripture) in the *BCP's* Reformation context,
- (b) the effectiveness of contemporary strategies to thoroughly immerse Christian congregations with the Scriptures, and
- (c) the challenges and opportunities of applying the Biblical priority, and Reformation principle of Scriptural immersion (especially through the Public Reading of Scripture) to our contemporary Australian context.

And furthermore, that the Doctrine Commission suggests resources or gives guidelines for the production of resources that might be used to assist contemporary Anglican churches to further immerse their parishioners in the Scriptures.'

Seconded and carried

15.6 Ministry to all Australians, regardless of educational qualifications

The Rev David Morgan moved –

'Synod –

- (a) gives great thanks to God for his salvation, and the precious diversity of people who are members of our churches,
- (b) praises God for the extraordinary fruit in this Diocese from ministry to University students and for the number of University educated people in our churches, and
- (c) notes that only 35% of the Australian adult population have a bachelor's degree or higher qualification (<https://www.abs.gov.au/statistics/people/education/education-and-work-australia/latest-release#non-school-qualifications>).

In light of paragraph (c), this Synod requests that the Strategy and Research Group consider conducting research into the effectiveness of our parishes and diocesan organisations in engaging the 65% of Australians without a bachelor's qualification, focusing in particular on the following questions –

- (i) In what ways are we reaching these Australians with the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (ii) In what ways are we welcoming and valuing these Australians as members of our churches? Where are there needs and opportunities to grow this ministry?
- (iii) In what ways are we discipling these Australians to live new lives in light of the gospel of grace? Where are there needs and opportunities to grow this ministry?
- (iv) In what ways are we equipping these Australians to share the gospel of grace and build up others in that gospel? Where are there needs and opportunities to grow this ministry?'

Seconded and carried

15.7 **Episcopal Standards Ordinance**

Dr Robert Tong AM moved –

'Synod requests the Standing Committee to prepare a Bill for an Episcopal Standards Ordinance for promotion to the second ordinary session of the 52nd Synod.'

Seconded and carried

15.8 **Problem Gambling: harm minimisation methods**

Canon Sandy Grant moved –

'Synod notes that Almighty God calls on the governing rulers to "defend the weak and the fatherless; uphold the cause of the poor and the oppressed" (Psalm 82:3).

So Synod again calls on the NSW Government, together with all members of the NSW Parliament, to implement effective harm minimisation methods to reduce the misery caused by problem gambling, especially via poker machines.

Such methods should prioritise the recommendations of experts independent of the gambling industries, and should favour maximal harm reduction for problem gamblers over convenience and ease of implementation for gambling providers.

Therefore, Synod notes support for the concept of a pre-load gambling-limit card from Commissioner Patricia Bergin, in her report into Crown Resorts' suitability to run a casino, where she concluded there could be "significant utility of the card to assist the problem gambler" alongside being a "powerful mechanism to assist in combatting money laundering".

Synod also again calls for strong consideration of other simple but effective harm minimisation methods, such as introducing a \$1 maximum bet limit for poker machines in New South Wales, as recommended by the Productivity Commission.

Synod also supports efforts to reduce the disproportionate concentration of poker machines in lower socioeconomic areas of NSW, where they create greater harm.

Finally Synod urges the NSW Parliament to find alternative methods of revenue raising that would reduce its reliance on regressive gambling taxation.'

Seconded and carried

15.9 **Review of the *Ministry Standards Ordinance 2017***

Mr Michael Easton moved –

'Synod, noting the report Consultation on exposure drafts bills for the Ministry Standards Ordinance 2017 Amendment Ordinance 2021 and Reportable Allegations and Convictions

Ordinance 2021, invites members of Synod to provide feedback on the exposure draft bills, to the Diocesan Secretary, by 30 June 2021.'

Seconded and carried

16. Procedural motions

Dr Karin Sowada moved as a procedural motion –

'That Synod defer the consideration of the matter at M15 [The practice and understanding of baptism] until the next session of the Synod.'

