

Anglican Church of Australia Diocese of Sydney

First Session of the 53rd Synod Business Paper: Monday 11 September 2023

- A notation “B#” refers to Bills and “M#” refers to motions which are provided in the attached schedule: Bills and motions for the consideration of the Synod.
- The Synod Standing Orders are found on page 399 in Book 3: the Synod Standing Orders Ordinance 2019. See Part 5 of the Synod Standing Orders for ordinance procedures.

Following the Synod Service in the Cathedral at 1.30 pm, the Synod assembles in the Wesley Theatre, 220 Pitt Street Sydney at 3.15 pm.

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

2. The President tables a list of the members of the Synod.

3. Presidential Address

The President will Address the Synod at a time of his choosing.

4. The President tables a document appointing a commissary.

5. Calling of motions related to certain elections (item 6 on the business paper).

6. Elections

6.1 Anglican Church Property Trust Diocese of Sydney

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

(Mrs Briony Bounds / Archdeacon Simon Flinders)

6.2 Secretary of the Synod

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

(Dr Robert Tong AM / Archdeacon Simon Flinders)

6.3 Chair of Committee

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

(Dr Claire Smith / Archdeacon Simon Flinders)

6.4 Deputy Chair or Deputy Chairs of Committee

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

(Dr Claire Smith / Archdeacon Simon Flinders)

6.5 Committee of Elections and Qualifications

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

Mr Michael Easton	Mr Ian Miller
Archdeacon Simon Flinders	Dr Karin Sowada

(Bishop Gary Koo / Dr Robert Tong AM)

6.6 Committee for the Order of Business

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

The Secretary of Synod	Bishop Chris Edwards
Archdeacon Anthony Douglas	Dr Robert Tong AM

(Dr Karin Sowada / Archdeacon Simon Flinders)

6.7 Minute Reading Committee

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

Mrs Stacey Chapman	Mrs Patricia Jackson
Mr Clive Ellis	Mr Malcolm Purvis
Miss Jenny Flower	Dr Claire Smith
Mrs Jeanette Habib	

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

(Archdeacon Simon Flinders / Bishop Gary Koo)

7. Uncontested elections

A list of the uncontested elections will be laid upon the table, the results of which –

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

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

8. The minute book of the Standing Committee is tabled.

9. Petitions

10. Questions

The President tables a list of questions asked by members in accordance with Standing Order 6.3(2)(a).

11. The President invites members to give notice of motions.

12. Calling of motions (including procedural motions at item 13 and reception of reports at item 14) on the business paper.

13. Procedural motions

13.1 Arrangements concerning Daily Papers and amendments

Synod –

- (a) notes that it is proposed to prepare and print Daily Papers (usually including the Business Paper and Schedule of motions with amendments) in a consolidated form and provide them to members in the foyer of the Wesley Theatre from 2.15 pm on each day,
- (b) notes that the Daily Papers will be posted on the SDS website, www.sds.asn.au as soon as they are finalised,
- (c) in order to facilitate this process, agrees that amendments for inclusion in the Daily Papers for any day of the session must be received by the Synod Secretary (either on paper or by email sent to synodbusiness@sydney.anglican.asn.au) in a substantially complete form by 10.30 am to be included Daily Papers for that day, and
- (d) notes that amendments received by the Synod Secretary after that time or which are not in a substantially complete form may, where feasible, be projected on the overhead screen in the Wesley Theatre (if required to be considered on that day) but will otherwise be included in the Daily Papers for the following day.

(Mrs Briony Bounds / Archdeacon Simon Flinders)

13.2 Arrangements for the scheduling of business

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

- (a) on Wednesday 13 September (afternoon session, from 5.20pm), a presentation from Anglican Community Services (Anglicare) of up to 20 minutes, to be delivered by Mr Simon Miller, Chief Executive Officer, and the Rev Dr Andrew Ford, Chief Executive Community and Mission,
 - (b) on Monday 18 September (afternoon session, following the formal matters), a presentation, including visuals, for up to 10 minutes regarding Anglican Schools in the Diocese,
- and notes that the Standing Committee has approved the following being presented at a time determined at the discretion of the President –
- (c) a presentation from the Endowment of the See Corporation, including visuals, of up to ten minutes,
 - (d) a presentation from Sydney Diocesan Services, including visuals, of three minutes to be delivered by Mr Robert Wicks, Chief Executive Officer,
 - (e) a presentation from Anglican Church Growth Corporation, including visuals and prayer, of up to five minutes,

and agrees –

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

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

(Mrs Briony Bounds / Archdeacon Simon Flinders)

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

Synod, noting that –

- (i) a class action has commenced in relation to the Newmarch House 2020 COVID-19 outbreak, and

- (ii) a motion (M3) is on the Synod Agenda, which among other things seeks a report be provided to the Standing Committee on this matter when all inquiries and legal matters are resolved,

