

53rd Synod of the Diocese of Sydney

First Session

Minutes of Proceedings of the Synod for Monday 18 September 2023

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Prayers were read by Archdeacon Simon Flinders.

3. Bible study

The Rev Andrew Rees led the Bible study.

4. Minutes

The President signed the minutes for Wednesday 13 September 2023.

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

5.1 Parishes without a full complement of wardens

Mr David Lloyd asked the following question –

Based on the records held by the Registrar of the Diocese of Sydney, in respect of all parishes administered under Schedule 1 or Schedule 2 of the *Parish Administration Ordinance 2008*, as at 1 September 2023, are there any parishes that have not elected or appointed a full complement of 3 wardens under the Ordinance, and if so, how many parishes in total across the Diocese, and how many parishes in each of the five regions of the Diocese, are there that have not elected or appointed 3 wardens?

To which the President replied –

On Monday 11 September, Mr David Lloyd asked a question about the number of parishes that have not elected or appointed a full complement of 3 wardens. The second sentence of the answer is amended by inserting the words “or appointed” at the end so that it reads –

“There are 41 parishes where a full complement of wardens have not been elected or appointed. This number includes 16 churches that are currently closed and have no services but are still licensed as churches.”

6. Answers to Questions asked on Tuesday 12 September

6.1 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 –

On Tuesday 12 September, Mr James Mayfield asked a question about Mary Andrews Village. I inadvertently omitted to read out my ruling that the question is out of order before proceeding to provide comments in response to the question. The ruling to be inserted before my comments is as follows –

“The question is out of order under Synod Business Rule 6.3(4) as it offers an argument and contains inferences.”

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 –

I am informed that the answer is as follows –

It is not practical to answer the question out loud as it is a table of numbers. The answer will be available on the notice board in the foyer.

Year	(a) Total net operating receipts incl. Jobkeeper (in millions)	(b) Total net operating receipts excl. Jobkeeper (in millions)	(c) Total offertories (in millions)	(d) Average attendance per week	(e) Number of active licensed clergy*
2010	83.2	83.2	74.7	47256	639
2011	88.8	88.8	80.9	46983	644
2012	92.8	92.8	88.1	47221	658
2013	95.4	95.4	87.6	46896	672
2014	101.2	101.2	93	47868	690
2015	104.2	104.2	97.3	48554	698
2016	110	110	103.4	47138	706
2017	112.5	112.5	108.7	47063	720
2018	116.9	116.9	108.1	46608	725
2019	122.8	122.8	111.8	45408	735
2020	136.6	113	108.9	44931	736
2021	122.7	118.8	114.4	38949	745
2022	126.6	126.6	115.7	39604	725

Notes:

* The number of active licensed clergy relates to clergy holding an office or appointment in the Diocese.

1. Numbers that were provided to this same question in 2022 have been revised this year after some calculation errors were discovered.

6.3 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 Greenfield's areas?
- (j) In the period 2011-2020 in how many mission areas was the goal of planting two new church per mission area achieved?

To which the President replied –

I am informed that the answer is as follows -

It is not practical to answer parts (a) to (h) of the question out loud as it is a table of numbers. The answer will be available on the notice board in the foyer.

In regards to parts (i) and (j), a broad definition of 'church plant' has been used, and includes pioneering church plants, mother-daughter church plants, "repotted" churches, new Non-English Speaking Background congregations, and new church services.

With that in mind, the answers are:

- (i) 3.
- (j) 13.

(Parts (a) to (h))

Indicator	2011 (%)	2016 (%)	2021 (%)	Change 2011-21
(a) Attendees intentionally sharing their faith with others	17.6	19.1	20.5	+2.9
(b) Attendees inviting someone to church in the last 12 months	39.8	39.3	32.1	-7.7
(c) Newcomers to church life	9.3	7.9	5.4	-3.9
(d) Attendees reporting much growth in faith	47.2	46.4	38.6	-8.6
(e) Attendees spending time in prayer, Bible reading, or meditation every day or most days	43.4	42.8	46.7	+3.3
(f) Attendees encouraged to a great extent by leaders to find and use their gifts and skills	21.4	24.6	24.7	+3.3
(g) Attendees born in a non-English speaking country	15.5	18.0	16.7	+1.2
(h) Children aged over 15 years living at home who are involved in a church (as reported by their parents)	64.0	63.0	64	-

Sources: NCLS 2011 and NCLS 2016 statistics were sourced from Bellamy, J (2019) *Diocesan Mission – Data Projections to 2021*. Unpublished report for Sydney Diocese Strategy and Research Group (SRG).
NCLS 2021 statistics are from Powell, R et al (2022) *2021 NCLS Attender Sample Survey Dataset*. NCLS Research: Sydney.

Notes:

1. Apart from the requested statistics for 2011 and 2021, statistics for 2016 have also been included. As a result, trending in the 10 year data is more clearly evident: whether any change from 2011 to 2021 is gradual or whether it has been sudden, as occurs with shifts in the statistics following the COVID-19 pandemic and lockdowns of 2019-21.
2. Data collection for the 2021 NCLS continued until mid-2022, due to disruptions to church life caused by the pandemic. The 2021 NCLS statistics shown here include parishes that undertook the NCLS in 2022.
3. It is expected that all differences between statistics shown in the table are statistically significant due to the large sample sizes (25,000+ cases).
4. Age can be an influential variable on some indicators. The proportion of older attenders has been growing steadily over the years. The proportion of attendees (15 years and above) aged over 50 years was 47.9% in 2011, 49.2% in 2016 and 53.8% in 2021.

