

**Second Session of the 53<sup>rd</sup> Synod**

**Daily Papers**

**23 September 2024**

Business Paper

Anglican Church Diocese of Sydney

## Bible passage: Monday 23 September 2024

### Jeremiah 32: 1 – 15

*Miss Elizabeth Burns*

<sup>1</sup> The word that came to Jeremiah from the LORD in the tenth year of Zedekiah king of Judah, which was the eighteenth year of Nebuchadnezzar. <sup>2</sup> At that time the army of the king of Babylon was besieging Jerusalem, and Jeremiah the prophet was shut up in the court of the guard that was in the palace of the king of Judah. <sup>3</sup> For Zedekiah king of Judah had imprisoned him, saying, “Why do you prophesy and say, ‘Thus says the LORD: Behold, I am giving this city into the hand of the king of Babylon, and he shall capture it; <sup>4</sup> Zedekiah king of Judah shall not escape out of the hand of the Chaldeans, but shall surely be given into the hand of the king of Babylon, and shall speak with him face to face and see him eye to eye. <sup>5</sup> And he shall take Zedekiah to Babylon, and there he shall remain until I visit him, declares the LORD. Though you fight against the Chaldeans, you shall not succeed’?”

<sup>6</sup> Jeremiah said, “The word of the LORD came to me: <sup>7</sup> Behold, Hanamel the son of Shallum your uncle will come to you and say, ‘Buy my field that is at Anathoth, for the right of redemption by purchase is yours.’ <sup>8</sup> Then Hanamel my cousin came to me in the court of the guard, in accordance with the word of the LORD, and said to me, ‘Buy my field that is at Anathoth in the land of Benjamin, for the right of possession and redemption is yours; buy it for yourself.’ Then I knew that this was the word of the LORD.

<sup>9</sup> “And I bought the field at Anathoth from Hanamel my cousin, and weighed out the money to him, seventeen shekels of silver. <sup>10</sup> I signed the deed, sealed it, got witnesses, and weighed the money on scales. <sup>11</sup> Then I took the sealed deed of purchase, containing the terms and conditions and the open copy. <sup>12</sup> And I gave the deed of purchase to Baruch the son of Neriah son of Mahseiah, in the presence of Hanamel my cousin, in the presence of the witnesses who signed the deed of purchase, and in the presence of all the Judeans who were sitting in the court of the guard. <sup>13</sup> I charged Baruch in their presence, saying, <sup>14</sup> ‘Thus says the LORD of hosts, the God of Israel: Take these deeds, both this sealed deed of purchase and this open deed, and put them in an earthenware vessel, that they may last for a long time. <sup>15</sup> For thus says the LORD of hosts, the God of Israel: Houses and fields and vineyards shall again be bought in this land.’

Scripture quotations are from The ESV® Bible (The Holy Bible, English Standard Version®), copyright © 2001 by Crossway, a publishing ministry of Good News Publishers. Used by permission. All rights reserved.

**Song:** *Yet Not I But Through Christ In Me*

*(Words & Music: Jonny Robinson, Rich Thompson, Michael Farren)*

# Anglican Church of Australia Diocese of Sydney

## Second Session of the 53<sup>rd</sup> Synod Business Paper: Monday 23 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 18 September 2024

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

### 4. Procedural motions

#### 4.1 Recommendations from the Order of Business Committee

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

(Mrs Briony Bounds / Archdeacon Simon Flinders)

#### 4.2 Expedited time limits and procedures

Synod –

- adopts all the expedited time limits and all the expedited procedural rules, set out at subclauses 4.19(1) and 4.19(2) of the *Synod Standing Orders Ordinance 2019*, for Monday 23 September 2024,
  - notes that, among other things, the expedited procedural rules mean the Archbishop is not required to read aloud the answers to questions,
  - agrees to consider the time allocated to the mover of B6 (Synod Appropriations and Allocations Ordinance 2024) and B7 (Parochial Cost Recoveries Ordinance 2024) as a total time allocation for both proposed ordinances (i.e., a total of up to 24 minutes to move that each ordinance be approved in principle), and
  - agrees that M40 (Appointment of the Rev Jodie McNeill as Gafcon Global Operations Manager), M41 (The Rev Jodie McNeill and the parish of Jamberoo), and M44 (Nepali Church Plant in South Western Area) will each be moved formally, without a speech of the mover or seconder, followed by prayer, and
  - agrees to retain any specific arrangements already passed by the Synod by procedural motion, including speech time limits,
- and suspends so many of the Standing Orders as would prevent the arrangements in paragraphs (c) and (d).