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

(Dr Robert Tong AM / Mrs Briony Bounds)

13.4 Presentation regarding Indigenous reconciliation and the Voice Referendum

Synod –

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

(Archdeacon Simon Flinders / Mrs Briony Bounds)

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

Synod –

- (a) notes that notice has been given of a series of procedural motions, set out under the heading for motion M20 (SAIPMC Statement on the Voice Referendum) in the Schedule of motions attached to this business paper, which are to be moved immediately prior to consideration of the motion at M20,
- (b) agrees to the following arrangements for consideration of the procedural motions –
 - (i) each procedural motion will be moved,
 - (ii) debate may proceed together on all the procedural motions,
 - (iii) each procedural motion will be put to the vote (unless it has lapsed),and suspends so many of the Standing Orders as would prevent these arrangements.

(Mrs Briony Bounds / Archdeacon Simon Flinders)

13.6 Arrangements for the consideration of M22 Australian Racing Christian Chaplaincy

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

(Mr James Flavin / Dr Karin Sowada)

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

Synod agrees to consider the motions at M24 (Diocesan Governance Policy – tiered model of governance), M25 (Diocesan Governance Policy – Christian faith and character), and M26 (Diocesan Governance Policy – Statement of Personal Commitment to Organisational Faithfulness) immediately following consideration of the motion at M12 (Review of the Governance Policy for Diocesan Organisations), currently scheduled for consideration during the evening session of Wednesday 13 September 2023.

(Mrs Briony Bounds / Bishop Chris Edwards)

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

Synod –

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

(Mrs Briony Bounds / Dean Sandy Grant)

13.9 Publication of presentation material

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

(Mrs Briony Bounds / Archdeacon Simon Flinders)

14. Tabling and reception of accounts and reports etc

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

The 2022 financial reports of the diocesan organisations marked with an asterisk () below are available on the Australian Charities and Not-for-profits Commission's website (www.acnc.gov.au).*

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 Growth Corporation as trustee for the Ministry Infrastructure Development Fund
- (4) Anglican Church Property Trust Diocese of Sydney as trustee for the Anglican Church Diocese of Sydney Grants Administration Fund *
- (5) Anglican Church Property Trust Diocese of Sydney as trustee for the Long Term Pooling Fund
- (6) Anglican Church Property Trust Diocese of Sydney
- (7) Anglican Media Council
- (8) Anglican Schools Corporation *
- (9) Anglican Youth and Education Diocese of Sydney (Youthworks) *
- (10) Archbishop of Sydney's Discretionary Trust
- (11) Arden Anglican School Council (The)
- (12) Arundel House Council
- (13) Barker College (The Council of)
- (14) Campbelltown Anglican Schools Council *
- (15) Endowment of the See Corporation as trustee of the Endowment of the See Property Fund
- (16) Evangelism and New Churches (The Board of)
- (17) Glebe Administration Board as trustee of the Diocesan Cash Investment Fund
- (18) Glebe Administration Board as trustee of the Diocesan Endowment
- (19) Illawarra Grammar School (The Council of The) *
- (20) King's School (The Council of The)
- (21) Living Faith Council
- (22) Macarthur Anglican Church School Council (The)

- (23) Ministry Training and Development (The Council of)
- (24) Moore Theological College Council *
- (25) Northern Regional Council
- (26) St Andrew's Cathedral School (The Council of)
- (27) St Andrew's House Corporation as trustee of the St Andrew's House Trust
- (28) St Catherine's School Waverley (The Council of)
- (29) South Sydney Regional Council
- (30) South Western Regional Council
- (31) Sydney Anglican Loans Board
- (32) Sydney Anglican Indigenous Peoples' Ministry Committee
- (33) Sydney Church of England Grammar School Council (Shore)
- (34) Sydney Diocesan Services
- (35) Tara Anglican School for Girls (The Council of)
- (36) Trinity Grammar School (The Council of)
- (37) Western Sydney Regional Council
- (38) William Clarke College Council *
- (39) Wollongong Regional Council

(Mrs Briony Bounds / Archdeacon Simon Flinders)

14.2 Annual reports due by 30 September

Synod notes that the following organisations have a financial year ending 30 June and that they are not due to submit their annual report and a copy of their audited accounts until 30 September –

- Archbishop of Sydney's Anglican Aid (The) *
- Archbishop of Sydney's Anglican Aid (The), as trustee of the Archbishop of Sydney's Overseas Ministry Fund *
- Archbishop of Sydney's Anglican Aid (The), as trustee of the Archbishop of Sydney's Overseas Relief and Aid Fund *
- Anglican Community Services*

(Mrs Briony Bounds / Archdeacon Simon Flinders)