6.4 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 –

I am informed the answer is as follows –

The question is out of order under Synod Standing Order 6.3(4) because it makes imputations and inferences.

Nonetheless, I can supply the following information:

- (a) One
- (b) Two
- (c) At least ten
- (d) None
- (e) None

I should also indicate that the information provided in parts (a), (b) and (c) of this response is based on the information recollected by the Senior Staff. Further, the numbers do not include complaints and expressions of satisfaction about the work of the ACPT which do not come to the attention of the Senior Staff. I am aware that from time to time some have experienced frustration, sometimes significant, with the ACPT, and that is always to be regretted, but also that some express great appreciation for the ACPT. My hope and prayer is that, when complaints are made, all parties concerned will respond constructively in a spirit of humility and goodwill as is befitting of our role as servants of Christ.

7. Answers to Questions asked on Wednesday 13 September

7.1 Modifications made under certain ordinances

Mr Samuel Doherty asked the following question –

- (a) Which parishes, if any, have had their parish councils modified under rule 2.5 of schedule 1 of the *Parish Administration Ordinance 2008*? And in each case, if any, what was the modification made?
- (b) Which parishes, if any, have had their parish councils modified under rule 2.5 of schedule 2 of the *Parish Administration Ordinance 2008*? And in each case, if any, what was the modification made?
- (c) Which multi-church parishes, if any, have had the election of their parish-elected nominators modified under clause 34(3) of the *Nomination Ordinance 2006*? And in each case, if any, what was the modification made?

To which the President replied –

I am informed that the answer is as follows –

The Diocesan Registry does not hold accessible data to answer this question.

Many of the determinations were made prior to the introduction of regionalism in 1995 and are held in physical records. Determinations since that time were made by the relevant Regional Council.

7.2 Retirements Ordinance 1993

Mr Samuel Doherty asked the following question –

In each year from 2018 to 2022, how many rectors, if any, applied for an extension of retirement age under the *Retirements Ordinance 1993*? And how many, if any, were granted?

To which the President replied –

I am informed that the answer is as follows –

2018	3
2019	1
2020	4
2021	1
2022	2

All the applications were granted.

7.3 Palliative care

Mr Chris Hamam asked the following question –

In follow up to the last question by beloved synod representative, the late Professor Penelope Coombes, asked at 5.1 on the business paper dated 19 September 2022 –

- (a) What work has the diocese done in that regard of palliative care?
- (b) Where may we see the relevant material in current synod policies, procedures, motions, ordinances and other documents/etc?
- (c) Where may we see the relevant material in government policies, procedures, legislation, court rulings, and other documents/etc?
- (d) May Professor Coombes' last question and the response be appended to the response to this question, as a time-saver for current beloved synod?

To which the President replied –

I am informed that the answer is as follows –

- (a) Anglicare has long standing high quality and well respected holistic practice in Palliative care.

The answer given last year to Professor Coombes' question remains current, and I quote from that answer –

“Anglicare’s care philosophy - Rhythm of Life - is grounded in the truths that every life is created in the image of God, is precious and has an innate dignity. It is committed to life affirming and enriching care at all stages including at the end of life through palliative care. This care is not limited to patients but extends as appropriate to their immediate family members and others.

Anglicare’s holistic model of palliative care for patients is delivered through Palliative Care Nurse Practitioners, Clinical Nurse Consultants and Clinical Educators, Chaplains, and Pastoral Carers. This occurs both in Residential Care and alongside clients in their own homes through Anglicare’s At Home services.

It seeks to reduce suffering through early identification, assessment and interventions to address pain, and promotes an open approach to discussions of death and dying between the resident, their family and Anglicare’s care team.

Anglicare’s aim is to ensure the people in its care are able to live full lives on this earth until God takes them home. It continues to build flexibility in its palliative care model to meet individual needs to offer a better alternative as people approach death.”

- (b) Synod related materials can be accessed by searching on the proceedings document for past sessions. There are also resources on the website of the Social Issues Committee of the Diocese: <http://www.socialissues.org.au/euthanasia/alternatives/>
- (c) This part of the question is out of order under Synod Standing Order 6.4(3) as it does not relate to the business of the Synod or to any committee, board or commission of the Synod, or established by or under an ordinance, or by resolution of the Synod or Standing Committee. However, I can say that there are links to such resources on the Social Issues Committee website.
- (d) The answer to Professor Coombes question from 2022 will be available on the notice board in the foyer.

Palliative Care (10 September 2022)

Professor Penelope Coombes asked the following question –

We have left no stone unturned in broadcasting our opposition to voluntary assisted dying and made it clear to all we are not for turning. But what for palliative care? I was delighted to read in Book 2 page 118 “We must be vigilant to maintain an emphasis on palliative care so that people can have quality to the end of their lives.” But is there a compelling plan and vision for palliative care?

To which the President replied –

I am informed that the answer is as follows –

There are many faith-based and more particularly Christian providers of health services and aged care that have both deep and sustained practices providing excellent palliative care.

Anglicare, the diocesan organisation charged with the provision of aged care, is numbered among them.

Anglicare's care philosophy - Rhythm of Life - is grounded in the truths that every life is created in the image of God, is precious and has an innate dignity. It is committed to life affirming and enriching care at all stages including at the end of life through palliative care. This care is not limited to patients but extends as appropriate to their immediate family members and others.