Seconded and carried

17. Answers to questions

17.1 Candidates for ordination

The Rev Andrew Bruce asked the following question –

- (a) How many candidates for ordination in the Diocese of Sydney are there in Moore College currently?
- (b) What is the break-up of those candidates by year of study and by gender?
- (c) How many Deacons are currently formally pursuing the process for ordination to be Presbyters in the Diocese of Sydney?
- (d) How many of those candidates have a BTh or BD from Moore College?
- (e) How many Ordained Presbyters are currently in full time paid roles with Anglicare?
- (f) How many current Rectors in the Diocese will reach retirement age by the end of 2026?

To which the President replied –

I am informed that the answer is as follows –

- (a) 31. Another 21 students are in the process of approval for candidature, giving a total of 52.
- (b) Firstly, by year of study –

Year 1: There are no approved candidates but three students are currently seeking candidacy.

Year 2: There are two approved candidates and a further nine students currently seeking candidacy.

Year 3: There are nine approved candidates and a further nine students currently seeking candidacy.

Year 4: There are sixteen approved candidates.

Post-grad: There are four approved candidates.

Total: 52

Secondly, by gender –

There are two female students (both post-grads) who are candidates. There are fifty male students who are either candidates or seeking candidacy.

- (c) 59 (35 applicants and 24 accepted candidates).
- (d) The current Ordination Policy requires all men ordained as presbyters to have a theological degree from Moore College. Currently 57 have a BTh or BDiv, one is currently studying for a BTh and one has a MA (theol) from Moore College.
- (e) 16
- (f) 38.

17.2 Composition of the 52nd Synod

Mr Peter M.G. Young asked the following question –

- (a) As of 3 May 2021, are there any variations in the figures, which are contained in the table in paragraph 46 of the Standing Committee's Report on the Composition, Purpose and Role of Synod (43/17)?
- (b) If so, what are they?

To which the President replied –

I am informed that the answer is as follows –

The question is asking for the composition of the 52nd Synod. There are some differences as compared to the 51st Synod. Overall, the number of lay members of Synod has declined by two and the number of clergy members has increased by three.

A table showing a breakdown of the composition is provided with the answer on the notice board in the foyer on Level 3.

Synod membership	Lay	Clergy	Total
Parish Clergy (Part 4)		262	262
Parish Laypersons (Part 5)	500		500
Nominated Organisations (Part 6)	4	2	6
Nominated Clergy (Part 7)		27	27
Nominated Laypersons (Part 8)	27		27
Nominated Indigenous Representatives (Part 8A)	1		1
Other Members of Synod (Part 9)	3	8	11
Total	535	299	834
Percentage	64%	36%	

17.3 Hub and Spoke parish structure

Mr Peter M.G. Young asked the following question –

- (a) Is the proposed Hub and Spoke parish structure referred to in paragraph 47 of the Standing Committee's Report on Parish and Regional Restructure (dated 4 March 2021) to be adopted anywhere in the Diocese even in an experimental manner?
- (b) Has such structure been adopted in any form by the Diocese in the past 25 years and to date and if so, where?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes. Currently, 'pilot' Hub and Spoke parish structures are under active consideration.
- (b) Something similar to a Hub and Spoke parish structure has been implemented in several areas across the Diocese during the last 25 years. Examples include – Christ Church Inner West (Ashfield, Five Dock and Haberfield), St George North (Bexley, Bexley North and Carlton), Grace West (Glenmore Park and Mulgoa) and Neutral Bay and Kirribilli Anglican.

17.4 Impact of Hub and Spoke parish structure on composition of Synod

Mr Peter M.G. Young asked the following question –

- (a) Noting paragraph 50 of the Standing Committee's Report on the Composition, Purpose and Role of Synod (43/17), have the Standing Committee or others in the Diocese considered managing the numbers of Parts 4 and 5 members of Synod by taking into account the proposed Hub and Spoke parish structure referred to in paragraph 47 of the Standing Committee's Report on Parish and Regional Restructure (dated 4 March 2021)?
- (b) If so, in what way?

