

Second Session of the 53rd Synod

Daily Papers

17 September 2024

Business Paper

Anglican Church Diocese of Sydney

Bible passage: Tuesday 17 September 2024

Jeremiah 20: 1 – 18

Mrs Katie Ristevski

¹ Now Pashhur the priest, the son of Immer, who was chief officer in the house of the LORD, heard Jeremiah prophesying these things. ² Then Pashhur beat Jeremiah the prophet, and put him in the stocks that were in the upper Benjamin Gate of the house of the LORD. ³ The next day, when Pashhur released Jeremiah from the stocks, Jeremiah said to him, "The LORD does not call your name Pashhur, but Terror on Every Side. ⁴ For thus says the LORD: Behold, I will make you a terror to yourself and to all your friends. They shall fall by the sword of their enemies while you look on. And I will give all Judah into the hand of the king of Babylon. He shall carry them captive to Babylon, and shall strike them down with the sword. ⁵ Moreover, I will give all the wealth of the city, all its gains, all its prized belongings, and all the treasures of the kings of Judah into the hand of their enemies, who shall plunder them and seize them and carry them to Babylon. ⁶ And you, Pashhur, and all who dwell in your house, shall go into captivity. To Babylon you shall go, and there you shall die, and there you shall be buried, you and all your friends, to whom you have prophesied falsely."

⁷ O LORD, you have deceived me, and I was deceived;
you are stronger than I, and you have prevailed.
I have become a laughingstock all the day; everyone mocks me.
⁸ For whenever I speak, I cry out, I shout, "Violence and destruction!"
For the word of the LORD has become for me a reproach and derision all day long.
⁹ If I say, "I will not mention him, or speak any more in his name,"
there is in my heart as it were a burning fire shut up in my bones,
and I am weary with holding it in, and I cannot.
¹⁰ For I hear many whispering. Terror is on every side!
"Denounce him! Let us denounce him!" say all my close friends, watching for my fall.
"Perhaps he will be deceived; then we can overcome him and take our revenge on him."
¹¹ But the LORD is with me as a dread warrior; therefore my persecutors will stumble;
they will not overcome me. They will be greatly shamed, for they will not succeed.
Their eternal dishonour will never be forgotten.
¹² O LORD of hosts, who tests the righteous, who sees the heart and the mind,
let me see your vengeance upon them, for to you have I committed my cause.
¹³ Sing to the LORD; praise the LORD!
For he has delivered the life of the needy from the hand of evildoers.
¹⁴ Cursed be the day on which I was born!
The day when my mother bore me, let it not be blessed!
¹⁵ Cursed be the man who brought the news to my father,
"A son is born to you," making him very glad.
¹⁶ Let that man be like the cities that the LORD overthrew without pity;
let him hear a cry in the morning and an alarm at noon,
¹⁷ because he did not kill me in the womb; so my mother would have been my grave, and her womb
forever great.
¹⁸ Why did I come out from the womb to see toil and sorrow, and spend my days in shame?

Song: *How Firm A Foundation*

(Words: Richard Keen; Music: Traditional Welsh melody)

Anglican Church of Australia Diocese of Sydney

Second Session of the 53rd Synod Business Paper: Tuesday 17 September 2024

- A notation “B#” refers to Bills and “M#” refers to motions which are provided in the attached schedule: Bills and motions for the consideration of the Synod.
- The Synod Standing Orders are found on page 369 in Book 3: the Synod Standing Orders Ordinance 2019. See Part 5 of the Synod Standing Orders for ordinance procedures.

1. **The President or a person appointed by him is to pray.**
2. **Bible study is led by the Rev Kevin Kim.**
3. **Minutes of 14 and 16 September 2024**

The minutes of the previous day are to be signed by the President, or otherwise dealt with.

3.1 Results of vote by ballot on M12

The President will declare the results of the ballot undertaken on 16 September 2024.

4. Answers to questions

4.1 Revised Statement of Faith

Dean Sandy Grant asked the following question –

- (a) Since the revised Statement of Faith was adopted in late 2019, how many candidates have been willing to sign that form of the Statement of Faith and have been successfully elected or appointed to the following positions:
 - (i) Head (or Acting Head) of an Anglican School,
 - (ii) Member of an Anglican School Council, or
 - (iii) CEO or Member of a board of another Synod controlled Anglican organisation?
- (b) Can our diocesan schools advise, in a way that does not identify individual Anglican schools, how many diocesan Anglican Schools, where the revised Statement of Faith is applied to prospective Heads and/or Council members, have had enrolment levels and waiting lists fall, and how many have had enrolment levels and waiting lists rise in 2023-24, compared to 2018-2019 before the Statement of Faith was changed?

4.2 Distribution of ‘The Lord’s Supper in Human Hands’

The Rev David Morgan asked the following question –

Concerning the publication, “The Lord’s Supper in Human Hands: Who Should Administer?”:

- (a) Did the Diocesan Secretariat send copies of “The Lord’s Supper in Human Hands: Who Should Administer?” to all Bishops who attended the inaugural GAFCON conference in 2008?
- (b) Did any of the Bishops who attended that inaugural GAFCON conference make a response
- (c) to the Diocese concerning the argument of “The Lord’s Supper in Human Hands”?
- (d) If any GAFCON Bishops did respond, can the Synod be made aware of what those responses were?

4.3 Expenditure of the Office of the Director of Safe Ministry

The Rev John Chappell asked the following question –

- (a) Noting the Parochial Cost Recoveries Ordinance 2024, with Standing Committee's incorporation of the expected 22% rise in the 2025 Office of the Director of Safe Ministry's (**ODSM**) operational budget (\$277,000 increase - Book 1, p.233):
 - (i) Can the President please update the house as to what ordinances and policies govern ODSM expenditure?
 - (ii) Can the house be supplied with the text of motion and date of meeting when the Safe Ministry Board (**SMB**) authorised this request to Standing Committee for expenditure increase?
- (b) Noting the \$75,832 ODSM 2023 expenditure on Entertainment and Travel (Book 1, p.36):
 - (i) Can the house be updated on the rationale of the over 600% expansion on 2022 entertainment and travel expenditure?
 - (ii) Can the entertainment costs be itemised with explanatory comments?
 - (iii) Can the travel costs be itemised with explanatory comments?
 - (iv) Can the house please be supplied with the text of the motion and date of meeting when the SMB authorised this entertainment and travel expenditure?
- (c) Noting that the report from Synod resolution 9/23 (Book 1, p.25) requested for Synod this year has not yet been completed, can the house please be informed of progress since the July Standing Committee report to Synod?

4.4 Diocesan statistics

The Rev Zac Veron asked the following question –

- (a) How many people in total attended a Sydney Anglican church on any week, as an average expressed over a calendar year of attendance, and excluding periods of lock-downs of society, in 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2010, 2009, 2008, 2007, 2006 and 2005?
- (b) If any figure for any one of these years is unknown, why is that so?
- (c) Was there any change of counting methodology implemented since 2005 - 2022 attendance figures were revealed to the Synod in 2023? If so, what was that change?
- (d) Why are these attendance figures collected, and what is done with them?
- (e) When was the last year attendance figures for each parish were published in the Diocesan Year Book?
- (f) When was the last year net financial receipts for each parish were published in the Diocesan Year Book?
- (g) Are there any plans to recommence publishing attendance figures and net financial receipts for each parish in the Diocesan Year Book? If not, why not?
- (h) Is it true that the Parish Administration Ordinance requires the Minister to maintain registers of baptisms, weddings and funerals?
- (i) How many infant baptisms were conducted through the ministry of Sydney Anglican churches in 1983, 1993, 2003, 2013 & 2023?
- (j) How many mature baptisms were conducted through the ministry of Sydney Anglican churches in 1983, 1993, 2003, 2013 & 2023?
- (k) How many funerals were conducted by Sydney Anglican ministers in 1983, 1993, 2003, 2013 & 2023?
- (l) How many weddings were conducted by Sydney Anglican clergy in 1983, 1993, 2003, 2013 & 2023?