(Mrs Briony Bounds / Archdeacon Simon Flinders)

### 5. Answers to questions asked on Tuesday 17 September

#### 5.1 Breaches of Faithfulness in Service

Miss Jan Syme asked the following question –

- (a) How many clergy and lay workers have been investigated by the Professional Standards Committee over the last 6 years?
- (b) How many of these were found to have breached one of the Faithfulness in Service conditions?
  - (i) How many of these were stood down?
  - (ii) How many of the breached conditions were about bullying?
- (c) How many breached two or more of the Faithfulness in Service conditions?
  - (i) How many of these were stood down?
  - (ii) How many of these included bullying as at least one of the breaches?
- (d) The Archbishop in the latest Southern Cross has written “no place for misconduct and abuse”. Does this apply to bullying?

## 5.2 Higher Education Loan Program (HELP)

The Rev Dr Stephen Anderson asked the following question –

- (a) What planning has commenced around the impact of –
  - (i) the renewable HELP loan limit and
  - (ii) the 7-year HELP entitlement limit (introduced respectively in 2020 and 2022) upon those pursuing formal theological training?
- (b) Is there some suitably qualified group designing a pathway to ameliorate the foreseeable financial impediments to theological training, and especially the track towards ordination?
- (c) If so, what is the envisaged timeline until this is reflected in Synod's Allocations and Appropriations Bill?

## 5.3 Anglicare research funding

Mr Gavin Jones asked the following question –

Can you please give a rationale for why Anglicare Research is proposed to be defunded in the next triennium?

## 6. Answers to questions asked on Wednesday 18 September

### 6.1 License/consecration of former Church of St Mark's, Freeman Reach

Mr Samuel Doherty asked the following question –

Why was the licence of the former Church of St Mark's, Freemans Reach revoked?

### 6.2 License/consecration of Grace West Anglican Church

Mr Samuel Doherty asked the following question –

Why has (as at the time of publication of the 2022 – 2023 Year Book) Grace West Anglican Church – Silverdale not been licensed or consecrated as a church?

### 6.3 Clergy Demographics

The Rev Michael Leite asked the following question –

In each year from 2013 to 2023 within all Diocesan Parishes –

- (a) How many full time Presbyters in total were licensed in the Diocese?
- (b) How many part time Presbyters in total were licensed in the Diocese?
- (c) How many full time Deacons in total were licensed in the Diocese?
- (d) How many part time Deacons in total were licensed in the Diocese?
- (e) How many full time licensed lay ministers in total were employed in the Diocese?
- (f) How many part time licensed lay ministers in total were employed in the Diocese?

- (g) How many ordained ministers left Parish work in the Diocese (excluding retirement)?
- (h) How many full time licensed lay ministers left Parish work in the Diocese (excluding retirement)?

#### 6.4 Retirement demographics

The Rev Michael Leite asked the following question –

In each year from 2024 to 2034 within all Diocesan Parishes –

- (a) How many of the current ordained ministers will reach the retirement age of 67?
- (b) How many of the current licensed lay ministers will reach the retirement age of 67?

#### 6.5 Deeds of Release

The Rev Michael Doyle asked the following question –

Noting the Archbishop's answers to question (b)(i) on item 4.21 on the business papers on 17/9/2024, of the 8 deeds the Archbishop is aware of –

- (a) Would any, if signed, have prevented the staff member or office holder from reporting any allegations of unacceptable behaviour to the relevant bishop or to the ODSM? If so, how many?
- (b) Was the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or any SDS employee in any way involved in the formatting, signing, passing on, recommendation or communication of these deeds to the staff members or assistant ministers?
- (c) Did the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or any SDS employee in any way encourage or advise the relevant senior minister, wardens, parish council, assistant minister or employee in the use of these deeds?
- (d) What was the nature of this encouragement or advice?

#### 6.6 Proceedings under the *Assistant Ministers Ordinance 2017*

The Rev Michael Doyle asked the following question –

Since the passing of the *Assistant Ministers Ordinance 2017* –

- (a) How many Notices of Intention to Terminate are the Archbishop's Office (Archbishop, senior clergy, archdeacons or similar) or SDS employees aware of?
  - (i) Were any given for reasons that included performance concerns? If so, how many?
  - (ii) Have any been given for reasons that included the relevant assistant minister or employee making a claim that the parish is an unsafe workplace? If so, how many?
  - (iii) Have any reviews been requested as allowed under section 3B of the Assistant Ministers Ordinance? If so, how many?
  - (iv) What was the result of those reviews?
- (b) If any notices were given for reasons that included performance concerns –
  - (i) Were any preceded by a written performance plan? If so, how many?
  - (ii) Were any of the relevant assistant ministers or employees not previously given three written warnings that if their performance did not improve they would be terminated?
  - (iii) Did any result in the assistant minister resigning? If so, how many?
  - (iv) Did any result in the assistant minister being terminated? If so, how many?
  - (v) Did any result in performance being improved to an acceptable level? If so, how many?
- (c) Where the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or SDS employees have been involved in the process of the termination or performance management of employees or assistant ministers –
  - (i) Have the Archbishop's office or SDS employees acted on behalf of or request of the relevant senior minister in any instance? If so, in how many cases?
  - (ii) Have the Archbishop's office or SDS employees acted on behalf of or request of the relevant employee or assistant minister in any instance? If so, in how many cases?