14.3 Standing Committee and other special reports

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

- (1) 2023 Report of the Standing Committee
- (2) Synod Funds Amalgamated Annual Financial Report for 2022
- (3) Parish Funds Amalgamated Annual Financial Report for 2022
- (4) Synod – St Andrew's House Fund Annual Financial Report for 2022
- (5) Amendment to *Faithfulness in Service: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers*
- (6) Anglican Church Property Trust Annual Report 2022
- (7) Consumption of alcohol in the parish context: update to the 2009 report
- (8) Diocesan Doctrine Commission's terms of reference
- (9) Discontinuation of the Affiliated Churches Program (46/19)
- (10) Doctrine Commission Report: A Theological Reflection on the Parish System (19/22)
- (11) Doctrine Commission Report: The Doctrine of Concupiscence and its Relevance to the Experience of Same-Sex Attraction
- (12) Domestic Violence Response Monitoring Committee: Progress Report (23/18 | 13/22)
- (13) General Synod 2022 Legislation

- (14) Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (7/22)
- (15) Leadership of Indigenous Ministry in the Diocese
- (16) Ministry Spouse Support Fund Report Annual Report for 2022
- (17) Ordinances passed by the Standing Committee (since August 2022)
- (18) Pastoral Supervision in the Diocese of Sydney (54/22)
- (19) Performance Appraisals of Ministry Workers (54/22)
- (20) Property priorities to progress Indigenous ministry (22/22)
- (21) Purpose and priorities for our Diocesan Fellowship
- (22) Recommendations from the Education Committee (28/22 | 29/22 | 30/22)
- (23) Regional Councils' Annual Reports for 2022
- (24) Reporting on the National Redress Scheme (Annual Report) (42/18)
- (25) Review of the Governance Policy for Diocesan Organisations (6/22)
- (26) Safe Ministry Board and the Office of the Director of Safe Ministry Annual Report 2022-2023
- (27) South Western Region buildings and property strategy (15/22)
- (28) Statement of Funding Principles and Priorities 2025-2027
- (29) The commencement of voluntary assisted dying in NSW
- (30) Stipends, Allowances and Benefits for 2024 (2/05)
- (31) Work Outside the Diocese (16/22)
- (32) Explanatory statements and reports on Bills

(Mrs Briony Bounds / Archdeacon Simon Flinders)

15. Motions for consideration by the Synod

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

Bills and motions for the consideration of the Synod

- A notation “B#” refers to Bills and “M#” refers to motions. These reference numbers and associated motions will remain consistent throughout this session of Synod.
- *Italicised text under motion headings indicates the arrangements as proposed in the procedural motions on the business paper.*
- Any amendments to motions listed below, unless otherwise indicated, have not yet been moved. Accordingly, the motion may be put on the callover, 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
 - ○ cannot be taken on the callover (being a bill for an ordinance, a proposed policy, or a matter which is scheduled for consideration at a particular time).

11 September 2023

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

- ○ **B1 General Synod – Constitution Amendment (Mandatory Suspension) Canon 2022 Assenting Ordinance 2023**
Monday 11th (evening session)
- Synod will be asked to consider the General Synod – Constitution Amendment (Mandatory Suspension) Canon 2022 Assenting Ordinance 2023.
- (Bk 1 p.160) (Dr Robert Tong AM / Bishop Michael Stead)
- ○ **B2 General Synod – Constitution Amendment (Mandatory Deposition) Canon 2022 Assenting Ordinance 2023**
Monday 11th (evening session)
- Synod will be asked to consider the General Synod – Constitution Amendment (Mandatory Deposition) Canon 2022 Assenting Ordinance 2023.
- (Bk 1 p.165) (Dr Robert Tong AM / Bishop Michael Stead)
- ○ **B3 General Synod – Safe Ministry Legislation Amendments Canon 2022 Adopting Ordinance 2023**
Monday 11th (evening session)
- Synod will be asked to consider the General Synod – Safe Ministry Legislation Amendments Canon 2022 Adopting Ordinance 2023.
- (Bk 1 p.170) (Dr Robert Tong AM / Bishop Michael Stead)
- ○ **B4 Pastoral Supervision Ordinance 2023**
Monday 18th, from 8.00pm (evening session). Following this matter, M16 is to be considered.
- Synod will be asked to consider the Pastoral Supervision Ordinance 2023.
- (Bk 1 p.193) (Bishop Peter Lin / Archdeacon Kara Hartley)