To which the President replied –

I am informed that the answer is as follows –

- (a) The matter raised has been noted in discussions but has not yet been formally considered.
- (b) Not applicable.

17.5 Flu vaccine

Canon Sandy Grant asked the following question –

- (a) What advice can parishes be given about whether having the flu vaccine could be considered a workplace requirement and if so, for which categories of ministers and staff, and what exemptions should be considered allowable?
- (b) Would the Stipends and Allowances Committee consider this matter in regard to the possibility of advising that the flu vaccine should be a legitimate expense which should be paid or reimbursed directly, or provided for as a permissible expense for a MEA under 11(2) of the Remuneration Guidelines?

To which the President replied –

I am informed that the answer is as follows –

Part (a) of the question is out of order under rule 6.3(4)(f) of the *Synod Standing Orders Ordinance 2019* as it seeks a legal opinion.

In respect to Part (b), the Stipends and Allowances Committee has considered the question and is of the view that the flu vaccine would be an allowable expense under the paragraph 11.2(d) of the Remuneration Guidelines.

17.6 Signing of the Statement of Personal Faith by School Board members

Ms Lyn Bannerman asked the following question –

In the Report from Standing Committee (Book 2, page 207, para 5.2) it advises that it has amended the rule in the Governance Policy for Diocesan Organisations which requires the signing of the statement of personal faith by all School Board members, except for alumni members, who, as an alternative, must sign a statement of support for the Christian ethos and charter of the school. The amendment removes this exception.

As this matter was well debated in Synod at the time, and the exception was made by a majority decision of Synod –

- (a) Acknowledging that the Policy had a time limit for the exception (July 2020), why was it not seen as appropriate for Synod to be given the opportunity to review the matter first, determining whether the exception should be extended, deleted or enshrined permanently?
- (b) Given the date of July 2020, why was the matter not brought to Synod before that date, that is in 2019?
- (c) Have there been serious issues arising in School Boards because of the exception, and if so, what are they?
- (d) If no known serious issues, why was the matter seen as urgent, by-passing Synod?
- (e) How many Principals and School Boards were consulted before this decision was made? Please name the Schools?
- (f) What was the feedback from such consultations, if any?
- (g) If there was little or no such consultation, why not?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under rule 6.3(4)(a) of the *Synod Standing Orders Ordinance 2019* as it contains assertions, in particular an untrue assertion that the amendments made by the Standing Committee removed an exception in the Policy allowing alumni members to sign an alternative form of statement.

Nonetheless, I can make the following comments.

The question of whether alumni appointed members on the boards of diocesan schools should be permitted to sign a statement of support for the Christian ethos of the school as an alternative to signing a statement of personal faith was debated and decided by the Synod in 2014. There was an extensive consultation process undertaken in respect to the Governance Policy at that time.

By resolution 23/14, the Synod determined that the alternative form of statement would remain available as an option for alumni members until 1 July 2020. Thereafter, any person appointed as an alumni representative on the governing board or council of a diocesan school must sign the statement of personal faith instead. The resolution amended the Policy to insert the words “before 1 July 2020”. These words operated as a ‘sunset’ provision on the availability of the alternative form of statement under the Policy. The amendment gave diocesan schools almost 6 years advanced notice of the change.

The Synod did not request that the matter be the subject of any further debate or review. There was no reason to bring the matter to Synod in 2019.

The amendments to the Policy that were made by the Standing Committee that are referred to the Report did not have any substantive effect. The substantive amendment was made by the Synod in 2014 when it set the 1 July 2020 end date. From this date the statement of support for Christian ethos became a ‘dead letter’ in the Policy. The amendments made by the Standing Committee merely removed redundant content from the Policy.