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It seeks to reduce suffering through early identification, assessment and interventions to address pain, and promotes an open approach to discussions of death and dying between the resident, their family and Anglicare's care team.

Anglicare's aim is to ensure the people in its care are able to live full lives on this earth until God takes them home. It continues to build flexibility in its palliative care model to meet individual needs to offer a better alternative as people approach death.

The newly established Archbishop's Working Group on Voluntary Assisted Dying will provide the Archbishop and other relevant Diocesan bodies, including Anglicare with appropriate advice and direction on these matters.

7.4 **Standing Committee member skills**

Mr Chris Hamam asked the following question –

What are the skill sets of current Standing Committee as elected? Synod may find it of benefit to receive a table of the primary skills/profession of each current Standing Committee member.

To which the President replied –

I am informed the answer is as follows –

There is a list of the members of the Standing Committee on the 'Standing Committee Overview' page on the SDS website.

Details of the academic qualifications, prior and current appointments of the clerical members of the Standing Committee can be accessed in the Clerical Directory section of the Diocesan Year Book.

A description of the skills/professions of each lay member of the Standing Committee cannot be provided for privacy reasons. However, the lay members of the Standing Committee have professional qualifications and experience covering the following areas:

- Law
- Corporate governance
- Accountancy
- Financial Services
- Economics
- Education and Early Childhood
- Engineering
- Nursing
- Theology
- Business
- Executive Management
- Archaeology
- Science

Mining
 Information Technology
 Software Engineering
 Aviation
 Metallurgy

7.5 Parish property and liability insurance program

The Rev Andrew Kyrios asked the following question –

Referring to the first entry titled 'Parish property and liability insurance program' within the Parochial Cost Recoveries Ordinance 2023 Attachment 1, 'Parochial Cost Recovery Charges for 2024' –

- (a) Could the amounts be provided separately: i.e., the amount relating to parish property and the amount relating to the liability insurance program both actual to 2023 and proposal for 2024?
- (b) If the breakdown of figures is unavailable, why not?

To which the President replied –

I am informed that the answer is as follows –

2023

Industrial Special Risks (Property and Contents) – \$4,194,050.

Public Liability – \$365,370.

2024

Industrial Special Risks (Property and Contents) – \$5,096,753.

Public Liability – \$375,231.

The balance of the total in the line item for insurance relates to other PCR funded insurance policies and associated costs.

7.6 Audit tender for diocesan entities

Mr Daniel Armishaw asked the following question –

Noting the answer given by the Archbishop yesterday that PwC were auditors for over 4 decades for our various Diocesan Entities. With reference to the current tender for an auditor for diocesan entities:

- (a) Are any entities of (or related to) the Allegro Group in the list of vendors under review?
- (b) Will there be a maximum number of tenures before we cycle to an alternate vendor?

To which the President replied –

I am informed the answer is as follows –

- (a) No.
- (b) The auditor is appointed annually. There is no pre-determined tenure period for the auditor. However, it is good practice to assess the appropriateness of changing the auditor every 5-10 years.

7.7 Non-Disclosure Agreements

Mr Greg Engel asked the following question –

What progress is there from the committee set up last year by Standing Committee to review the use of Non-Disclosure Agreements and such like? When is the report expected to be

delivered to Standing Committee? How and when might the Synod expect the findings to be reported?

To which the President replied –

I am informed that the answer is as follows –

Since its formation, the Committee has met on four occasions – 10 November 2022, 23 February 2023, 4 May 2023, and 20 July 2023. To date the Committee's work has focussed on gathering data, listening to people who have used Non-Disclosure Agreements (NDAs) (or the like) and those who have been affected by their use, as well as learning from the wisdom of others who have considered the use of NDAs (and the like) in other spheres.

The Committee has also begun to discuss the kind of reflections and recommendations it might wish to make for the benefit of the wider diocesan fellowship. At this stage it is expected the Committee's work will be completed before the end of the year. Once the Committee has reported to Standing Committee, the Standing Committee will consider how it wants to respond to the report, including reporting to the Synod.

7.8 Synod resolution 7/21

The Rev David Morgan asked the following question –

Can Synod please be updated on any progress made by the SRG concerning research into our 'ministry to all Australians regardless of education qualifications' which the 2021 Synod requested them to consider?

To which the President replied –

I am informed that the answer is as follows –

The Strategy and Research Group (SRG) was wound up towards the end of 2022, and, as a result, the Standing Committee agreed that Synod Resolution 7/21 should be entrusted to the Archbishop's Senior Staff. The Senior Staff Team considers it a priority to further explore the development of ministry amongst Australians who don't have a university degree. This matter is on the Senior Staff Team's medium-term agenda but is yet to be discussed.

7.9 Synod resolution 6/21

The Rev David Morgan asked the following question –

Can Synod please be updated on progress made by the Doctrine Commission on the report requested by Synod at the 2021 Synod pertaining to the public reading of Scripture.

To which the President replied –

I am informed that the answer is as follows –

The Doctrine Commission has had a number of referrals in recent years and has needed to prioritise its work. The judgment of the Commission is that the reports on Domestic Violence, Concupiscence, and Church and State each had a degree of urgency which gave them a priority. The Commission will turn to the reference on the public reading of Scripture as soon as it has completed the report on church and state.