- **B5 Parochial Cost Recoveries Ordinance 2023**
Tuesday 12th, from 4.30 pm (afternoon session), following B6
- Synod will be asked to consider the Parochial Cost Recoveries Ordinance 2023.
- (Bk 1 p.135) (Canon Phillip Colgan / Mr John Pascoe)
- **B6 Synod Appropriations and Allocations Ordinance 2023**
Tuesday 12th, from 4.30 pm (afternoon session), following M6
- Synod will be asked to consider the Synod Appropriations and Allocations Ordinance 2023.
- (Bk 1 p.152) (Canon Phillip Colgan / Mr John Pascoe)
- **B7 Synod Standing Orders Ordinance 2019 Amendment Ordinance 2023**
- Synod will be asked to consider the Synod Standing Orders Ordinance 2019 Ordinance 2023.
- (Bk 1 p.198) (Archdeacon Anthony Douglas / Mrs Briony Bounds)
- **B8 Ministry Standards Ordinance 2017 Amendment Ordinance 2023**
- Synod will be asked to consider the Ministry Standards Ordinance 2017 Amendment Ordinance 2023.
- (Bk 2 p.306) (Mr Michael Easton / The Rev David Mears)
- **B9 Responding to Domestic Abuse: Policy and Good Practice Guidelines**
Wednesday 13th (afternoon session), following formal matters. Following this matter, M27 is to be considered.
- Synod, noting the report 'Domestic Violence Response Monitoring Committee Progress Report', adopts the updated *Responding to Domestic Abuse: Policy and Good Practice Guidelines* as a policy of the Synod.
- (Bk 2 p.312) (Dean Sandy Grant / Archdeacon Kara Hartley)

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

There are no proposed ordinances or policies under this heading.

III. Other motions by request of the Standing Committee

- **M1 Amendments to *Faithfulness in Service***
- Synod, noting the report 'Amendments to *Faithfulness in Service*: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers', adopts the amendments to *Faithfulness in Service* as set out in the report.
- (Bk 1 p.59) (Mrs Briony Bounds / Archdeacon Simon Flinders)
- **M2 Consumption of alcohol in the parish context**
- Synod, noting the report 'Consumption of alcohol in the parish context: update to the 2009 report' and the associated updated report on 'Consumption of Alcohol in the Context of Parishes, Churches, Congregations and Fellowships in the Anglican Church Diocese of Sydney' (**the updated Report**) –

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

(Bk 1 p.61)

(Dean Sandy Grant)

○○ M3 **Response to Newmarch House 2020 COVID-19 Outbreak**

Synod, noting that it resolved in 2022 that when all inquiries and legal matters are resolved, and the matter was no longer *sub judice*, Anglicare Sydney prepare a report on the steps and actions that have been taken to address the specific and broader issues and challenges revealed by the COVID-19 outbreak at Newmarch House in 2020 –

- (a) notes that the Newmarch House 2020 COVID-19 outbreak remains *sub judice* as –
 - (i) the Report of the coronial inquest into the Newmarch House 2020 COVID-19 outbreak has not yet been released, and
 - (ii) a class action has been filed in relation to the outbreak, and
- (b) requests that, when all inquiries and legal matters are resolved, the Board and executive team of Anglicare Sydney prepare a report to the Standing Committee on the steps and actions that have been taken to address the specific and broader issues and challenges revealed by the COVID-19 outbreak at Newmarch House in 2020.

(Mr Simon Miller / Bishop Gary Koo)

●● M4 **Purpose and priorities for our Diocesan Fellowship** *Tuesday 12th (afternoon session), following formal matters*

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

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

(Bk 1 p.103)

(Archdeacon Simon Flinders / Bishop Michael Stead)

●● M5 **Diocesan Organisations pursuing the broader charitable purposes of the Diocese** *Tuesday 12th (afternoon session), following M4*

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

- (a) recognises the document *Purpose and Priorities for our Diocesan Fellowship* as an expression of the “broader charitable purposes of the Diocese” for the purposes of the Synod’s *Governance Policy for Diocesan Organisations*,
- (b) notes that, in conformity with the Synod’s Governance Policy, a number of diocesan organisations have sought and obtained amendments to their constituting ordinances which expressly permit them to pursue their specifically mandated purpose in a manner which also advances the broader charitable purposes of the Diocese,
- (c) regards such amendments as a tangible expression of commitment to working together as part of the broader diocesan network and encourages all diocesan organisations, to the extent they are legally able to do so, to consider seeking such amendments,

- (d) requires all Category Two and Category Three diocesan organisations (under the *Accounts, Audits and Annual Reports Ordinance 1995*), except for schools, to annually report to Synod a summary of the steps they have taken in pursuit of the broader charitable purposes of the Diocese, and
- (e) encourages all Diocesan schools (mentioned in Category Three of the *Accounts, Audits and Annual Reports Ordinance 1995*) to annually report to Synod a summary of the steps they have taken in pursuit of the broader charitable purposes of the Diocese.