4.5 Synod income and Assistant Bishop costs

Professor Chris Bellenger asked the following question –

- (a) Using 2023 as a base, what would be the dollar value of 0.5% of the 'total available income for Synod' as referred to in the report 10/23 (Book 1, p.113), Recommendation 3(b)?
- (b) Using 2023 as a base, what is the approximate average annual total dollar cost to the Endowment of the See, the Diocesan Endowment and any other church funds for maintenance of an Assistant Bishop, including salary and allowances, superannuation, housing, travel, provision of office and secretarial assistance and any other major expense?

4.6 Delegations and directions under certain canons of General Synod

Mr Samuel Doherty asked the following question –

- (a) Which diocesan officials, if any, have been delegated the power or discretion of the Archbishop under the *Holy Communion Canon 2001* (adopted by the *General Synod – Holy Communion Canon 2001 Adopting Ordinance 2004*), and to what extent, if any, in accordance with the *Canon Concerning Authority on Certain Matters 1989* (adopted by the *General Synod - Canon Concerning Authority on Certain Matters 1989 Adopting Ordinance 1993*)?
- (b) In each year from 2012 to 2023, how many people, if any, were directed not to receive communion by the Archbishop (or Administrator, or Commissary, or delegated official (if any)) under clause 6 of the *Holy Communion Canon 2001* (adopted by the *General Synod – Holy Communion Canon 2001 Adopting Ordinance 2004*)? And how many of these people, if any, were subsequently restored to communion by the Archbishop (or Administrator, or Commissary, or delegated official (if any))?

4.7 Tuition fees for Sydney Church of England Grammar School

Mr Samuel Doherty asked the following question –

Why have tuition fees for Sydney Church of England Grammar School risen by a greater percentage than the consumer price index?

4.8 Remunerated key management personnel at Anglican Schools Corporation

Mr Samuel Doherty asked the following question –

Why did the number of remunerated key management personnel for the 'Anglican Schools Corporation_ACNC GROUP' drop from 23 in 2022 to not more than one in 2023?

4.9 Theological qualifications of authorised lay ministers and lay chaplains

Mr Samuel Doherty asked the following question –

- (a) How many full time and substantially full time authorised lay ministers and lay chaplains currently have the theological qualifications for ordination?
- (b) Of the number in part (a), how many, if any:
 - (i) Are under 23 years of age?
 - (ii) Are divorced, or married to someone who has been divorced?
 - (iii) Disagree with the Thirty-Nine Articles?

4.10 Leases of real property exceeding five years

Mr Samuel Doherty asked the following question –

How many (if any) leases of real property with terms of more than five (5) years has the Anglican Church Property Trust (or the Diocese) granted in the past twenty-five (25) years and where were, or are, they (if any) located?

4.11 Parochial cost recoveries and Regents Park

Mr Samuel Doherty asked the following question –

With respect to Attachment 2 of the Explanatory Report on the *Parochial Cost Recoveries Ordinance 2024*, why are no figures shown for Regents Park?

4.12 Accessibility funding and support

Mrs Alison Pollard asked the following question –

- (a) The report on the draft *Synod Appropriations and Allocations Ordinance 2024*, at Item 49 on page 257 of Synod Book 1, refers to an application by Youthworks for funding at

\$140,000 p.a. for a Diocesan Accessibility coordinator and the report states this role is “not able to be funded in the draft budget”.

- (i) Does this application relate to the current work being done by the Rev Bec Baines which is funded by private specific, and ending, financial support?
 - (ii) How much of the ordinance which authorises expenditure of \$10,085,000 in 2025, is allocated to provide assistance to parishes in welcoming and supporting persons with disabilities?
 - (iii) Does any organisation under the control of Synod provide advice to parishes on these matters and, if so, what support is provided?
- (b) By Synod resolution 24/22, Synod encouraged parish councils to give consideration to the Accessibility Guidelines prepared by Dr Louise Gosbell in order to make their parish a welcoming and accessible place for all of the community. What support is provided to parish councils as they seek to implement this request of Synod?

4.13 Use of agreed upon procedures to review annual financial statements

Mr David Minty asked the following question –

With respect to Item 3.2 of the report of Standing Committee (Book 1, p.11) – Annual financial statements:

What are the main limitations of the work done under the “agreed upon procedures” rather than undertaking “formal audits” of the three Funds?

What is the approximate annual saving to the Diocese of undertaking the “agreed upon procedures” compared to “formal audits” of the three Funds?

4.14 Provisional recognised churches

Mr David Minty asked the following question –

With respect to Item 3.4(2) of the report of Standing Committee – the *Recognised Churches Ordinance 2000* (Book 1, p.12):

Has the new process allowed by the amending ordinance yet been used?

4.15 Formulation of group governance policies by SDS

Mr David Minty asked the following question –

With respect to Item 3.4(5)(b) of the report of Standing Committee – the *Sydney Anglican Property (Provisional Restructuring) Ordinance 2023* (Book 1, p.12):

Why is it proposed that SDS, a service organisation to the Diocese, is to be empowered “to formulate group governance policies for bodies which centrally administer and manage the affairs of the Diocese”?

4.16 Reporting of steps taken in pursuit of the broader charitable purposes of the Diocese

Mr David Minty asked the following question –

With respect to Item 7.25 of the report of Standing Committee – 21/23 Diocesan Organisations pursuing the broader charitable purposes of the Diocese (Book 1, p.25):

- (a) Is there a report published that summarises for Synod, information from “certain diocesan organisations to annually report to Synod a summary of the steps they have taken in pursuit of the broader charitable purposes of the Diocese. The Synod also encouraged all schools to annually report such a summary to the Synod”?
- (b) If not, is there an indication of when such a report might be published?

4.17 Valuation of Investment in St Andrew's House

Mr David Minty asked the following question –

With respect to the report of Standing Committee - Valuation of Investment in St Andrew's House Corporation (Book 1, p.56-57):

- (a) What was the effect of the change of capitalisation rates in the valuation of the Tower and Car Park (from 5.75% to 6.75%) and Town Hall Square Arcade (from 6% to 6.25%) in the \$37.5m reduction in the fair value of the property?
- (b) What is the anticipated impact of this (or any other) change in the latest assessment of the value of the property on future distributions to the St Andrew's House Fund and the EOS in:
 - (i) the next triennial funding period 2025-2027?
 - (ii) subsequent years (in current dollars)?

4.18 Professional Development for Ministry Workers

Mr David Minty asked the following question –

With respect to the report of Standing Committee - Professional Development for Ministry Workers 54/22 Ministry Wellbeing and Development - Compliance and reporting (Book 1, p.132, para 39):

Can the Committee's reasons for not recommending "that participants' Professional Development be randomly audited, as is the case in other professions" be made available to the Synod?

4.19 Insurance costs for St Andrew's Cathedral

Mr David Minty asked the following question –

With respect to the report of Standing Committee - *Parochial Cost Recoveries Ordinance 2024* - Explanatory Report (Book 1, p.234, para 17):

Is it expected that a significant amount (i.e. more than half) of the cost of the Cathedral's insurance will need to be included in the parochial network costs in:

- (a) 2026?
- (b) Subsequent years?

4.20 Nominated Organisations for the 53rd Synod

Mr David Lloyd asked the following question –

In respect of each of the 7 Nominated Organisations for the 53rd Synod, namely:

- (i) The Archbishop of Sydney's Anglican Aid,
 - (ii) Anglican Community Services (Anglicare),
 - (iii) Anglican Media,
 - (iv) Anglican Schools Corporation,
 - (v) Anglican Youth and Education (Youthworks),
 - (vi) Evangelism and New Churches, and
 - (vii) Sydney Diocesan Services (SDS),
- (a) What criteria or matters did the Standing Committee consider or apply when declaring in May 2023 for the 53rd Synod which diocesan organisations are Nominated Organisations under clause 24 of the *Synod Membership Ordinance 1995* for the purposes of Part 6 – Chief Executive Officers of Nominated Organisations of that Ordinance?
 - (b) What is the gender of the 7 members appointed to the 53rd Synod in respect of Part 6 – Chief Executive Officers of Nominated Organisations?
 - (c) Please identify any of the 7 Nominated Organisations for which the inherent requirements of the position of Chief Executive Officer of the organisation includes being male (for clarity,

the term 'inherent requirements' is intended to include any requirement that the person be ordained to the presbyterate)?

