

# 53<sup>rd</sup> Synod of the Diocese of Sydney

## First Session

### Minutes of Proceedings of the Synod for Wednesday 13 September 2023

#### 1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

#### 2. Prayers

Prayers were read by Archdeacon Kara Hartley.

#### 3. Bible study

The Rev Andrew Rees led the Bible study.

#### 4. Minutes

The President signed the minutes for Tuesday 12 September 2023.

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

##### 5.1 **President of the Diocesan Tribunal**

Mr Samuel Doherty asked the following question –

Who is the current president of the Diocesan Tribunal?

To which the President replied –

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

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

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

#### 6. Answers to Questions asked on Tuesday 12 September

##### 6.1 **Moore College enrolments**

The Rev Dr Raj Gupta asked the following question –

In relation to Moore College enrolments:

- (a) How many students (male, female and total) are enrolled in a Bachelor of Theology or Bachelor of Divinity:
  - (i) First year,

- (ii) Second year,
- (iii) Third year, and
- (iv) Fourth year
- (b) How many ordination candidates are there in each year of College?
- (c) What is the number of first year students (in a Bachelor of Theology or Bachelor of Divinity degree) in each of the last 5 years?

To which the President replied –

I am informed that the answer is as follows –

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

There are also 2 ordination candidates enrolled at Youthworks College.

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

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

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

## 6.2 Parish statistics

The Rev Dr Raj Gupta asked the following question –

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

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

To which the President replied –

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

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

Professor Bernard Stewart AM asked the following question –

Does a state of breached, broken or withdrawn fellowship exist between the Diocese of Sydney and any diocese(s) within the Anglican Church of Australia as a consequence of such a

diocese(s) authorising or acknowledging the ordination of women as priests or the consecration of women as bishops?

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

To which the President replied –

I am informed that the answer is as follows –

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

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

#### 6.4 Minister burnout

The Rev Nigel Fortescue asked the following question –

Could you please indicate –

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

To which the President replied –

I am informed that the answer is as follows –

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

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

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

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

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

#### 6.5 Synod Resolution 42/22

The Rev Jason Veitch asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

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

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

## 6.6 Coledale Frontyard Church

The Rev Dr Andrew Ford asked the following question –

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

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

To which the President replied –

I am informed that the answer is as follows –

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

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

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

- (c) Other Indigenous ministries, that can be supported through donations via the Anglicare Sydney website include:

Macarthur Indigenous Reconciliation Ministry

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

One4Life Redfern

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

Walgett Indigenous Ministry

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

## 6.7 Acknowledgement of country

Dr Fletcher Cole asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

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

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

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

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

## 6.8 NCLS statistics

The Rev Dominic Steele asked the following question –

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

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

To which the President replied –

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

## 6.9 Anglicare’s Mary Andrews Village

Mr James Mayfield asked the following question –

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

- (a) Did Anglicare call a meeting of independent living unit (i.e. retirement living) residents of Mary Andrews Village, South Hurstville on Wednesday 30 August 2023? If so –
  - (i) Were those residents informed that retirement living at that village would be closed and that they would have 12 months to move out?
  - (ii) Did Anglicare provide any written materials to residents at the meeting?

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

To which the President replied –

I am informed that the answer is as follows –

Yes.

- (a) Yes.
  - (i) Residents were advised that the village would be closed but that they would all be relocated at a nearby village in higher quality and newer accommodation at no cost.
  - (ii) No. Written information has been provided subsequently and Anglicare representatives are meeting individually with residents.