7.10 Out of session feedback

Canon Alistair Seabrook asked the following question –

- (a) On how many occasions during the 52nd Synod were members of the Synod asked to provide feedback on matters out of session?
- (b) On each of these occasions how many responses were received from Synod members?
- (c) What percentage of the total Synod membership responded to each request to provide feedback?

To which the President replied –

I am informed that the answer is as follows –

(a) 6.

In generating this number, any resolution referring to feedback or comments from Synod members has been included. Some resolutions included a direct request for feedback by a particular date, others included a mere statement that a body was willing to receive comments from Synod members.

(b) *10/21 Review of the Ministry Standards Ordinance 2017* – received 24 submissions (which includes 22 submissions following a further appeal for feedback by the MSO Review Committee to all licensed clergy, lay ministers and Synod members).

5/22 Voluntary Assisted Dying – received 0 submissions.

6/22 Review of the Governance Policy for Diocesan Organisations – received 10 submissions (including 4 from individual Synod members and 6 from organisations).

9/22 Addressing domestic violence “Before it Starts” - the number has not been able to be determined.

15/22 Toward the development of a Diocesan Property Strategy Synod – received 1 submission.

38/22 Doctrine Commission report on the relationship between church and state, in the absence of religious freedom - received 2 submissions.

(c) 10/21 - 2.91 % (though not all responders were Synod members)

5/22 - 0%

6/22 - 1.21%

9/22 - Not applicable

15/22 - 0.12%

38/22 - 0.24%

8. 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.

8.1 Recommendations from the Order of Business Committee

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

8.2 Notice of motion regarding REACH-SA

Bishop Malcolm Richards moved –

‘Synod accepts notice of the following motion –

“Synod, noting –

- (i) the long partnership between the Diocese of Sydney and the Reformed Evangelical Anglican Church of South Africa (REACH-SA), and
 - (ii) that the Synod of that Church met from 11 to 13 September 2023,
- (a) gives thanks to God for –
 - (i) the election of the Rev Dr Siegfried Ngubane as the eighth Presiding Bishop of the REACH-SA,
 - (ii) the faithful service of the current Presiding Bishop, the Rt Rev Glenn Lyons who will hand over leadership at a date to be announced, and
 - (iii) the election of three new Area Bishops for the largest regions (dioceses) in REACH-SA, and
 - (b) requests that the Archbishop's office write to Dr Siegfried and Mrs Maureen Ngubane and to Bishop Glenn and Mrs Sandra Lyons assuring them of the prayers of our people, expressing the congratulations of this Synod and the commitment of this Diocese to continued gospel partnership."

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

Seconded and carried

8.3 Motions of thanks

Mrs Briony Bounds moved –

'Synod accepts the following notice of motions, with the names of movers and seconders to be provided on the business paper for tomorrow –

"Leadership of Bible studies

Synod records its appreciation for the preaching of the Rev Andrew Rees at the Synod Service and for his encouraging Bible Studies during this session.

Committees and Officers of the Synod

Synod records its appreciation for –

- (a) the President and his chairmanship,
- (b) the Chair and Deputy Chairs of Committee and their work in the consideration of the text of ordinances,
- (c) the members who helped during the session by giving advice and serving the Synod, especially the Chancellor and Deputy Chancellors, Registrar, Archdeacon to the Archbishop, and Chair of Committee, the Synod Secretary, as well as the Order of Business and Minute Reading Committees, and
- (d) the services given by the staff of SDS and the Archbishop's Office, Anglican Media, the music team, Bible readers, Wesley staff, and all those who have helped facilitate this session of Synod.

Minutes of 19 September 2023

Synod authorises the President to sign the minutes of 19 September 2023 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee."

and agrees to consider these 'closure motions' at a time to be determined by the President on Tuesday 19 September 2023, and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

8.4 Encouragement to speak of the Christian hope

The Rev Chris Braga moved –

'Synod recognises –

- (i) that in his death and resurrection, Jesus Christ defeated sin, death and the devil (Col 2:14, Heb 2:14),
- (ii) that through Jesus' death and resurrection, Christians have the sure hope of life with God and his people forever (1 Peter 1:3, 2 Cor 4:14),
- (iii) that God has given life and it is not ours to take away (Job 10:12, Deut 30:19-20, Gen 9:5-6, Exo 20:13), and
- (iv) the tragedy when a person desires to end their life or the life of the unborn,

and encourages –

- (a) Christians to speak of –
 - (i) the hope that can be found in Jesus for all people, including any who are considering ending their life or the life of the unborn (2 Cor 4:13), and
 - (ii) the life of faith and love that can be found following Jesus (Col 1:5),
- (b) local church leaders to consider how they can equip their members for this task, and
- (c) pastors, youth group leaders, chaplains and other faith leaders to commend that this priority of cherishing life flows out of the fullness of God's salvation story in creation, fall, redemption, and glorification.'

Seconded and carried

8.5 Professor Penelope Coombes

Mr Chris Hamam moved –

'Synod gives thanks to God for the life, work, and lay ministry of the late member of the Synod, Professor Penelope (Penny) Coombes, and prays for her widowed husband Warwick.

Professor Penny Coombes was Head of Occupational Therapy at the NSW College of Paramedical Studies (from 1975, the Cumberland College of Health Sciences) from 1972 to 1981, and Managing Director of *People for Places and Spaces* from 1982. Penny was a dedicated Synod lay member, representing Woollahra (2004-2006), and Bondi and Waverley (2016-2022).'