- (d) As at 1 September 2024, what is the number of males and what is the number of females who are appointed to positions that are direct reports to the Chief Executive Officer of each of the 7 Nominated Organisations, inclusive of persons acting in a direct report position, and please provide this information separately for each organisation?
- (e) Does the governing board (however described) of each of the 7 Nominated Organisations have in place an active succession planning process for the position of Chief Executive Officer of the organisation that, in part, seeks to improve the balance of male and female potential successors to that position, and please identify those organisations that have such a process and any that do not?
- (f) Do each of the 7 Nominated Organisations have in place an active succession planning process that, in part, seeks to improve the balance of male and female potential successors as direct reports to the position of Chief Executive Officer of the organisation, and please identify those organisations that have such a process and any that do not?
- (g) Has the Diocese of Sydney or the Standing Committee considered or adopted any plans, strategies or approaches that may enhance the gender diversity of persons appointed as Chief Executive Officers of the 7 Nominated Organisations, and (Sydney) Diocesan organisations more generally, and if so please provide details of such plans, strategies or approaches?
- (h) Is there an indicative timeframe for the potential future appointment of a female Chief Executive Officer in respect of each of the 7 Nominated Organisations, subject to proper selection and appointment processes as a vacancy may arise from time to time, and if so, what is that timeframe?

4.21 Use of NDAs and pastoral care of Assistant Ministers and other ministry staff

The Rev Mark Groombridge asked the following question –

- (a) Regarding the pastoral care of Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers), in the past 5 years, how many such ordained staff:
 - (i) Left their position in their parish for another Anglican parish due to irreconcilable differences with their parish's Senior Minister?
 - (ii) Left their position in their parish for another non-parish ministry role due to irreconcilable differences with their parish's Senior Minister?
 - (iii) Left their position in their parish for another denomination due to irreconcilable differences with their parish's Senior Minister?
 - (iv) Left their position in their parish due to mental health issues (e.g. burn-out)?
- (b) Regarding the pastoral care of Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers), in the past 5 years, how many such ordained staff:
 - (i) Have been asked to sign a Non-Disclosure Agreement (**NDA**) at the request of their parish's Senior Minister?
 - (ii) Signed an NDA at the request of their parish's Senior Minister?
 - (iii) What percentage of NDAs were signed which would fit into the category defined by paragraph 36(i) of the report?
- (c) Does the Archbishop and his See consider a Senior Minister to be acting above reproach (1 Tim 3:2, 10; Titus 1:6) if they request their ordained staff to consent to signing an NDA in circumstances outside of paragraph 36? In such circumstances, how is the Archbishop's See keeping Senior Ministers accountable?
- (d) If NDAs are an acceptable practice with the Sydney Diocese (according to paragraph 36 of the report):
 - (i) To what extent is the Archbishop's office (Archbishop, Bishops, Archdeacons or similar) and SDS employees (e.g. Parish HR Partner) involved in the formation and signing of these NDA agreements?
 - (ii) What members of the Archbishop's See are involved or will be involved in the process of signing an NDA to ensure that Senior Ministers are kept accountable to being above reproach?

- (iii) What members of SDS are involved in the process of signing an NDA?
- (iv) What legal assistance is provided to Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers) to assist them in making informed decisions about signing NDAs?
- (e) What ministry structures have been established, maintained or considered by the Archbishop's See for the pastoral care of ordained Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers) in the past 5 years?

5. The President invites members to give notice of questions.

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

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

8. Procedural motions

8.1 SAP Presentation

Synod agrees to allow the presentation of a 5 minute video regarding the work of Sydney Anglican Property on Tuesday 17 September at a time to be determined at the discretion of the President.

(Mr Peter Hicks / Mrs Melinda West)

8.2 Recommendations from the Order of Business Committee

Synod agrees –

- (a) to reschedule items of business as shown in marked form on the Timetable for Synod Business, and
- (b) not to take motion M42 (Ministry Planning and use of Church Life Surveys) before Monday 23 September 2024.

(Mrs Briony Bounds / Archdeacon Anthony Douglas)

9. Motions for consideration by the Synod

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

Bills and motions for the consideration of the Synod

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

17 September 2024

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

- ○ **B1 Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024**
Tuesday 17th (afternoon session), following M13

Synod will be asked to consider the Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024.

(Bk 1 p.281)

(Archdeacon Anthony Douglas / Dr Claire Smith)

Proposed amendments to the text of the Bill in committee

- (1) In subparagraph 2(b), omit the matter, ‘a person who is a presbyter in the Diocese, or a person’, and insert instead the matter, ‘a person, aged between 30 and 65 years of age, who is a presbyter in the Diocese or’.

(Mr Samuel Doherty)

- ○ **B2 Consecration of the Archbishop of Sydney Ordinance 2021 Amendment Ordinance 2024**
Tuesday 17th (afternoon session), following B1

Synod will be asked to consider the Consecration of the Archbishop of Sydney Ordinance 2021 Amendment Ordinance 2024 in a form incorporating the following amendment –

‘In clause 2, following the matter “a pool of suitable”, insert the matter, “diocesan”.’

(Bk 1 p.281)

(Archdeacon Anthony Douglas / Dr Claire Smith)

- ○ **B3 Anglican Church Property Trust Diocese of Sydney (Delegation of Powers and Quorum) Amendment Ordinance 2024**
Tuesday 17th (evening session), following M5

Synod will be asked to consider the Anglican Church Property Trust Diocese of Sydney (Delegation of Powers and Quorum) Amendment Ordinance 2024.

(Bk 1 p.278)

(Mr Robert Wicks / Mrs Melinda West)



B4 Leadership of Indigenous Ministry in the Diocese Amendment Ordinance 2024

To be considered immediately following M10

Synod will be asked to consider the Leadership of Indigenous Ministry in the Diocese Amendment Ordinance 2024 in a form incorporating the following amendment –

‘Omit all the matter at paragraph 3 and insert instead the following matter –

“3. Amendment to the Synod Membership Ordinance 1995

The *Synod Membership Ordinance 1995* is amended as follows –

- (a) insert the matter ‘, 8A’ after the number ‘6’ in clauses 33(b), 35(e), 43(b) and 46(2)(d), and
- (b) insert the following matter at the end of clause 50A before the full-stop –

‘

or the person is the Director of Indigenous Ministry’, and

- (c) insert a new clause 50BA as follows –

‘50BA. Additional Nominated Indigenous Representative

(1) The Director of Indigenous Ministry is an additional Nominated Indigenous Representative, ex officio and must be summoned to each session of Synod convened while they hold that office.

(2) If a person is summoned to a session of Synod under subclause 50BA(1), and before the first day of that session the person ceases to hold office as the Director of Indigenous Ministry, the summons is void.

(3) Divisions 2 and 3 of this Part 8A do not apply to a person who is a member of Synod under subclause 50BA(1).’, and

- (d) in the Dictionary substitute the definition of ‘Indigenous Person’ with the following –

“‘Indigenous Person’ means a person who –

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

(Bk 1 p.298)

(The Rev Nigel Fortescue / Bishop Michael Stead)



B5 Diocesan Governance Policy

Wednesday 18th (afternoon session), following formal matters

A revised form of B5 will be circulated the day after the consideration of M11 – M13 has concluded. The revised form will reflect the outcome of M11 – M13 and be marked to show any further changes proposed by the mover.

That the Diocesan Governance Policy be approved in principle.

(Bk 1 p.185)

(Mr Greg Hammond OAM / Bishop Chris Edwards)

Proposed amendments to the text of the Policy in committee

- (1) In Appendix 2, Part 2, section C, paragraph (i), omit the matter “12” and insert instead the matter “14”, and consequentially amend Footnote 33.

(Dr Laurie Scandrett)

- (2) In Appendix 2, Part 2, Footnote 33, omit the matter, “and the Archbishop-in-Council”.