- (iii) No.
- (b) No.
- (c) A Board committee with appropriate delegation on the recommendation of management.
- (d) A wide range of factors is considered in the development of Anglicare's property decisions, including potential impacts on residents and how best to ensure people are living in flourishing, healthy communities surrounded by appropriate care. Anglicare believes that Mary Andrews Retirement Living Village no longer provides that care.
- (e) Residents have the opportunity to move to another Anglicare village at no financial cost. If a resident wishes to leave to another provider, then Anglicare will honour the terms of the resident contract.
- (f) The village will close in 12 months time and all residents will be offered relocation to a nearby village in higher quality and newer accommodation at no cost. Anglicare is working closely and individually with each resident.
- (g) Anglicare believes the village is no longer fit for purpose given its age, size and condition.
- (h) 2902.
- (i) 14; 0.05%.
- (j) Nil. Note that Anglicare has more than 400 retirement living units within 15 minutes of Mary Andrews Village.
- (k) Anglicare has been providing aged care and retirement living services for some 90 years and over that period of time has closed and opened dozens of homes and villages. Anglicare manages its property portfolio to ensure its facilities continue to meet the needs of seniors and provide high quality care. There are no unannounced closures.
- (l) No.
- (m) Refer to answer to part (k).
- (n) No.

#### 6.10 **Bishopscourt costs**

Mr James Mayfield asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

- (a) Bishopscourt was sold in March 2016 for \$18m. After disbursements, including agent's fees, the net proceeds were \$17.7m.
- (b) In October 2017, \$3.25m was paid to acquire the site in Glebe.
- (c) The property acquired in Glebe did not have a residential dwelling on it. Therefore, the amount paid to acquire the property approximated the value of the land.

- (d)
- (i) When Bishops Court was sold in March 2016, \$7m of the net sale proceeds were originally allocated to acquire a new residence for the Archbishop. \$3.25m was spent to acquire the Glebe site, leaving \$3.75m for construction of a dwelling. When plans for the site were developed and the Glebe site was designed to incorporate functions such as the ministry centre, the projected costs increased accordingly.
  - (ii) \$8.3m as at 31 July 2023.
  - (iii) \$9.5m.
- (e)
- (i) There was no defined projected cost as it was part of the total \$7m noted in the answer to part (d), as uplifted by interest on unspent funds.
  - (ii) Total rent of \$842k for the period from February 2016 to September 2023 and total storage costs of \$134k.
  - (iii) \$5,717 per month (consisting of \$5,417 of rent and \$300 of storage costs) until the Archbishop relocates into the new Glebe property.

### 6.11 Health advice

The Rev Zac Veron asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

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

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

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

- (b) Not applicable.

### 6.12 Synod Resolution 38/22

The Rev Andrew Barry asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –



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

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

#### 6.13 **Preschool material**

Mr Chris Hamam asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

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

#### 6.14 **Government preschool material**

Mr Chris Hamam asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

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

#### 6.15 **Glebe lands**

Mr Chris Hamam asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

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

#### 6.16 **Lay Community Chaplains**

Mr Glen Smith asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

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

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

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

Details can be found at the Evangelism and New Churches website [encministries.org.au](http://encministries.org.au).

### 6.17 Anglican Church Property Trust

Canon Alistair Seabrook asked the following question –

In each of the past five calendar years –

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

To which the President replied –

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

## 7. Questions

Questions were asked by the following members –

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

## 8. Notices of Motions

Notices of motions were given by the following members –

- (1) The Rev Christopher Braga
- (2) Mr Chris Hamam
- (3) The Rev Robin Kinstead
- (4) The Rev Stephen Cook
- (5) Mr John Pascoe

- (6) Mr James Flavin
- (7) The Rev James Warren
- (8) The Rev Andrew Schmidt
- (9) Bishop Michael Stead
- (10) Dean Sandy Grant
- (11) Mr James Mayfield
- (12) The Rev Andrew Barry
- (13) The Rev Zac Veron
- (14) The Rev Dr Richard Wenden
- (15) The Rev Dr Andrew Ford
- (16) The Rev Philip Wheeler
- (17) Mr Tristan Anlezark
- (18) The Rev Andrew Nixon
- (19) Canon Alistair Seabrook