(Mr Simon Miller / Mr Peter Fowler)

●○ **M6 Statement of Funding Principles and Priorities 2025-2027**

Tuesday 12th, from 4.30 pm (afternoon session)

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

(Bk 1 p.105)

(Canon Phillip Colgan / Mr John Pascoe)

●○ **M7 Archdeacon Narelle Jarrett**

Tuesday 19th (afternoon session), following formal matters

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

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

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

(Archdeacon Kara Hartley / Dr Karin Sowada)

○○ **M8 Leadership of Indigenous Ministry in the Diocese**

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

- (a) expresses its gratitude for the work of the volunteers who serve on the Sydney Anglican Indigenous Peoples' Ministry Committee (**SAIPMC**),
- (b) notes the report from the SAIPMC that Indigenous ministry in the Diocese is hampered because a committee of volunteers is not able to lead and drive the vision for Indigenous ministry (and true gospel reconciliation) across our Diocese and beyond,
- (c) expresses in-principle support for the recommendation of SAIPMC for the recognition and appointment of an Indigenous person (or persons) to lead and represent Indigenous ministry in our Diocese,
- (d) requests the Standing Committee to appoint a committee to explore how best to implement the recommendation of SAIPMC. The committee should consider –
 - (i) the scope of the role,

- (ii) whether this role should be full time or part time, and/or a possible staged implementation,
 - (iii) whether there should be Indigenous representation on the Standing Committee,
 - (iv) the appropriate form of appointment (e.g., Canon, Archdeacon or Bishop), and
 - (v) the funding of this role, and
- (e) requests, to the extent that the recommendations of the committee require ordinance changes, that such changes be brought to the next session of the Synod for consideration.

(Bk 1 p.98)

(Bishop Michael Stead / The Rev Nigel Fortescue)

○○ M9 Diocesan Doctrine Commission's terms of reference

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

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

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

(Bk 1 p.77)

(Archdeacon Simon Flinders / The Rev Dr Mark Thompson)

○○ M10 Commencement of voluntary assisted dying in NSW

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

- (a) gives praise and thanks to God for his continued goodness in the provision of care and support to older persons living in residential aged care homes by Anglican Community Services (**Anglicare Sydney**),
- (b) thanks the members of the Archbishop's Working Group on Voluntary Assisted Dying and recommends the Working Group's Report to all who consider the passage of the *Voluntary Assisted Dying Act 2022 (NSW)* (**Act**) to be a tragedy for our society and a profound challenge for the church,
- (c) commends the decision by Anglicare Sydney to continue providing aged care services whilst adopting an approach that refuses to actively support euthanasia but complies with the Act, regulations and guidelines,
- (d) prays for the care and protection of all residents, their families and friends, and the staff, executives, and Board of Anglicare Sydney, as access to voluntary assisted dying becomes available on 28 November 2023 and beyond, and
- (e) reaffirms its opposition to voluntary assisted dying and calls on the NSW Parliament to repeal the Act, and failing that to administer the Act in such a manner as to permit faith-based organisations, including residential aged care providers, who oppose euthanasia on the grounds of institutional conscientious objection, not to participate in, facilitate or permit voluntary assisted dying in or at their premises, facilities or services in any way.

(Bk 1 p.61)

(Mr Greg Hammond OAM / Bishop Michael Stead)

●○ M11 Grace City Church

Tuesday 19th (afternoon session), following formal matters

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

(The Rev Tim Clemens / Bishop Michael Stead)

●○ **M12 Review of the Governance Policy for Diocesan Organisations**

Wednesday 13th (evening session)

Synod, noting the report 'Review of the Governance Policy for Diocesan Organisations' –

- (a) affirms that churches, schools and organisations to which the policy is proposed to apply, in pursuing their individual charitable purpose(s), are partners in our shared ministry, and part of a network collectively seeking to advance the broader charitable purposes of the Diocese while maintaining high standards of governance,
- (b) confirms the importance of churches, schools and organisations to which the policy is proposed to apply pursuing their individual charitable purpose(s) in a manner which is consistent with the doctrines, tenets and beliefs of the Anglican Church in the Diocese of Sydney,
- (c) requests Synod members, churches, schools and organisations to which the policy is proposed to apply, to review the Exposure Draft and provide feedback to the Governance Policy Review Committee by 31 December 2023, and
- (d) requests that a further revised form of the Governance Policy be brought back to the Synod in 2024 incorporating, as appropriate, comments and feedback from Synod members, churches, schools and organisations to which the policy is proposed to apply.

(Bk 2 p.273)

(Bishop Chris Edwards / Mr Greg Hammond OAM)

●○ **M13 Partnership with Anglican Schools**

Monday 18th (afternoon session), following formal matters

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

- (a) acknowledges and thanks Anglican Schools for their work as partners in the mission and ministry of the Diocese,
- (b) requests the draft statement on Reformed Anglican Education be presented to School Principals for their consideration and comment, including at the next Ascension Day meeting of Principals, with a view to adoption as a policy of the Synod in 2024, and
- (c) encourages participation in mentoring, professional development and networking through diocesan associations and professional bodies.