(Dr Laurie Scandrett)

 **B6 Synod Appropriations and Allocations Ordinance 2024**

Monday 23rd (evening session), following M41

Synod will be asked to consider the Synod Appropriations and Allocations Ordinance 2024.

(Bk 1 p.250)

(Canon Phillip Colgan / Mr John Pascoe)

 **B7 Parochial Cost Recoveries Ordinance 2024**

Monday 23rd (evening session), following B6

Synod will be asked to consider the Parochial Cost Recoveries Ordinance 2024 in a form incorporating the following amendment –

‘In clause 2 of the Schedule –

- (a) in the definition of “minister and assistant minister charge”, omit the existing paragraph (a) and insert instead the matter –

“(a) the costs of the contribution or contributions to a complying superannuation fund nominated by the minister or assistant minister at the rate or in the amount determined by the Standing Committee from time to time, and”, and

- (b) insert the following new definition in alphabetical order –

“‘complying superannuation fund’ has the meaning given to that term in sections 42 and 42A of the *Superannuation Industry (Supervision) Act 1993*.”

(Bk 1 p.232)

(Canon Phillip Colgan / Mr John Pascoe)

 **B10 Parish Governance Policy**

Not to be considered before B5

A revised form of B10 is expected to be circulated the day after consideration of B5 has concluded, marked to show changes proposed by the mover.

That the Parish Governance Policy be approved in principle.


(Bk 2 p.345)

(Mr Greg Hammond OAM / Bishop Chris Edwards)

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

There are no proposed ordinances or policies under this heading.

III. Other motions by request of the Standing Committee


 **M1 Use of Non-Disclosure Agreements in the Diocese**
Monday 23rd (afternoon session), following formal matters

Synod, noting the report 'Use of Non-Disclosure Agreements in the Diocese' –

- (a) endorses the principles articulated by the Report,
- (b) endorses the recommendations made at paragraphs 36, 37, and 38 of the Report,
- (c) encourages all parishes, diocesan organisations, and schools to:
 - (i) adopt a policy in relation to the use of Non-Disclosure Agreements (**NDA**s) which reflects the principles of the Report and the recommendations made at paragraphs 36, 37, and 38, or
 - (ii) make a public “pledge” in relation to the use of NDAs which reflects the principles of the Report and the recommendations made at paragraphs 36, 37, and 38,
- (d) encourages all parishes, diocesan organisations, and schools to consider whether they have used NDAs in the past which contravene the principles and recommendations of the Report, and, if they have done so, to welcome approaches from those who may have been subject to such NDAs with a view to considering the offer of an apology for the use of such NDAs, and, the offer of a formal (written) release from the terms of the NDA, and
- (e) agrees to consider a motion at the next session of Synod by which the Synod will apologise to all those who have, historically, been subject to NDAs which contravene the principles and recommendations of the Report.

(Bk 1 p.177)

(Archdeacon Simon Flinders / Mrs Stacey Chapman)

 **M4 Sussex Inlet: Classification as a Parish**
Monday 23rd (afternoon session), immediately prior to the dinner break

Synod assents to the classification of Sussex Inlet as a parish with effect from 1 January 2025.

(Bk 1 p.67)

(The Rev Martyn Davis / Bishop Peter Hayward)

 **M5 Sydney Anglican Property**
Tuesday 17th (evening session), following a scheduled presentation

Synod, noting –

- (i) the initial steps taken by the Standing Committee outlined in the report 'Review of the central organisational structures of the Diocese' to form Sydney Anglican Property (**SAP**) with effect from 1 January 2024 through the appointment of a common transitional board membership for –
 - (A) Anglican Church Property Trust Diocese of Sydney,
 - (B) Anglican Church Growth Corporation,
 - (C) New Church for New Communities, and
 - (D) St Andrew's House Corporation, and
 - (ii) the metrics approved by the Standing Committee outlined in the report by which progress in consolidating the central property undertaking of the Diocese will be measured,
- (a) endorses the initial steps taken by the Standing Committee in forming SAP,
 - (b) approves in principle the reduction in the number of bodies corporate operating in the SAP structure,
 - (c) encourages the Standing Committee to consider and, as appropriate, to take this and such further steps it considers necessary or desirable to realise the full benefit of the consolidation, and
 - (d) requests the Standing Committee to report progress to the next ordinary session of the Synod in 2025.

(Bk 1 p.136)

(Canon Phillip Colgan / Dr Laurie Scandrett)



M7 Sydney Anglican Services

Tuesday 17th (evening session), following M5

Synod, noting the proposal to form Sydney Anglican Services (**SAS**) outlined in the report 'Review of the central organisational structures of the Diocese' approves –

- (a) the formation of SAS from 1 January 2025 with the purpose, functions, structure and membership in or to the effect of those outlined in the report,
- (b) the Glebe Administration Board continuing as a separate specialist board but as part of the broader SAS structure with its membership appointed by SAS, and
- (c) the loans function currently administered by the Sydney Anglican Loans Board being administered by SAS with appropriate input from clergy at board level,

and requests the Standing Committee to –

- (i) implement these outcomes and take such other associated action it considers necessary or desirable to realise, as far as possible, the full benefit of SAS's formation as the corporate body through which the Synod supports and regulates the central governance and administration of the affairs of the Diocese under the oversight of the Standing Committee, and
- (ii) report progress, with any further recommendations, to the next ordinary session of the Synod in 2025.

(Bk 1 p.136)

(Dr Laurie Scandrett / Bishop Michael Stead)



M8 Evangelism & Ministry Partnerships

Tuesday 17th (evening session), following M7

Bishop Michael Stead will move the motion in the following form (marked to show changes) –

'Synod, noting the proposal to form Evangelism and Ministry Partnerships (**EMP**) outlined in the report 'Review of the central organisational structures of the Diocese' –

- (a) approves in principle ~~the formation of EMP~~ a restructuring of the central media, evangelism, and ministry training organisations of the Diocese into an entity with the purpose, functions, ~~structure~~ and membership as or to the effect of those outlined in the report,
- (b) requests the Standing Committee to continue to consult with the boards of Evangelism and New Churches (**ENC**), Ministry Training & Development (**MT&D**), the Anglican Media Council (**AMC**) and the other bodies involved in this proposal to determine the optimal structure ~~and transition timing for this new entity, to achieve the purposes and priorities for the Diocesan Fellowship~~ and to consult with specialists in organisational design and change management as necessary, and
- (c) requests the Standing Committee to take such other steps it considers necessary or desirable to achieve this outcome and report progress to the next ordinary session of the Synod in 2025.'

(Bk 1 p.136)

(Bishop Michael Stead / Canon Phillip Colgan)

Proposed amendments

- (1) ~~In paragraph (b), omit the matter, 'determine the optimal structure and transition timing' and insert instead the matter, 'clarify the goals and purposes to determine the preferable relational dynamics, structure, transitional processes and timing'.~~

(Withdrawn by The Rev Dr Archie Poulos)

- (2) ~~Amend the motion as follows –~~

- ~~(a) in paragraph (a), omit the matter, 'the formation of EMP with the purpose, functions, structure and membership as or to the effect of these outlined in the report,' and insert instead the matter, 'a restructuring of the central evangelism, media, and ministry training organisations of the diocese,'~~
- ~~(b) in paragraph (b), following the matter, 'involved in this proposal', insert the matter, 'and evangelism ministry leaders included in the existing structures,' and~~
- ~~(c) in paragraph (b), omit the matter, 'and transition timing for this new entity', and insert instead the matter, 'to achieve the purposes and priorities for the Diocesan Fellowship'.~~

(Withdrawn, after the substance of the amendment was accepted by the mover, by The Rev Ben Bathgate / The Rev Dr Simon Gillham)

 **M10 Leadership of Indigenous Ministry in the Diocese**

Monday 23rd (afternoon session), following M1

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

- (a) agrees to the creation of a position known as the Director of Indigenous Ministry, to be appointed by the Sydney Anglican Indigenous Peoples' Ministry Committee with the concurrence of the Archbishop,
- (b) agrees that the role of the Director of Indigenous Ministry should be funded through an increase from 1% to 1.5% in the amount of the total available income for Synod that is applied to the Indigenous Peoples' Ministry Trust Fund,
- (c) agrees that the Director of Indigenous Ministry should be an ex officio member of the Synod as an additional Nominated Indigenous Representative, and an ex officio member of the Standing Committee, and
- (d) requests the Standing Committee amend the *Sydney Anglican Indigenous Peoples' Ministry Ordinance 2002* as required to give effect to the creation of the Director of Indigenous Ministry.