Seconded and carried

Mr Hamam led the Synod in a prayer of thanks for the life of Professor Penny Coombes, and for her widowed husband Warwick.

8.6 The Kigali Commitment – Gafcon IV 2023 Global Conference

The Rev Robin Kinstead moved –

'Synod, noting the Kigali Statement from the gathering at Gafcon IV 2023 –

- (a) gives thanks for –
 - (i) the Gafcon movement which guards and proclaims the unchanging Biblical truth in a changing world,
 - (ii) God's grace in gathering together over 1,300 faithful Anglicans (including 315 bishops, 456 other clergy and 531 laity) from around the world at the Global Anglican Future Conference in Kigali, Rwanda in April 2023,
 - (iii) the generous hospitality of Archbishop Laurent Mbanda, his family, and the Anglican Church of Rwanda,
 - (iv) the faithful commitment of The Rev Canon Daniel Willis as Gafcon Director and Mr Paul Mirrington as Conference Director with their teams and volunteers in organising the conference,

- (b) receives “[The Kigali Commitment](https://www.gafcon.org/news/gafcon-iv-the-kigali-commitment)” (available online at <https://www.gafcon.org/news/gafcon-iv-the-kigali-commitment>) with thanksgiving, and encourages Sydney Anglicans to read it for encouragement and prayer,
- (c) rejoices in the generous provision, through the Work Outside the Diocese Committee, of 48 bursaries, allowing delegates from 9 under-resourced partner countries to attend Gafcon IV, and
- (d) undertakes to pray for Gafcon to remain a Bible-based, orthodox Anglican, and gospel mission focused global movement under the direction of His Spirit for the honour of our Lord Jesus.’

Seconded and carried

Mr Kinstead led the Synod in prayer for the Gafcon movement.

8.7 Persecution of Christians in Manipur

The Rev Stephen Cook moved –

‘Synod –

- (a) expresses its deep concern and prayers regarding the violent persecution of Christians in the Indian state of Manipur,
- (b) recognises the media reporting about the burning of Christian churches and the brutality of ongoing violence suffered by the Kuki-Zo tribe, particularly the sexual violence perpetrated against women. Further recognises that within the two tribes clashing (Meitai & Kiki-Zo), Christians and Churches of both communities are affected,
- (c) calls on the Australian Government to formally call upon Prime Minister Narendra Modi and his administration to take immediate and substantial measures to address the ongoing violence in Manipur, and
- (d) requests parishes to pray for the protection of our brothers and sisters in Manipur and encourages churches to support through Anglican Aid's tax-deductible "Aid for Manipur" fund <https://anglicanaid.org.au/projects/aid-for-manipur/>.’

Seconded and carried

Mr Cook led the Synod in prayer for persecuted Christians in Manipur.

8.8 50th Anniversary of Sydney Diocesan Services

Mr John Pascoe moved –

‘Synod –

- (i) noting that Sydney Diocesan Services was first constituted as the central administrative service provider of this Diocese 50 years ago on 30 July 1973 - initially with a membership comprising all members of the Standing Committee, and
- (ii) recognising the significant contribution made by SDS, and its members and staff, during this time in supporting our shared purpose of making disciples of the Lord Jesus Christ,

gives thanks to God for the work of SDS and prays that SDS will continue to faithfully and effectively serve this Diocese as its central provider of professional services and administrative support during this time of increasing change and complexity.’

Seconded and carried

Mr Pascoe led the Synod in prayer for the work of Sydney Diocesan Services.

8.9 New Anglican Youthworks Year 13 Director

The Rev James Warren moved –

'Synod praises God for the crucial ministry of Anglican Youthworks and the exciting news of the appointment of the new Year 13 Director, the Rev Steve Carlisle of Helensburgh Anglican, starting 27 November 2023.'

Seconded and carried with acclamation

Mr Warren led the Synod in prayer for Mr Carlisle and the work of Anglican Youthworks.

8.10 Long Term Pooling Fund

The Rev Andrew Schmidt moved –

'Synod –

- (a) notes that the transfer of trusteeship in the Long Term Pooling Fund from the Anglican Church Property Trust to the Glebe Administration Board has been completed in accordance with the resolution of Synod last year,
- (b) commends the Anglican Church Property Trust on its successful trusteeship of the Fund over 25 years,
- (c) prays for the continued successful stewardship of the Fund by the Glebe Administration Board, and
- (d) notes that parishes holding funds not immediately needed for ministry may consider, in a spirit of good stewardship, investing them in the Long Term Pooling Fund and further notes that the *Long Term Pooling Fund Ordinance 2012* provides that the Trustee is to maintain the real value of the Fund.'

Seconded and carried

Mr Schmidt led the Synod in prayer for the Glebe Administration Board.

8.11 Appreciation of AFES and FIEC

The Rev Andrew Barry moved –

'Synod notes, with appreciation, our gospel partnership with the Australian Fellowship of Evangelical Students (AFES) and the Fellowship of Independent Evangelical Churches (FIEC) and is thankful, in particular, for their raising up of men and women for ministry, and study at Moore Theological College.'