## 9. Calling of motions on the business paper

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

### 9.1 Recommendations from the Committee for the Order of Business

Mrs Briony Bounds moved –

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

Seconded and carried

### 9.2 Publication of answer to question

Mrs Briony Bounds moved –

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

Seconded and carried

### 9.3 Questions during debates on motions

The Rev Nigel Fortescue moved –

'Synod, noting that –

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

Seconded and carried

### 9.4 Prayer for the Brisbane 2024 Gafcon Australasia Conference

The Rev Jodie McNeill moved –

'This Synod –

- (a) gives thanks to God for his work in and through the Gafcon movement to promote the gospel, uphold mission and welcome orthodox Anglicans whoever and wherever they are,
- (b) recognises the importance of the next Gafcon Australasia conference in Brisbane next July and encourages each parish and diocesan organisation to send delegates,
- (c) delights in the choice of the Reverend Mike Dicker, Principal of Youthworks College, as the keynote Bible speaker, and encourages prayer for him and the conference that they may sit humbly under the word of God and grow in their confidence in the power, clarity and goodness of his word, and
- (d) commits to pray that this conference will strengthen faithful Anglican ministry throughout Australasia, so that the gospel will go forward, the church will be built and the Lord will be honoured.'

Seconded and carried

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

## 10. Motions

### 10.1 Responding to Domestic Abuse: Policy and Good Practice Guidelines

Dean Sandy Grant moved –

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

Seconded

Dean Grant spoke in support of the proposed policy.

The President asked –

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

There was a time for questions.

The President asked –

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

There was no member who wished to speak against the motion or move an amendment to it.

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

The President asked –

'Does any member wish to move an amendment to the text of the proposed policy?'

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

Dean Grant moved –

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

Seconded and carried

### 10.2 Implementation of the Domestic Abuse Policy

Archdeacon Kara Hartley moved –

'Synod respectfully encourages parish councils to –

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

Seconded and carried

Archdeacon Simon Flinders led the Synod in prayer.

### 10.3 Performance Appraisals of Ministry Workers

The Rev Dr Raj Gupta moved –

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

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

Seconded

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

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

Seconded

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

## 11. Anglicare Presentation

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

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

## 12. Motions

### 12.1 Australian Racing Christian Chaplaincy

Mr James Flavin moved –

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

Seconded and carried

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

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

## Adjournment

At 5.52 pm, Archdeacon Simon Flinders moved –

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

Seconded and carried

## Resumption

The Synod resumed at 7.05 pm.

## 13. Motions

### 13.1 Review of the Governance Policy for Diocesan Organisations

Dean Sandy Grant moved as a procedural motion –

‘Synod agrees that –

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

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

Seconded

After a time for debate the President asked –

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

The majority of members present answered in the affirmative.

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

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

Seconded

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

Mr Wiltshire's procedural motion therefore lapsed.

## Adjournment

At 7.32 pm, The President adjourned the Synod.

## Resumption

The Synod resumed at 7.37 pm.

## 14. Motions

### 14.1 Review of the Governance Policy for Diocesan Organisations

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

'Synod agrees that –

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

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

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

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

### 14.2 Performance Appraisals of Ministry Workers

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

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

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

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

'Following the word "received", insert the matter "and bring those to the next Synod for approval".'

Seconded

After a time for debate the President asked –

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

The majority of members present answered in the affirmative.

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

As a consequence, Mr West's amendment lapsed.

Dr Gupta's motion was carried without amendment.

#### 14.3 Review of the Governance Policy for Diocesan Organisations

Bishop Chris Edwards moved –

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

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

Seconded and carried

#### 14.4 Diocesan Governance Policy – tiered model of governance

Mr Greg Hammond OAM moved –

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

Seconded

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

'Amend the motion as follows –

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

Seconded

The Rev Joseph Wiltshire moved as a procedural motion –

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

Seconded and carried

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

Mr Hammond's motion was carried without amendment.



14.5 **Diocesan Governance Policy – Christian faith and character**

Bishop Chris Edwards moved –

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

Seconded

After a time for debate the President asked –

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

The majority of members present answered in the affirmative.

Bishop Edwards’ motion was carried.

**Adjournment**

At 9:29 pm, Archdeacon Simon Flinders moved –

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

Seconded and carried

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

Two Members of the Minute Reading Committee )  
Minute Reading Committee )

Signed by the President

18 September 2023