(Bk 2 p.259)

(The Rev Dr Michael Jensen / Bishop Chris Edwards)

●○ **M14 Archbishop's Education Advisor**

Monday 18th (afternoon session), following M13

Synod requests –

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

(Bishop Chris Edwards / Canon Craig Roberts)

●○ **M15 Training opportunities for Anglican educators**

Monday 18th (afternoon session), following M14

Synod recommends that the Standing Committee –

- (a) request SDS to include instructional training that provides contextual information about the Diocese and its structures in conjunction with SDS supported AICD governance courses, and to offer this training or an alternate version to diocesan school staff (possibly using a similar online platform as is currently operating for safe ministry training),
- (b) request the education advisor to report to the Standing Committee on the creation of tertiary training programs for school chaplains, assistant chaplains, and Christian Studies teachers, including the development of a sample K-12 Christian Studies curriculum,

- (c) request Youthworks to develop training units to support the teaching of the Bible in primary schools, and distinctive Christian teaching, and
- (d) consider ways to fund such requests.

(The Rev Dr Gavin Perkins / Bishop Chris Edwards)

●○ **M16 Pastoral Supervision in the Diocese of Sydney**

Monday 18th (evening session), following B4

Synod, noting the report 'Pastoral Supervision in the Diocese of Sydney' –

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

(Bk 2 p.237)

(Bishop Peter Lin / Archdeacon Kara Hartley)

●○ **M17 Performance Appraisals of Ministry Workers**

Monday 18th (evening session), following M16

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

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

(Bk 2 p.243)

(The Rev Dr Raj Gupta / Bishop Michael Stead)

○○ **M18 Discontinuation of the Affiliated Churches Program**

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

(Bk 2 p.223)

(The Rev Philip Wheeler / Dr Claire Smith)

○○ **M19 South Western Region buildings and property strategy**

Synod, noting the report 'South Western Region buildings and property strategy' –

- (a) notes that the members of Synod have been invited to provide feedback on the draft South Western Region Buildings and Property Strategy, and that they can send their feedback on the Strategy to the Diocesan Secretary (DiocesanSecretary@sydney.anglican.asn.au) by 15 November 2023,
- (b) requests the Standing Committee to consider approving the South Western Region Buildings and Property Strategy, having taken into account the feedback from Synod members, and
- (c) requests the Standing Committee to prepare the remaining four Regional strategies and an over-arching Diocesan-wide ministry-directed property strategy and report back to the next session of the Synod.

(Bk 2 p.300)

(Bishop Peter Lin / The Rev Philip Wheeler)



M20 SAIPMC Statement on the Voice Referendum

Tuesday 12th (evening session)

Procedural motions

These procedural motions are proposed to test the mind of the Synod on a range of matters. Procedural motion 1 seeks a decision about whether there is to be debate on M20.

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

(Archdeacon Simon Flinders / Bishop Michael Stead)

Procedural motion 2 seeks a decision about the type of debate to be allowed on M20. If procedural motion 1 is passed, this motion will lapse.

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

(Archdeacon Simon Flinders / Bishop Michael Stead)

Procedural motion 3 seeks a decision about whether there is to be a vote on M20.

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

(Archdeacon Simon Flinders / Bishop Michael Stead)

Procedural motion 4 seeks a decision about whether the Synod will consider any further motions at this session about the Voice Referendum.

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

(Archdeacon Simon Flinders / Bishop Michael Stead)

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

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

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

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

(Mrs Briony Bounds / Archdeacon Simon Flinders)

●○ **M21 Provisional Parish of Leppington**
Tuesday 19th (afternoon session), following formal matters

Synod thanks God for the new Provisional Parish of Leppington in the South Western Region which commenced from 1 November 2022 and prays for the new rector, the Rev Mike Leite, and the congregation in this new phase of ministry and mission in the greenfields.

(Bishop Peter Lin / The Rev Philip Wheeler)

IV. Motions by request of a regional council

There are no motions under this heading.

V. Motions deferred by the previous ordinary session of Synod

There are no motions under this heading.

VI. Motions received by the Secretary of the Synod

●○ **M22 Australian Racing Christian Chaplaincy**
Wednesday 13th (afternoon session), immediately prior to the dinner break

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

(Mr James Flavin / Dr Karin Sowada)

○○ **M23 50th Anniversary of Robert Menzies College**

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

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

(Ms Nicola Warwick-Mayo / Mr Greg Hammond OAM)

●○ **M24 Diocesan Governance Policy – tiered model of governance**
Wednesday 13th (evening session), following M12

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

(Mr Greg Hammond OAM / Ms Anne Robinson AM)

●○ **M25 Diocesan Governance Policy – Christian faith and character**

Wednesday 13th (evening session), following M24

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

(Bishop Chris Edwards / Mr Greg Hammond OAM)

●○ **M26 Diocesan Governance Policy – Statement of Personal Commitment to Organisational Faithfulness**

Wednesday 13th (evening session), following M25

Synod endorses the requirement for governors and leaders to provide a signed Statement of Personal Commitment to Organisational Faithfulness substantially in the form contained in the Exposure Draft, noting that this commitment is not intended to be a substitute for requiring that governors and leaders be of Christian faith and character, and that feedback has been requested on this requirement.