Seconded and carried

8.12 Sports Chaplaincy

The Rev Dr Richard Wenden moved –

'Synod, noting that Sports Chaplaincy Australia has nominated the second Sunday in September as "Sports Sunday" encouraging churches to hear about, pray for and encourage involvement in the ministry of Sports Chaplaincy,

- (a) gives thanks –
 - (i) for the ministry of Sports Chaplaincy Australia over many years in placing chaplains in sporting clubs & communities, and
 - (ii) for the chaplains involved across many different sporting codes in our diocese and beyond, and
- (b) asks ministers to prayerfully consider how to support the work of Sports Chaplaincy Australia through promotion in our local churches and encouraging those already involved in sport to consider training as chaplains in a ministry which seeks to be a faithful presence and witness for the Lord Jesus in a mission field that sees 14 million people participating across the country.'

Seconded and carried

Dr Wenden led the Synod in prayer for the work of Sports Chaplaincy Australia.

8.13 Anglicare Northern Inland

The Rev Dr Andrew Ford moved –

'Synod –

- (a) gives thanks for vibrant work of Anglicare in the Diocese of Armidale,
- (b) notes that in 2018 –
 - (i) the Diocese of Armidale and Anglicare Northern Inland approached Anglicare Sydney with a request for help and proposed a possible merger,
 - (ii) the viability of Anglicare Northern Inland was significantly compromised due to the inability to undertake effective tendering, branding and marketing, and
 - (iii) Anglicare Northern Inland had 13 staff, 3 volunteers and insufficient funds to sustain its operations,
- (c) acknowledges the careful negotiations between Anglicare Sydney, Anglicare Northern Inland and the Diocese of Armidale that led to the merger of Anglicare Northern Inland and Anglicare Sydney in July 2018,
- (d) notes that in 2023 Anglicare Northern Inland –
 - (i) has 40 staff and 20 volunteers,
 - (ii) has more than \$3.5million in funding, including government and donation income,
 - (iii) offers services in Mental Health, Aged Care, Counselling, Financial Counselling & Assistance, Community Pantries, Housing, Out of Home Care, Aboriginal Cultural Advisors and Trainees, Chaplaincy, Partnership Development with local churches and a revamped Disaster Recovery team, and
 - (iv) serves around 1,000 people in need each year across the Diocese of Armidale,
- (e) notes that –
 - (i) since the merger the Diocese of Armidale and Anglicare have built a fresh, mutually beneficial relationship that has seen rapid growth in services and local parish/Anglicare partnerships,
 - (ii) the relationship with the Diocese of Armidale is on a strong footing with both the former Bishop and the current Bishop Rod Chiswell, supportive of the work of Anglicare, and
- (f) commits to pray for the ongoing growth in the partnership between Anglicare Northern Inland and the parishes of the Diocese of Armidale, that together their love and concern for the local communities might adorn the gospel and open doors into unreached communities and areas of need, so together they might share the love of Jesus in word and deed.'

Seconded and carried

Dr Ford led the Synod in prayer for Anglicare Northern Inland.

8.14 Assistant Director of Evangelism and New Churches

The Rev Philip Wheeler moved –

'Synod, noting the increased allocation of funds to Evangelism and New Churches (ENC) in 2024 for the position of Assistant Director, gives thanks for the appointment of Mr David Jensen to this position with ENC for 2024. David will be known to many in the Diocese and comes to this role with experience as an evangelist, church planter, preacher/teacher and trainer in churches in Sydney, Ireland and the Central Coast of NSW. David will build on the good work begun by the Rev John Lavender assisting churches in the Diocese in their evangelistic endeavours to see lost people find life and hope in Jesus.

Synod encourages parishes to pray for David and others in the ENC team and to utilise him and the others available like him to sharpen their evangelistic effectiveness for the salvation of many to the glory of God.'

Seconded and carried

The Rev Andrew Barry led the Synod in prayer for Mr David Jensen and Evangelism and New Churches.

8.15 Support for Anglican Defence Chaplaincy

The Rev Andrew Nixon moved –

'Synod, noting –

- (i) the ongoing work of the Royal Commission into Defence and Veteran Suicide, and
 - (ii) the recent loss of an Army MHR90 Taipan helicopter with four crew members in a training exercise,
- (a) acknowledges with thanks the daily commitment of every member of the Australian Defence Force as they protect our nation, and the significant cost of that service,
 - (b) recognises the vital ministry of the 101 Anglican Defence Force Chaplains currently serving alongside, and providing pastoral and spiritual support to, those sailors, soldiers and aviators (and their families) both at home and on operations around the globe, and
 - (c) commends the annual observance of Defence Sunday (the Sunday preceding Remembrance Day – see defenceanglicans.org.au) to parishes as a day to –
 - (i) remember the service and sacrifice of all who have served their nation in peace and war, especially those who died in theatre or afterward from injuries sustained,
 - (ii) pray for the physical, mental and spiritual wellbeing of all serving ADF members and their families, and
 - (iii) hear from, support, encourage and pray for Defence chaplains as they seek to share Jesus' love with all who serve.'

Seconded and carried

Defence Force Chaplains attending in the public gallery were welcomed with acclamation by members of the Synod.

The Rev Timothy St Quintin led the Synod in prayer for the work of Anglican Defence Chaplaincy.

8.16 Non-Disclosure Agreements

Canon Alistair Seabrook moved –

'Synod –

- (a) gives thanks for the important work of the committee established by the Standing Committee to review the use of Non-Disclosure Agreements and Non-Disparagement Clauses in the Diocese,
- (b) grieves that such agreements could be used to silence victims and cover up sin,
- (c) requests that the committee's report be presented at the next session of Synod with a recommendation concerning the use of such agreements in our Diocese, and
- (d) prays for those impacted negatively by these agreements.'