(Bk 1 p.298)

(The Rev Nigel Fortescue / Dr Karin Sowada)

 **M13 Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors**

Tuesday 17th (afternoon session), following formal matters

Synod, noting that the proposed Diocesan Governance Policy will require, for a Level C or D entity –

- (i) members of the governing body elected or appointed by Non-Diocesan Appointors to sign the form of Appendix 3 as shown in Synod Book 1,
- (ii) members elected or appointed by Diocesan Appointors, and chief executive officers, to sign the form of Appendix 3 as shown in Synod Book 1 including any new paragraphs inserted by resolution of the Synod,

agrees that members elected or appointed by Non-Diocesan Appointors must likewise sign the form of Appendix 3 including any new paragraphs inserted.

(Bk 1 p.185)

(Bishop Chris Edwards / Mr Greg Hammond OAM)

 **M14 Diocesan Governance Policy – implementation**

Wednesday 18th (afternoon session), following B5

Synod, noting the *Accounts Audits and Annual Reports Ordinance 1995* includes an obligation for diocesan organisations to report to the Synod every three years on their conformity to the Diocesan Governance Policy and explain any areas of non-conformance –

- (a) repeals the Governance Policy for Diocesan Organisations made by the Synod on 20 October 2014, as amended from time to time,

- (b) requests the Standing Committee to amend the *Interpretations Ordinance 1985* to provide that –
 - (i) any reference in an ordinance to the ‘Governance Policy for Diocesan Organisations made by the Synod on 20 October 2014, as amended from time to time’, be taken to be a reference to the Diocesan Governance Policy, as adopted by the Synod at this session,
 - (ii) any reference in an ordinance to the ‘Statement of Personal Faith set out in the Synod Governance Policy’ or a similar expression, be taken to be a reference to Appendix 3 of the Diocesan Governance Policy as adopted by the Synod at this session, and
 - (iii) prior to July 2026 a person may sign a statement in the form of Appendix 3 to the Diocesan Governance Policy rather than a ‘Statement of Personal Faith’ annexed to an ordinance constituting an organisation to which the person is to be elected or appointed as a member of the governing body,
- (c) requests the Standing Committee make arrangements for an outline of, and references to, the doctrine of the Anglican Church of Australia in the Diocese of Sydney to be made available on the Sydney Anglicans website,
- (d) requests each Diocesan organisation to promote amendments to its constituting ordinance by July 2026 to achieve conformity with the Diocesan Governance Policy noting that where appropriate, provisions of the Diocesan Governance Policy may be included in a charter (or similar document),
- (e) requests the Standing Committee to –
 - (i) review the *Accounts, Audits, and Annual Reports Ordinance 1995*, the *Synod Elections Ordinance 2000*, and other relevant ordinances with a view to amending them to ensure conformity with the Diocesan Governance Policy, noting that it may not be appropriate for a particular ordinance to conform to the Diocesan Governance Policy in all respects,
 - (ii) consult with each Diocesan organisation before any amendments are made to the ordinance by which the Diocesan organisation is constituted, and
 - (iii) report progress to the next session of the Synod,
- (f) authorises the Standing Committee to make amendments to the Diocesan Governance Policy, with the exception of Appendix 3, unless before such amendment is made, any 3 members of the Standing Committee request in writing that the amendment be referred to the Synod, and provided any amendment made by the Standing Committee is reported to the next ordinary session of the Synod.

(Bk 1 p.185)

(Bishop Chris Edwards / Mr Greg Hammond OAM)



M15 Diocesan Governance Policy – acknowledgements and thanks


Wednesday 18th (afternoon session), following M14

Synod –

- (a) acknowledges and gives thanks for the persons responsible for governing Diocesan organisations, who give generously of their time, energy and skills to exercise the responsibilities with which they have been entrusted,
- (b) encourages the persons responsible for governing Diocesan organisations, to work in partnership with the Synod in seeking standards of governance appropriate to their context. Such standards are to be underpinned by prayer, sacrificial service, a dependence upon God for wisdom and a proper regard to best practice so that decisions made will enhance the effectiveness of each Diocesan organisation in proclaiming and commending Jesus Christ as Lord and pursuing their purposes,
- (c) commits to having due regard to the principles set out in the Diocesan Governance Policy in formulating rules and policies for the conduct of its own affairs and business, and
- (d) commits to working in partnership with Diocesan organisations, seeking to be informed of both their purposes and contexts to communicate and collaborate with them in the pursuit of their purposes and the furtherance of the purposes and priorities of the Diocese.

(Bk 1 p.185)

(Bishop Chris Edwards / Mr Greg Hammond OAM)

 **M16 Attendance Patterns and Mission in the Diocese**

Wednesday 18th (evening session)

Synod, noting the report '64/23 Attendance Patterns and Mission in the Diocese', asks the Standing Committee to consider the recommendations of the report (paragraphs 111-129), to take appropriate steps to enact those recommendations it chooses to prioritise, and to bring a report to the next session of the Synod with an update on progress.


(Bk 1 p.70)

(The Rev Dominic Steele / The Rev Geoff Bates)

Proposed amendments

- (1) Amend the motion as follows –
 - (a) treat all the matter following the matter 'Synod, noting the report '64/23 Attendance Patterns and Mission in the Diocese', " as subparagraph (b), and
 - (b) insert a new subparagraph (a) as follows –
 - '(a) gives thanks to God for the recent "partial post-Covid recovery" and calls for confession and humble repentance, where we have fallen short in not giving sufficient priority, attention, reflection and resources to seeing the lost of Sydney and the Illawarra saved by Jesus, and'.

(The Rev Robin Kinstead / The Rev Michael Turner)

 **M18 Parish Governance Policy – implementation**

To be considered immediately following B10

Synod –

- (a) requests the Standing Committee to review the *Parish Administration Ordinance 2008*, other ordinances relating to the financial and property affairs of parishes, and other ordinances (as applicable) with a view to amending them to achieve conformity with the Parish Governance Policy by or at the next session of the Synod,
- (b) authorises the Standing Committee to make amendments to the Parish Governance Policy, unless before such amendment is made, any 3 members of the Standing Committee request in writing that the amendment be referred to the Synod, and provided any amendment made by the Standing Committee is reported to the next ordinary session of the Synod,
- (c) acknowledges and gives thanks for the persons responsible for the financial and property affairs of parishes who give generously of their time, energy and skills to exercise the responsibilities with which they have been entrusted.

(Bk 2 p.345)

(Bishop Chris Edwards / Mr Greg Hammond OAM)

 **M19 Governance Policy Review Committee**

Dr David Nockles will move the motion in the following form (marked to show changes) –

'Synod thanks the members of the Governance Policy Review Committee, especially Mr Greg Hammond OAM, for their work in bringing the Diocesan Governance Policy and Parish Governance Policy to the Synod.'

(Bk 2 p.345)

(Dr David Nockles / Dr Claire Smith)

IV. Motions by request of a Regional Council

There are no motions under this heading.

V. Motions deferred by the previous ordinary session of Synod

There are no motions under this heading.

VI. Motions received by the Secretary of the Synod

●● M24 40th anniversary of the establishment of Sports & Leisure Ministries

Wednesday 18th (afternoon session), from 5.15pm

Synod thanks God for –

- (a) the 40th anniversary of the establishment of Sports & Leisure Ministries,
- (b) for the tenacity of clergymen from several denominations, including Sydney's the Rev David Tyndall, in the establishment and development of this ministry,
- (c) the sports chaplaincy organisations that grew from this root, including Sports Chaplaincy Australia, Australian Racing Christian Chaplaincy, Life Saving Chaplaincy Australia and Motor Racing Chaplaincy, and
- (d) the over 500 people involved in sports chaplaincy across Australia who continue to show the love of Jesus in the sporting arena of our land,

and commits to pray for this vital ministry.