(Ms Anne Robinson AM / Mr Greg Hammond OAM)

●○ **M27 Implementation of the Domestic Abuse Policy**

Wednesday 13th (afternoon session), following B9

Synod respectfully encourages parish councils to –

- (a) familiarise themselves with the newly revised Diocesan Domestic Abuse Policy,
- (b) adopt the revised model parish domestic abuse policy (Appendix 7),
- (c) display and otherwise utilise resources such as –
 - (i) posters from the Office of the Director of Safe Ministry (**ODSM**),
 - (ii) the Policy's flow chart and table of contacts,
 - (iii) "The Use and Misuse of Scripture with Regard to Domestic Abuse" (Appendix 2), and
 - (iv) other language resources of the same, where available from the ODSM,
- (d) make links to local domestic violence services,
- (e) appoint a domestic abuse contact person within the parish, and
- (f) request their rector to –
 - (i) teach clearly and periodically in this area in line with the policy,
 - (ii) ensure training for parish clergy and church workers in the area of domestic abuse response is ongoing and refreshed,
 - (iii) consider primary prevention programs such as "Before It Starts" for youth groups,
 - (iv) review the approach used by parish clergy to marriage preparation and enrichment for sensitivity to domestic abuse dynamics (noting Appendix 9), and
 - (v) consider training in the dynamics of trauma, with resources from Anglican Deaconess Ministries' Mental Health & Pastoral Care Institute providing a possible starting point.

(Archdeacon Kara Hartley / Dean Sandy Grant)

○○ **M28 Online Sports Betting – Federal Harm Reduction**

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

- (a) thanks the Federal Government for the steps they have already taken to address the public health crisis that is caused by online sports betting; in particular that the Federal Government has –
 - (i) introduced the "You win some, you lose more" campaign which mandated clearer warnings about the harms of online sports betting,

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

(Dean Sandy Grant / The Rev Andrew Schmidt)

☉ M29 NSW Poker Machine Use – State Harm Reduction

Synod, noting that –

- (i) Almighty God calls on governing rulers to “defend the weak and the fatherless; uphold the cause of the poor and the oppressed” (Psalm 82:3), and
- (ii) \$8 billion is lost annually through poker machines in NSW (i.e., approximately \$23 million every day), disproportionately from lower socioeconomic areas of NSW, where poker machines are often most concentrated,
- (a) thanks the NSW State Government for the steps it has already taken to address the public health crisis that is caused by poker machine gambling in NSW; in particular that the NSW State Government has –
 - (i) shepherded legislation through the NSW Parliament to ban political donations from licensed clubs with poker machines,
 - (ii) instructed Liquor & Gaming NSW to enforce laws already in place to eliminate external gambling-related advertising, and
 - (iii) committed to a trial of a mandatory cashless gambling card system for poker machines in NSW, to be overseen by an independent advisory panel comprised of industry, harm minimisation, academic, cyber crime, police, and union representatives,
- (b) calls on the NSW Government to implement this trial as swiftly as possible, within a framework of pre-implementation testing for a mandatory cashless gaming card, which public health, law enforcement and welfare policy experts have already recommended as a most effective harm minimisation method, both for problems caused by gambling and by money-laundering,
- (c) requests that the Diocesan Secretary communicate the contents of this resolution to the Premier of NSW, the NSW Leader of the Opposition, and the Minister for Gaming and Racing, and
- (d) encourages all members of Synod to write to their local Members of the Parliament of NSW urging them to work diligently towards reducing the misery caused by poker machine gambling.

(The Rev David Yung / Mr Simon Miller)

○○ M30 Hungry or Homeless – Tough Choices in a Cost-Of-Living Crisis

Synod –

- (a) notes the excellent qualitative research report “Hungry or Homeless – Tough Choices in a Cost-Of-Living Crisis” published in May 2023, that details the confronting strategies that low income households are utilising to cope with current high inflation environment, involving rising rental, interest rates, food and energy prices, such as going without food or heating or medical care so as to avoid eviction and the threat of homelessness,
- (b) acknowledges that too many are impoverished in our society and are unable easily to experience the contentment that Scripture both prays for and urges, when it says, “Give me neither poverty nor riches, but give me only my daily bread” (Proverbs 30:8) and “if we have food and clothing, we will be content with that” (1 Timothy 6:8),
- (c) is thankful for our churches' partnership with Anglicare in delivering emergency food and financial aid, financial counselling, access to case management and advocacy, since we remember that “If anyone has material possessions and sees a brother or sister in need but has no pity on them, how can the love of God be in that person?” (1 John 3:17), and recommits our members to this partnership,
- (d) notes that report’s conclusion that, “A coordinated, multifaceted approach by all levels of government is required which targets the low level of JobSeeker and rapidly expands the supply of social and affordable housing. The levels of hardship being experienced by so many in our community, many of whom are children, need to be addressed if we are to ensure that people are not going hungry, can pay their bills and are not at risk of homelessness”, and therefore
- (e) encourages local church ministers and members to contact their federal and state MPs urging prompt practical action in light of the above, towards the improvement of our social welfare safety net and increased supply of affordable and public housing.