Seconded and carried

Canon Seabrook led the Synod in prayer for those impacted negatively by Non-Disclosure Agreements.

9. Procedural motions from members

9.1 Consideration of motion regarding prayer for the recovery of Miss Michelle Seers

Having been granted leave, Miss Jenny Flower moved as a procedural motion –

'Synod –

- (a) accepts the following notice of motion –
 - “Synod prays for the recovery of Michelle Seers (Youth and Pastoral Worker at Blackheath) following the major car accident she was involved in last week, that she will have a speedy recovery, physically and mentally, and that God will be with her family as they support her, and with all the medical staff treating her.”,
- (b) agrees to take the motion forthwith, and
- (c) suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

10. Motions

10.1 Prayer for the recovery of Miss Michelle Seers

Miss Jenny Flower moved –

'Synod prays for the recovery of Michelle Seers (Youth and Pastoral Worker at Blackheath) following the major car accident she was involved in last week, that she will have a speedy recovery, physically and mentally, and that God will be with her family as they support her, and with all the medical staff treating her.'

Seconded and carried

Miss Flower led the Synod in prayer for Miss Seers.

11. Procedural motions from members

11.1 Arrangements for consideration of M63 (Diocesan Ministry Strategy for 2025-2040)

The Rev Dominic Steele moved –

'Synod requests the Order of Business Committee to schedule consideration of the motion at M63 (Diocesan Ministry Strategy for 2025-2040) at a suitable time on Tuesday 19 September, unless passed previously during the calling of motions.'

Seconded

Bishop Michael Stead moved as an amendment to Mr Steele's motion –

'Omit the matter "motion at M63" and insert instead the matter "motions M37 and M63".'

Seconded

Bishop Stead's amendment was not carried.

Mr Steele's procedural motion was carried without amendment.

12. Motions

12.1 Diocesan Governance Policy – Statement of Personal Commitment to Organisational Faithfulness

Ms Anne Robinson AM moved –

'Synod endorses the approach of requiring governors and leaders to provide a signed Statement of Personal Commitment to Organisational Faithfulness substantially as proposed in the Exposure Draft, noting that this requirement 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 approach.'

Seconded

Canon Phillip Colgan moved as an amendment –

'Omit the word "endorses" and insert instead the words "encourages the Governance Policy Review Committee to continue exploring".'

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.

Canon Colgan's amendment to Ms Robinson's motion was carried.

Ms Robinson's motion, as amended, was carried in the following form –

'Synod encourages the Governance Policy Review Committee to continue exploring the approach of requiring governors and leaders to provide a signed Statement of Personal Commitment to Organisational Faithfulness substantially as proposed in the Exposure Draft, noting that this requirement 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 approach.'

13. Presentation on Anglican Schools in the Diocese

The Rev Timothy Bowden gave a presentation, including a video presentation, regarding the work of Anglican Schools in the Diocese.

14. Procedural motions from members

14.1 Arrangements for consideration of M50 (Foster Carer and Kinship Week)

Having been granted leave, Archdeacon Simon Flinders moved as a procedural motion –

'Synod agrees to consider the motion at M50 (Foster Carer and Kinship Week) as the next item of business.'

Seconded and carried

15. Motions

15.1 Foster Carer and Kinship Week

The Rev Dr Matthew Wilcoxon –

'Synod, on the occasion of "Foster Carer and Kinship Week" (September 10-16) –

- (a) notes with grave concern the dire shortage of residential foster carers in New South Wales, resulting in an alarming number of children being placed in alternative emergency housing such as hotels, motels, and various sorts of group homes (<https://www.smh.com.au/national/nsw/no-safe-place-to-call-home-vulnerable-children-housed-in-hotels-amid-foster-carer-crisis-20230908-p5e35f.html>), and therefore
- (b) exhorts all rectors to –

- (i) inform their parishioners about the current need for foster carers,
- (ii) ask their parishioners to consider prayerfully whether foster care might be a way that they are called to fulfill the biblical injunction to care for children in need (cf. James 1:27),
- (iii) connect their parishioners to Anglicare's excellent foster care information and resources (available at: <https://www.anglicare.org.au/what-we-offer/foster-care-adoption/foster-care/> and <https://fostercare.anglicare.org.au/>),
- (iv) encourage all parishioners to pray for, and to support practically, other Christians who serve as foster carers, and
- (v) consider making "Foster Carer and Kinship Week" each September something that their parish notes, celebrates, and prays for.'

Seconded and carried

16. Presentation on Defence Force Chaplaincy

The Rev Andrew Nixon gave a presentation, including a video presentation, regarding the work of Defence Force Chaplaincy.

Adjournment

At 5.47 pm, Archdeacon Simon Flinders moved –

'That the Synod adjourn and resume at 7.00 pm tonight.'

Seconded and carried

Resumption

The Synod resumed at 7.01 pm.

17. Mission Hour

Bishop Malcolm Richards led Mission Hour.

The presentation included the following –

- A report on Gafcon IV Kigali from Archbishop Kanishka Raffel, Canon Craig Roberts and the Rev Dr Bill Salier with a video interview by *The Pastor's Heart* with Archbishop Tito Zavala of Chile.
- A focus on Madagascar with Mrs Elizabeth Richards (Regional Mission Director CMS-Africa); the Rev Berthier Lainirina, Provincial Secretary, Province of the Indian Ocean and Principal of St Patrick's Theological College, Toliara, Madagascar; and Mr Adam and Mrs Avril Friend, CMS Missionaries about to be deployed to Toliara, Madagascar.
- Focus on the Diocese of Sabah with the Rev Wilston Trin and a video interview with the Rev Dr Khee Vun, Principal of the Anglican Training Institute in Sabah.
- Focus on the Anglican Church in Congo with a video presentation regarding the Diocese of Kindu, and the Diocese of Kalima, in the Democratic Republic of Congo.