(The Rev Dr Richard Wenden / Dr Karin Sowada)

●● M27 NSW Poker Machine Reform

The Rev David Yung will move the motion in the following form (marked to show changes) –

'Synod, noting that –

~~(a)~~(i) the NSW Budget 2024-25 expects "increased gaming machine activity" and has revised gambling tax revenue estimates much higher over the forward estimates, with taxation revenue on hotel gaming devices, principally poker machines, expected to grow fastest of all at 8% p.a., while gambling tax revenue is already expected to be \$3.5 billion in 2023-24 alone, and

~~(a)~~(ii) a recent survey from Wesley Mission found 30% of respondents know someone who has experienced harm through poker machine use. Such research and forward estimates indicate that recent modest harm minimisation steps by the Government have made negligible difference to the deleterious impact of poker machine gambling on public health and welfare in NSW,

requests the Archbishop, along with all concerned Anglican church members, to write to the Premier of NSW calling for prompt implementation of –

(a) a universal cashless ~~gaming~~ ~~gambling~~ card with mandatory harm reduction measures, taking account of the learnings from ~~of~~ the trial currently underway,

(b) an independent, state-wide self-exclusion register, and

(c) the powering down of all club and pub-based poker machines between midnight and 10:00am.'

(The Rev David Yung / Dean Sandy Grant)

●● M28 SRE and the Office of the Children's Guardian

Synod –

- (a) thanks God for the privilege of Special Religious Education (SRE) in New South Wales public schools that empowers parents with the dignity of choice in the faith education of their child/ren,

- (b) notes that SRE teachers and helpers comprise Australia's largest weekly volunteer labour force and contribute to the spiritual and psychological wellbeing of students, strengthen the multicultural fabric of local school communities, and deliver other societal benefits,
- (a) notes –
 - (i) that the New South Wales Education Department requires each parish SRE Coordinator to declare in writing that they will immediately notify the Department of Education if they receive advice from the Office of the Children's Guardian (OCG) that one of our SRE teachers' or helpers' Working With Children Check (WWCC) clearance expires, has been closed or becomes barred from working with children, and
 - (ii) there is a reasonable expectation that the OCG will communicate information about the WWCC clearance status of any SRE teacher or helper via the two Contacts supplied by the parish to the OCG, which may or may not include the parish SRE Coordinator, and
- (b) requests the Youthworks SRE Office to ensure that each Rector makes a written commitment when appointing his parish SRE Coordinator, or undertaking the role of SRE coordinator himself, that he will ensure that –
 - (i) all persons who answer the parish phone during business hours, who are authorised to speak to the OCG about WWCC matters and can respond to a WWCC bar, can recognise the WWCC names of SRE teachers and helpers (it being noted that a person's common name may differ from his/her WWCC name),
 - (ii) the parish Contacts supplied to the OCG either –
 - (A) during any time of absence, automatically forward emails from compliance@ocg.nsw.gov.au to the person(s) acting as their replacement, or
 - (B) just prior to their absence, log in to the OCG to update the parish Contact and contact details to the person(s) acting as their replacement, and change the Contact back when they return from leave, and
 - (iii) as and when any communication from the OCG is received by the parish concerning the WWCC clearance status of any SRE teacher or helper, he (or, in his absence, any person answering the parish phone) will immediately –
 - (A) notify all schools at which that SRE teacher or helper is authorised, on behalf of the SRE Coordinator, and
 - (B) confirm to the SRE Coordinator that such notification has been made.

(Ms Polly Seidler / Canon Craig Roberts)

○○ M30 Spirit-led evolution of the pathway to ordination of women

Synod –

- (a) gives thanks to God for healing across the worldwide Anglican Communion, and specifically across the Anglican Church of Australia as passionately-held differences on biblical interpretation held in the 1980s have transitioned to the recognition of 'God-given diversity' as described in the Jerusalem Declaration,
- (b) recognises that national Anglican churches within GAFCON ordain women as priests, in common with many national Anglican churches identified as aligned with the See of Canterbury,
- (c) acknowledges that, forty years or more ago, difference in biblical interpretation between certain Australia Dioceses were marked, with Sydney Synod receiving multiple assessments by the Doctrine Commission including (8/87; 1988) 'a woman may not take the responsibility for the teaching of the faith in the family congregation',
- (d) notes that, where once there was declared impaired fellowship with one Diocese which pursued women's ordination in the absence of national consensus,
- (e) now, as the Archbishop has advised Synod (2023), such impaired fellowship with any Diocese is no longer recognised,
- (f) affirms the view (Bishop Glenn Davies, 2016) that each member's assessment of women's ordination to the presbyterate is the only basis for any further decision making, with diversity of opinion also recognised, and

- (g) in considering such ordination, gives thanks to God for the ministry of women variously appointed bishops, priests and deacons across the Anglican Church of Australia and prays for continuing outpouring of the Holy Spirit upon all women who are ordained.

(Professor Bernard Stewart AM / Mr Tony Brownlow)

○ ○ **M31 Pastoral care of women called to the priesthood**

Synod –

- (a) acknowledges that since the 1980's, some individual women from within this Diocese experiencing a call to the priesthood have sought to test whether such a call is through the Holy Spirit by praying and consulting with clergy from other Anglican dioceses in Australia,
- (b) likewise acknowledges that exclusion of women from teaching and from exercising authority over men was seen early on to epitomize submission to biblical authority and thus contribute to the character of the Diocese. In Synod the role of secular feminism in motivating women toward ordination was described,
- (c) is now able to advise women experiencing a call to ordination that the principles and practice in this Diocese concerning women as priests is transitioning from comprehensive prohibitions once in practice, as shown by recognition of the authority that women priests and bishops variously exercise in General Synod and the Archbishop of Perth being authorized to preach in Sydney in 2023,
- (d) gives thanks to God concerning women clergy in this Diocese, for the wide teaching ministries exercised through publication and discharge parochial responsibilities in a manner indistinguishable from that of rector,
- (e) likewise gives thanks for wives and mothers of Sydney clergy who have been ordained as priests in other Dioceses, and
- (f) therefore urges women from our Diocese who experience a call to priesthood to consider their future here rather than elsewhere and to discuss their situation with, among others, their rector and their regional bishop, knowing that through the same Spirit, circumstances in this Diocese are in transition.

(Professor Bernard Stewart AM / Ms Linda Davies)

○ ○ **M32 ~~Attendance patterns response taskforce~~ Prioritisation of ministry to youth and children**
To be considered immediately following M16

The Rev Zac Veron will move the motion in the following form (marked to show changes) –

'Synod –

- (a) gives thanks to the Lord for the faithful ~~Anglican~~ ministry efforts of both laity and clergy in the Diocese of Sydney since 1788, the crucial work of Moore Theological College, Anglicare, Youthworks, ~~diocesan Anglican~~ schools and other ministry organisations in supporting the ministry of the Diocese's churches, the visionary and theological leadership of Archbishops and other leaders, ~~past and present~~, and the property and financial resources which facilitate the ministry of the Word,
- (b) laments the decline in attendance throughout the Diocese as a whole over the last decade, and
- (c) therefore requests the Standing Committee, as it considers the recommendations contained in the 'Attendance Patterns and Mission in the Diocese' report, to also consider to establish a taskforce which is to report to the 2025 session of Synod to answer and address these matters –
- (i) what will/might be the probable/possible operational, clergy recruitment and training, property and financial consequences for the whole diocesan fellowship of fellowshiping and connecting as a Diocese of approximately 270 parishes, if the rate of church attendance decline, identified in the Attendance Patterns Review Committee's report, continues for another decade,?
- (ii) what measures could be taken by parishes and other diocesan organisations and leaders/recommended contingency plans, to address

the ~~probable~~ possible operational consequences identified in paragraph (c)(i), and

- (iii) ~~how might parishes be encouraged to strategically allocate recommended strategic reallocation of Diocesan financial, property and human resources so that ministry to children and youth is prioritised, even over other important ministries, for the future health of our churches receives a disproportionately greater allocation, compared to other ministries than is currently the case, even if that necessarily requires a reduced allocation to other important ministries.~~

(The Rev Zac Veron / Archdeacon Simon Flinders)



Notice of the following motions was given on 16 September 2024 and as such under rule 4.5(1)(c) these motions cannot be called over on 17 September 2024.