(Dean Sandy Grant / Mr Simon Miller)

●● M31 Box Hill

Tuesday 19th (afternoon session), following formal matters

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

(Bishop Gary Koo / The Rev Philip Wheeler)

○○ M32 World Mental Health Day – 10 October 2023

Synod, noting that over two in five Australians aged 16-85 years (43.7% or 8.6 million people) are estimated to have experienced a mental disorder at some time in their life, encourages our parishes to raise awareness of the prevalence of mental health issues in our churches and communities, and of available resources and support, by promoting, participating in and praying for World Mental Health Day (October 10), including by using the resources from The Mental Health and Pastoral Care Institute (<https://mentalhealthinstitute.org.au/for-churches/world-mental-health-day/>).

(Bishop Gary Koo / The Rev Michael Paget)

○○ M33 Youthworks’ ministries

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

- (a) the Port Hacking conference centres that are undergoing significant improvements to their accommodation units to enable more people from more churches to have more time in temporary Christian community, and

- (b) the creation of a secure Salesforce portal to assist local church SRE coordinators in more easily administering their SRE teachers thereby freeing up more volunteer ministry time for face to face gospel ministry,

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

(The Rev Tom Hargreaves / The Rev Stuart Crawshaw)

○○ **M34 Ministry Standards Ordinance 2017**

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

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

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

(The Rev Craig Schafer / Canon Phillip Colgan)



Timetable for Synod Business

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

Monday 11 September 2023	
3.15 – 4.30 pm	Prayer and Formal matters <i>Thereafter, other business as per the business paper</i>
4.30 – 5.30 pm	Presidential Address
7.00 pm +	Presentation: Indigenous reconciliation and the Voice Referendum B1: General Synod – Constitution Amendment (Mandatory Suspension) Canon 2022 Assenting Ordinance 2023 B2: General Synod – Constitution Amendment (Mandatory Deposition) Canon 2022 Assenting Ordinance 2023 B3: General Synod – Safe Ministry Legislation Amendments Canon 2022 Adopting Ordinance 2023 <i>Thereafter, other business as per the business paper</i>

Tuesday 12 September 2023	
3.15 – 4.30pm	Bible Study/prayer and Formal matters M4: Purpose and Priorities for the Diocesan Fellowship M5: Diocesan Organisations pursuing the broader charitable purposes of the Diocese
4.30 – 5.45 pm	M6: Statement of Funding Principles and Priorities 2025-2027 B6: Synod Appropriations and Allocations Ordinance 2023 B5: Parochial Cost Recoveries Ordinance 2023 <i>Thereafter, other business as per the business paper</i>
7.00 pm +	M20: Voice Referendum 2023 <i>Thereafter, other business as per the business paper</i>

Wednesday 13 September 2023	
3.15 – 5.20 pm	Bible Study/prayer and Formal matters B9: Responding to Domestic Abuse: Policy and Good Practice Guidelines M27: Implementation of the Domestic Abuse Policy <i>Thereafter, other business as per the business paper</i>
5.20 – 5.45 pm	Presentation: Anglicare M22: Australian Racing Christian Chaplaincy
7.00 pm +	M12: Review of the Governance Policy for Diocesan Organisations M24: Diocesan Governance Policy – tiered model of governance M25: Diocesan Governance Policy – Christian faith and character M26: Diocesan Governance Policy – Statement of Personal Commitment to Organisational Faithfulness <i>Thereafter, reserved for business commenced but not yet completed</i>

Monday 18 September 2023	
3.15 – 5.45 pm	Bible Study/prayer and Formal matters Presentation: Anglican Schools in the Diocese M13: Partnership with Anglican Schools M14: Archbishop's Education Advisor M15: Training opportunities for Anglican educators <i>Thereafter, other business as per the business paper</i>
7.00 – 8.00 pm	<i>Mission hour</i>
8.00 pm +	B4: Pastoral Supervision Ordinance 2023 M16: Pastoral Supervision in the Diocese of Sydney M17: Performance Appraisals of Ministry Workers <i>Thereafter, other business as per the business paper</i>

Tuesday 19 September 2023	
3.15 – 5.45 pm	Bible Study/prayer and Formal matters M7: Archdeacon Narelle Jarrett M11: Grace City Church M21: Provisional Parish of Leppington M31: Box Hill <i>Thereafter, other business as per the business paper</i>
7.00 pm +	<i>Thereafter, other business as per the business paper</i>