Following the presentations, Bishop Richards led the Synod in prayer for the continuing mission of the gospel.

18. Procedural motions from members

Having been granted leave, Bishop Chris Edwards moved as a procedural motion –

‘Synod agrees to consider the following motion at a time to be determined by the President on Tuesday 19 September 2023 –

“Synod records its appreciation for the ministry of the Rt Rev Ross and Mrs Jenny Nicholson and gives thanks to God for –

- (a) their faithful parish ministry in this Diocese,
 - (b) their involvement in numerous diocesan organisations and pastoral ministry groups,
 - (c) Ross’ work as both a parish minister and as Bishop in Launceston, Tasmania,
 - (d) their zeal and passion for the cause of Christ, and
- and prays God would lead them and bless them and use them more and more in the next phase of their life together.”

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

Seconded and carried

19. Motions

19.1 Pastoral Supervision Ordinance 2023

Bishop Peter Lin moved –

‘That the Pastoral Supervision Ordinance 2023 be approved in principle.’

Seconded

Bishop Lin spoke in support of the proposed ordinance.

The President asked –

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

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 debate on the motion.

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

The President asked –

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

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

Bishop Lin moved –

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

Seconded and carried

The text of the proposed ordinance was considered by the Synod in Committee. After consideration of the text had been completed, the Chair of Committee reported the proposed ordinance without amendments.

Bishop Lin moved –

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

Seconded and carried

Bishop Lin moved –

‘That the Pastoral Supervision Ordinance 2023 pass as an ordinance of the Synod.’

Seconded and carried

19.2 Pastoral Supervision in the Diocese of Sydney

Bishop Peter Lin moved –

‘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.

Synod also requests that –

- (i) consideration be given to exempting from the requirement for pastoral supervision new assistant ministers and other church workers undertaking the 3-year post-college Ministry Development program, given their program already involves guided reflection, mentoring, participation in 360-degree feedback and use of other psychometric tools,
- (ii) in the production of the Pastoral Supervision policy, consideration be given to including options for costless or low-cost forms of pastoral supervision, including but not limited to group pastoral supervision, and
- (iii) alongside and in conjunction with the production of the Pastoral Supervision Policy, a holistic consideration of the whole suite of expectations on ministry workers’ time (with regard to training, support and development) be conducted in order to determine if there are redundancies that can be eliminated to make up for the added time and potential cost of pastoral supervision.’

Seconded

Mrs Nicola Fortescue moved as an amendment to Bishop Lin’s motion –

‘Insert the following matter as new paragraphs (c) and (d) –

- “(c) requests that the Pastoral Supervision Policy include a review date five years in the future, and
- (d) requests Standing Committee give consideration to facilitating professional research to evaluate the effect of the policy during the review period.”.’

Seconded

The Rev Andrew Schmidt moved as an amendment to Bishop Lin’s motion –

‘Insert the following matter as new sub-paragraph (iv) –

- “(iv) the Pastoral Supervision Policy clearly, enforcibly and permanently provide for the total confidentiality of discussions between church workers and Pastoral Supervisors.”.’

Seconded

Archdeacon Simon Flinders moved as an amendment to Mr Schmidt’s amendment –

‘Amend the motion as follows –

- (a) omit the matter “clearly, enforcibly and permanently”, and
- (b) omit the word “total”.’

Seconded

Mrs Fortescue’s amendment was accepted by Bishop Lin and was carried.

Archdeacon Flinders’ amendment to Mr Schmidt’s amendment was carried.

Mr Schmidt’s amendment, as amended, was accepted by Bishop Lin and was carried.

Bishop Lin’s motion, as amended, was carried in the following form –

‘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,
- (b) requests the Archbishop-in-Council to approve a Pastoral Supervision Policy as provided for by the Pastoral Supervision Ordinance 2023,
- (c) requests that the Pastoral Supervision Policy include a review date five years in the future, and
- (d) requests Standing Committee give consideration to facilitating professional research to evaluate the effect of the policy during the review period.

Synod also requests that –

- (i) consideration be given to exempting from the requirement for pastoral supervision new assistant ministers and other church workers undertaking the 3-year post-college Ministry Development program, given their program already involves guided reflection, mentoring, participation in 360-degree feedback and use of other psychometric tools,
- (ii) in the production of the Pastoral Supervision policy, consideration be given to including options for costless or low-cost forms of pastoral supervision, including but not limited to group pastoral supervision,
- (iii) alongside and in conjunction with the production of the Pastoral Supervision Policy, a holistic consideration of the whole suite of expectations on ministry workers’ time (with regard to training, support and development) be conducted in order to determine if there are redundancies that can be eliminated to make up for the added time and potential cost of pastoral supervision, and
- (iv) the Pastoral Supervision Policy provide for the confidentiality of discussions between church workers and Pastoral Supervisors.’

Adjournment

At 9.45 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm tomorrow.’

Seconded and carried

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

Two Members of the)
Minute Reading Committee)

Signed by the President

19 September 2023

DRAFT