●● M33 Significant challenges to Religious Freedom (NSW)

Synod –

- (a) notes the increasing number of laws in NSW that inhibit religious freedom, including –
- (i) the *Abortion Law Reform Act 2019*, which forces doctors with a conscientious objection to abortion to refer their patients to another doctor to perform those practices,
 - (ii) the *Voluntary Assisted Dying Act 2022*, which requires faith-based providers to facilitate euthanasia on their premises,
 - (iii) the *Conversion Practices Ban Act 2024* (NSW),
 - (iv) the Equality Legislation Amendment (LGBTIQA+) Bill 2023, which if passed will significantly erode the rights of religious institutions to act and employ consist with their religious ethos,
- (b) notes that it continues to be lawful in NSW to discriminate against people on the basis of their religious belief, and that the NSW Government has deferred addressing this until it received a report from the New South Wales Law Reform Commission,
- (c) commends the recommendations of the bipartisan NSW Parliament Joint Select Committee in support of the Anti-Discrimination Amendment (Religious Freedoms and Equality) Bill 2020 which proposed protections against for religious discrimination within NSW,
- (d) asks all churches to inform their members of these issues and to encourage them to write to their local State Member of Parliament commending the recommendations of the bipartisan NSW Parliament Joint Select Committee on the Anti-Discrimination Amendment (Religious Freedoms and Equality) Bill 2020.

(Bishop Michael Stead / Mr Gavin Jones)

●● M34 Significant challenges to Religious Freedom (Federal)

Synod –

- (a) expresses its disappointment that the Albanese Government has indicated that it does not intend to honour its election commitments to pass a Religious Discrimination Act and to maintain the ability of faith-based schools to preference people of their faith in the selection of staff under the *Sex Discrimination Act 1984* (Cth),
- (b) calls on the Government and the Opposition to recommit to passing a Religious Discrimination Act to protect individuals against discrimination, and also to commit to introducing a positive right for religious individuals and organisations to conduct their affairs in accordance with their religious beliefs, and

- (a) asks all churches to inform their members of these issues and to encourage them to write to their Federal Member of Parliament to seek these commitments for a Religious Discrimination Act and positive protections to conduct one's affairs in accordance with religious beliefs.

(Bishop Michael Stead / Mr Gavin Jones)

●○ **M35 Dinner for younger members of Synod**

Synod notes that there will be a dinner for its younger members on Wednesday 18 September 2024 for the purposes of encouragement and nourishment. The dinner group will meet at the Pitt St entrance of the Wesley Theatre at the conclusion of the evening session, with the intention of dining in Centrepoint Westfield food court.

All Synod members feeling their youth places them in a minority, or otherwise feeling the weight of their inexperience, are warmly invited to attend.

(Mr Tristan Anlezark / Mr Robert Gifford)

●○ **M36 Notice of proposed ordinances required by the *Synod Standing Orders Ordinance 2019***

Synod, noting that –

- (a) rule 6.5 of the *Synod Standing Orders Ordinance 2019* (**the Ordinance**) could be used to override rule 5.2 of the Ordinance, and
- (b) it is not desirable for rule 5.2 to be overridden by rule 6.5,

requests the Standing Committee to consider whether the Ordinance should be amended, and if so, to bring any amendment to a forthcoming Synod.

(Mr Samuel Doherty)

●○ **M37 Declarations regarding disqualifying offences**

Synod, noting –

- (i) the “Declaration” in clause 6 of the *Synod Membership Ordinance 1995* in which the declarant affirms, *inter alia*, that they have not been convicted of a disqualifying offence listed in Schedule 2 of the *Child Protection (Working with Children) Act 2012*,
- (ii) the equivalent declarations made by persons nominated or appointed as a parish councillor or warden in the *Parish Administration Ordinance 2008*, and
- (iii) that the *Child Protection (Working with Children) Act 2012* (**the Act**) states in section 18 that Working With Children Check clearances must not be granted to “disqualified persons”, defined (in part) as a person convicted of an offence specified in Schedule 2, “if the offence was committed as an adult” (emphasis added),

requests the Standing Committee to –

- (a) examine (or ask a suitable body to examine) the wording of these declarations in the light of the qualification contained in the Act,
- (b) consider whether the ordinance declarations should be amended to bring them in line with the Act, and
- (c) report and, if necessary, bring a suitable bill, to the next session of the Synod.

(Mr Samuel Doherty)

●○ **M38 Tertiary Education Ministry Oversight Committee**

Synod, noting the defunding of the Tertiary Education Ministry Oversight Committee (**TEMOC**) in the 2025-2027 Diocesan budget, cutting TEMOC funding from \$107k in 2024 to zero –

- (a) gives thanks for the work of TEMOC since 2010 in supporting and encouraging ministry among Tertiary students, including the distribution \$1.5 million of Synod funding used to leverage growth of a wide range of tertiary ministries and the training of Ministry Apprentices,

- (b) gives thanks for the way TEMOC has helped fund 32 theologically trained gospel workers and 185 Ministry Apprentices over this time, focusing on providing seed funding for new trained worker positions with a special emphasis on Western Sydney University, cross-cultural workers and female workers,
- (c) asks TEMOC to continue its work to encourage Tertiary Education Ministries in whatever way possible despite the current lack of funding, and
- (d) asks the Diocesan Resources Committee to restore the allocation of funding to TEMOC as soon as possible.

(The Rev Richard Blight / The Rev Mark Williamson)

 **M39 Retirement of Canon Daniel Willis as Gafcon Global Operations Manager**

Dr Laurie Scandrett will move the motion in the following form (marked to show changes) –

'Synod gives thanks to God for the work and ministry of Canon Daniel Willis, formerly the Rector of Frenchs Forest, an Assistant Minister of St Andrew's Cathedral and the ~~State Secretary of the Bush Church Aid Society~~ Chief Executive Officer of the Bible Society, who will soon retire as the Gafcon Global Operations Manager.

Daniel previously served as the Conference Director of GAFCON III, which was held in Jerusalem in 2018, before taking on the role of Gafcon Global Operations Manager in 2020. Daniel brought very strong administrative, organisational and strategic planning skills to this role, and in particular led the Gafcon Global Secretariat with composure through the COVID years when travel was difficult and, as a result, relationships strained. Yet in all he has done Daniel has sought to honour God and the Gospel of our Lord Jesus Christ in and beyond this Diocese. In all this Daniel was, and is still, supported by his loving wife, Karen.

Synod recognises that Daniel and Karen will continue to contribute fruitfully to gospel ministry and prays for God's ongoing blessings on them.'

(Dr Laurie Scandrett / The Rev Jodie McNeill)

 **M40 Appointment of the Rev Jodie McNeill as Gafcon Global Operations Manager**

Monday 23rd (evening session), following Mission Hour

Synod congratulates the Rev Jodie McNeill, currently the Rector of Jamberoo, on his appointment as the new Gafcon Global Operations Manager, commencing part-time from 1 September and then full-time on 1 January 2025.

Jodie has extensive executive-level ministry experience, as well as gifts in preaching and pastoral ministry, and is a passionate supporter of Gafcon. He served on the organizing committee for the GAFCON III Conference in Jerusalem in 2018 and the GAFCON IV conference held in Kigali in 2023. He has also chaired the organising committees for the Gafcon Australasia conferences held in Canberra in 2022 and Brisbane in 2024. Jodie will bring significant administrative and strategic planning skills to the role, while his generosity of spirit will serve the Gafcon Secretariat well. Through all this Jodie has been, and will continue to be, supported by his wife Mandy, who has enthusiastically served alongside him in Gafcon ministries and who continues to share with him a deep passion for this movement that they love.

Synod prays for God's blessings on Jodie and Mandy as Jodie takes up this new international role.