Finally, it should be noted that it is the constituting ordinance of the relevant school that determines whether and what form of statement is to be signed by an alumni appointed member. Appendix 2 of the Policy sets out guidelines to which these constituting ordinances are usually expected to conform. The policy guidelines do not have force and effect in relation to a particular diocesan school unless and until its ordinance is amended to reflect them.

17.7 Domestic Abuse Leave for Clergy

Mr David Barker asked the following question –

In relation to Item M7 – Domestic Abuse Leave for Clergy –

- (a) With respect to paragraph 23: What if the abuse is not physical violence and more of a psychological or financial nature? How does the policy address these types of violence? These are not as obvious, but also prevalent in the way abuse is perpetrated. It then becomes one person’s word against another person. How would the Diocese expect the wardens or parish council to deal with this situation? Especially in the granting of “leave”?
- (b) With respect to paragraph 32: The better approach may well be to leave it to each parish to discuss with the member of clergy the amount of leave required. However what if those charged with the discussion (e.g. Wardens or Parish Council) are not sympathetic or empathetic to the situation because they do not believe that the person alleged doing the abusing is actually an abuser? In that light is leave denied?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under rule 6.3(4) of the *Synod Standing Orders Ordinance 2019* as it contains assertions, expresses an opinion and offers an argument.

Nonetheless, I am able to comment as follows.

Domestic Abuse is a scourge on our society and as a diocese we are committed to ensuring incidences of Domestic Abuse are addressed in our church. Resources have been developed to help individuals and churches respond to domestic abuse. These are all available on the safe ministry website.

The definition of abuse in the Domestic Abuse Leave for Clergy is taken from the Domestic Abuse Policy. This definition is that:

‘Domestic abuse includes but is not limited to emotional, verbal, social, economic, psychological, spiritual, physical and sexual abuse. Such behaviour often seeks to control, humiliate, dominate or instil fear in the victim’

It is not intended that wardens and rectors attempt to determine the legitimacy of the abuse when applying the Policy. The movers of the motion at M7 have chosen the phrase “experiencing domestic abuse” to put the emphasis on the felt experiences and needs of the victim of the abuse. If a member of clergy does find themselves as a victim of abuse it is important they have the support and care of their rector and wardens. The member of clergy is also able to speak to the Archdeacon for Women’s Ministry, the Chaplain of the Professional Standards Unit, their Regional Bishop or the Anglicare Family and Domestic Violence Advisor. Female clergy in particular will be directly informed of the inclusion of this leave by the Archdeacon for Women’s Ministry should it pass the Synod, also alerting them to these avenues of support should they need them.

Regarding the amount of leave, the local parish is always able to offer more leave for clergy if the Wardens and/or Rector agree. This is also the case for annual leave or carer’s leave.

If a member of clergy reveals they are the victim of abuse, then like all victims and in line with our diocesan policy, we urge rectors and wardens to value, respect and listen to them, taking their disclosure seriously, and supporting them as appropriate.

17.8 Modification to the composition of a parish council

Mr Matthew Robson asked the following question –

Regarding the *Parish Administration Ordinance 2008* –

- (a) Schedule 2, Section 2.5 states that “Archbishop-in-Council may, on the application of the wardens, make any modification to the composition of the parish council in a particular case.” Could you please outline the steps involved in executing this process? May I have some examples of this clause in use if possible?
- (b) Schedule 2, Section 2.8 outlines the circumstances that would result in the end of parish councillor’s appointment. With regard to 2.8(1)(a)(v) “becomes mentally incapacitated”, what circumstances are required for this threshold to be met?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Archbishop-in-Council’s functions under rule 2.5 are exercised by the Regional Bishop acting with the concurrence of the Regional Council (see rule 9.6). Formally the only step required is for the Wardens to write to the relevant Regional Bishop to apply for the modification. It would be advisable for the Wardens to canvass any such proposals with the Parish Council beforehand and to make an informal approach to the Regional Bishop to obtain his preliminary views on the proposal before making an application.

One of the most common modifications to the composition of parish councils has been to provide for congregational representation. However this is less relevant for a Schedule 2 parish since the rules already allow the AGM to determine this matter itself. A multi-church parish that has a large number of congregations may still wish to make a modification to cap the number of representatives to keep the size of the parish council manageable.

- (b) Mental incapacity is defined in rule 1.1(5)(b). It arises if a person becomes an involuntary patient or a forensic patient or a correctional patient within the meaning of the *Mental Health*

*Act 2007 (NSW), or a protected person within the meaning of the *Trustee and Guardian Act 2009 (NSW)*.*

18. Motions

18.1 Terrey Hills: Classification as a Parish

The Rev Scott Tarrant moved –

‘Synod assents to the classification of Terrey Hills as a parish with effect from 1 July 2021.’

Seconded and carried by acclamation

Bishop Chris Edwards led the Synod in prayer for Terrey Hills.

18.2 Consecration of Archbishop of Sydney Ordinance 2021

Dr Robert Tong AM moved –

‘That the Consecration of Archbishop of Sydney Ordinance 2021 be approved in principle.’

Seconded

Dr Tong spoke in support of the proposed ordinance.

The President asked –

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

There were no questions.

The President asked –

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

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

The President asked –

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

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

Dr Tong moved –

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

Seconded and carried

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

Dr Tong moved –

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

Seconded and carried

Dr Tong moved –

‘That the Consecration of Archbishop of Sydney Ordinance 2021 pass as an ordinance of the Synod.’

Seconded and carried

18.3 **Synod Elections Ordinance 2000 Amendment Ordinance 2021**

Mr Daniel Glynn moved –

‘That Synod agree to consider passing the Synod Elections Ordinance 2000 Amendment Ordinance 2021 formally.’

Seconded and carried

Mr Glynn spoke in support of the proposed ordinance.

The President asked –

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

There were no questions.

Mr Glynn moved –

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

Seconded and carried

18.4 **Standing Committee Ordinance 1897 Amendment Ordinance 2021**

Mr Daniel Glynn moved –

‘That Synod agree to consider passing the Standing Committee Ordinance 1897 Amendment Ordinance 2021 formally.’

Seconded and carried

Mr Glynn spoke in support of the proposed ordinance.

The President asked –

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

There were no questions.

Mr Glynn moved –

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

Seconded and carried

18.5 **Synod Membership Ordinance 1995 Amendment Ordinance 2021**

Mr Daniel Glynn moved –

‘That Synod agree to consider passing the Synod Membership Ordinance 1995 Amendment Ordinance 2021 formally.’

Seconded and carried

Mr Glynn spoke in support of the proposed ordinance.

The President asked –

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

There were no questions.

Mr Glynn moved –

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

Seconded and carried

19. Presidential Address

The President delivered his address to the Synod.

20. Closure

20.1 Leadership of Bible studies

Having been granted leave, Mr Tony Willis moved–

‘Synod records its appreciation of the preaching and leadership of Canon Simon Manchester for the Synod Service.’

Seconded and carried by acclamation

20.2 Officers of the Synod

Having been granted leave, Bishop Gary Koo moved–

‘Synod records its appreciation of –

- (a) the President for his chairmanship, and
- (b) all members and staff who have contributed and supported the business of this session.’

Seconded and carried by acclamation

20.3 Minutes of 3 May 2021

Having been granted leave, Mr Daniel Glynn moved–

‘Synod authorises the President to sign the minutes of 3 May 2021 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.’

Seconded and carried

20.4 Adjournment

At 5.35 pm, Mr Tony Willis moved –

‘Synod adjourns without appointing another day of meeting, noting that the special session to elect an Archbishop will commence on 4 May 2021 at 4.30pm.’

Seconded and carried

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

Two Members of the)
Minute Reading Committee)

Signed by the President

17 May 2021

DRAFT