(Dr Laurie Scandrett / Bishop Malcolm Richards)

 **M41 Thanksgiving for the Rev Jodie McNeill's service to Synod**

To be considered immediately following M40

Synod, with a mixture of sadness and gratitude, acknowledges this as Rev Jodie McNeill's final session with us for the foreseeable future. We extend our heartfelt thanks to God for Jodie's

dedicated service to Synod over many years, particularly for his enthusiastic and capable leadership in our worship through song.


We recognise with profound gratitude the evident blessings God has bestowed upon the parish of Jamberoo under Jodie's guidance. The flourishing of this community stands as a testament to his pastoral care and joyful leadership. Jodie's impact on the spiritual life of this church has been significant, and his ministry there will be remembered fondly.

As Jodie and his wife Mandy prepare to bid farewell to their beloved church family, we lift them up in prayer. We ask for God's grace to smooth their transition in both work and family life as they embark on this new chapter together.

May God's wisdom guide Jodie in his new role, and may His presence comfort the Jamberoo parish as they navigate this change. May God uphold unity within the congregation, binding them together in love, purpose, and vision.

And may He grant wisdom and discernment to the parish council and all those involved as they seek a new under-shepherd, someone with a pastor's heart, sound doctrine, and a passion for Your Word and Your people.

(The Rev Andrew Lim / The Rev Tom Hargreaves)


 **M42 Ministry Planning and use of Church Life Surveys**

Not to be considered before Monday 23 September

Synod encourages –

- (a) churches to engage in ministry planning on a regular basis, noting that a planning horizon of 2-3 years is a commendable common practice, and
- (b) churches to utilise an additional National Church Life Survey (**NCLS**) at the beginning of such planning cycles to gather information to be used as part of this process, even though this may be out of sync with the 5 yearly census and historical NCLS rhythm.

(Mr Peter Mayrick / The Rev Dr Raj Gupta)

 **M43 90th Anniversary of founding of the Archbishop of Sydney's Anglican Aid**

Synod –

- (a) celebrates with thanks the 90th anniversary of the founding of the Archbishop of Sydney's Anglican Aid, founded originally as the Archbishop of Sydney's Winter Appeal in 1934 by Archbishop Howard Mowll,
- (b) notes the addition in 1971 of the Archbishop's Overseas Relief and Aid Fund by Archbishop Marcus Loane, the addition in 2000 of the Archbishop's Overseas Ministry Fund by Archbishop Harry Goodhew, and the amalgamation of the three funds under the umbrella name of The Archbishop of Sydney's Anglican Aid by Archbishop Peter Jensen in 2010, and
- (c) rejoices at the tens of thousands of needy people helped, and is grateful for the widespread ongoing support for Anglican Aid from across the Diocese.

(Canon Tim Swan / Dean Sandy Grant)

 **M44 Nepali Church Plant in Georges River Area and beyond**

Monday 23rd (afternoon session), following B4

Synod, noting –

- (i) the increasing number of Nepalis moving into Australia, particularly in the Liverpool and Georges River area,
- (ii) that the Nepali community remains largely unreached by the Gospel, with the vast majority identifying as Hindu (84%) or Buddhist (8.5%), and
- (iii) that as the Nepali population continues to grow, so does the opportunity to reach them with the hope of Christ,

- (a) gives thanks to God for the Evangelism and New Churches (**ENC**) church plant in partnership with St George's Hurstville, St Luke's Liverpool and the Georges River and George's River West Mission Areas, under the leadership of Bijaya and Kate Shrestha, who have faithfully responded to the growing spiritual need among the Nepali community in Sydney,
- (b) commends the vision of this church plant to establish a vibrant Nepali-speaking congregation where none currently exist, which seeks to mobilise existing Nepali believers and foster partnerships with other local churches to make Christ known in their community, the goal of which is to plant a sustainable church within two years and lay the foundation for further church plants in other areas,
- (c) encourages the churches in the Diocese to commit this work to prayer and support, asking God to bring about lasting Gospel transformation within the Nepali community, and
- (d) invites churches to partner in prayer and financially with this strategic church planting effort, recognising the immense opportunity to reach an unreached people group here in Australia.

(Canon Brian Tung / The Rev Tim Booker)



M45 New Ministry to Sex Workers

Synod –

- (a) acknowledges the new ministry to sex workers involving team members from four churches who are part of Together for Canterbury Bankstown: St Paul's Canterbury, Embassy Church, Marrickville Road Church and St Alban's Belmore,
- (b) is reminded of God's love for the poor and oppressed and gives glory to Him for opening the door for this ministry, and
- (c) prays for the team and for the women they seek to reach.

(Mrs Greta Morris / The Rev Stephen Gardner)

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Timetable for Synod Business

A notation "B#" refers to Bills and "M#" refers to motions per the attached schedule. A 'suite' refers to a series of Bills and/or Motions which are intended to be considered sequentially.

Tuesday 17 September 2024	
3.15 – 5.25 pm	Bible Study/prayer and Formal matters <u>M13: Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors</u> <u>B1: Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024</u> <u>B2: Consecration of the Archbishop of Sydney Ordinance 2021 Amendment Ordinance 2024</u> <i>Thereafter, other business as per the business paper</i>
5.25 – 5.45 pm	Presentation: Anglican Youth and Education Diocese of Sydney (Youthworks) Presentation: Parish of Pymble
5.45 – 7.00 pm	<i>Dinner break</i>
7.00 pm +	Presentation: Review of the central organisational structures of the Diocese <u>Review of the central organisational structures of the Diocese suite (M5, B3, M7, M8)</u> M5: Sydney Anglican Property B3: Anglican Church Property Trust Diocese of Sydney (Delegation of Powers and Quorum) Amendment Ordinance 2024 M7: Sydney Anglican Services M8: Evangelism & Ministry Partnerships <i>Thereafter, other business as per the business paper</i>

Wednesday 18 September 2024	
3.15 – 5.25 pm	Bible Study/prayer and Formal matters <u>Diocesan Governance Policy suite (B5, M14, M15)</u> B5: Diocesan Governance Policy M14: Diocesan Governance Policy – implementation M15: Diocesan Governance Policy – acknowledgements and thanks <i>Thereafter, other business as per the business paper</i>
5.15 – 5.45 pm	M24: 40th anniversary of the establishment of Sports & Leisure Ministries Presentation: Moore Theological College Presentation: Parish of Woollahra
5.45 – 7.00 pm	<i>Dinner break</i>
7.00 pm +	<i>(If required) Resumption of Diocesan Governance Policy suite</i> <i>(If required) Resumption of Review of the central organisational structures of the Diocese suite</i> M16: Attendance Patterns and Mission in the Diocese <u>M32: Attendance patterns response taskforce</u> <u>Prioritisation of ministry to youth and children</u> <i>Thereafter, reserved for business commenced but not yet completed</i>

Monday 23 September 2024	
3.15 – 5.30 pm	Bible Study/prayer and Formal matters M1: Use of Non-Disclosure Agreements in the Diocese M10: Leadership of Indigenous Ministry in the Diocese B4: Leadership of Indigenous Ministry in the Diocese Amendment Ordinance 2024 <u>M44: Nepali Church Plant in Georges River Area and beyond</u> <i>Thereafter, other business as per the business paper</i>
5.30 – 5.45 pm	M4: Sussex Inlet: Classification as a Parish
5.45 – 7.00 pm	<i>Dinner break</i>
7.00 – 8.00 pm	<i>Mission hour</i>
8.00 pm +	M40: Appointment of the Rev Jodie McNeill as Gafcon Global Operations Manager M41: Thanksgiving for the Rev Jodie McNeill's service to Synod B6: Synod Appropriations and Allocations Ordinance 2024 B7: Parochial Cost Recoveries Ordinance 2024 <i>Thereafter, other business as per the business paper</i>

Tuesday 24 September 2024	
3.15 – 5.45 pm	Bible Study/prayer and Formal matters Presentation: Synod in the Greenfields <i>Thereafter, other business as per the business paper</i>
5.45 – 7.00 pm	<i>Dinner break</i>
7.00 pm +	<i>Thereafter, other business as per the business paper</i>