- (iii) Have the Archbishop's office or SDS employees attended meetings with the relevant employee or assistant minister at the request of the senior minister, or in the role of support person or representative for the senior minister? If so, in how many cases?
- (iv) Have the Archbishop's office or SDS employees attended meetings with the employee or assistant minister at the request of the employee or assistant minister, or in the role of support person or representative for the employee or assistant minister? If so, in how many cases?
- (d) Since the employment by SDS of HR expertise –
  - (i) Have any employees or assistant ministers contacted SDS to ask for assistance? If so, how many have done so?
  - (ii) Has assistance been offered to any employee or assistant minister who has asked for it? If so, to how many?
  - (iii) Have there been any times that employees or assistant ministers have contacted the SDS and asked for help, and help was not provided? If so, for how many people is this the case?
  - (iv) If assistance by an employee or assistant minister was requested but was not offered or denied, why was it not offered or denied?
- (e) Noting Synod resolution 45/18 of the 2018 Synod, which “requests the Standing Committee to consider providing appropriate human resources expertise to support bishops, rectors, wardens and church staff”, what human resource expertise has been provided to parish employees or assistant ministers?

## 6.7 MDBA donations

The Rev David Clarke asked the following question –

With respect to the Circular of 2nd May 2024 sent by SDS on behalf of Standing Committee to Rectors, Wardens and Treasurers, ‘Minister’s Discretionary Benefits Accounts: Donating Funds from the MDBA’ –

- (a) Are there recent changes to taxation legislation that clergy and parishes should be aware of, since the distribution of the Guidelines for the Remuneration of Parish Ministry Staff for 2024, that prompted these mid year changes to clergy remuneration packages?
- (b) From whom was professional tax advice sought on this matter?
- (c) Did Standing Committee see a copy of any professional advice given upon which it appears the Circular and advice was based?
- (d) In reaching the conclusion that ‘Ministry staff should not request that tithes, offertories or any charitable donations be paid from their MDBA’, were alternative definitions of ‘expenses’ considered by Standing Committee or any of its sub committees?
- (e) After sending out the circular, did the Standing Committee or any subcommittees receive the feedback given to SDS staff regarding:
  - (i) the potential impact on parish offertory and parish special projects by restricting how ministers may give to support their local church?
  - (ii) the potential impact on designated giving for missionaries, ministry trainees, Anglican Aid, SRE boards, child sponsorship and other donations where payments are made for a specific purpose or outcome?
- (f) As the circular states ‘additional work continues to be undertaken’, is there a time frame when clergy, wardens and treasurers will be given further clarity on these matters?

## 6.8 Aboriginal and Torres-Strait Islander-related results from the NCLS Survey

The Rev Andrew Barry asked the following question –

From the most recent NCLS Survey –

- (a) How many in total in the diocese identified in the NCLS category “Aboriginal and Torres Strait Islander origin”?
- (b) How many of those were in ministries led by Indigenous leadership? (raw number)
- (c) How many of those were in ministries led by non-Indigenous leadership? (raw number)

- (d) Which five churches had the largest numbers (not percentages) of those who identified in the NCLS category of being of “Aboriginal and Torres Strait Islander origin”?

### **6.9 Anglican Reserve Chaplains in the Australian Defence Force**

The Rev Trevor Young asked the following question –

- (a) How many of the clergy in the Diocese of Sydney are Anglican Reserve Chaplains in the Australian Defence Force?
- (b) Of the number in part (a), how many, if any –
- (i) are in the Army Reserve?
  - (ii) are in the Navy Reserve?
  - (iii) are in the Airforce Reserve?
- (c) Of the number in part (a), how many, if any –
- (i) are women?
  - (ii) are men?
- (d) Of the number in part (a), how many, if any –
- (i) are rectors of parishes, or curates-in-charge?
  - (ii) are deacons?

### **6.10 Attendance patterns analysis – relation between attendance and educational level**

Mrs Lyn Miles asked the following question –

With regard to the analysis of attendance patterns across the Diocese, is it possible to determine if there is any correlation at a regional level between decline in attendance and educational levels attained?

If so, what observations have been made?

### **6.11 Preschools/Long Day Care centres**

Mr Chris Hamam asked the following question –

- (a) Of all the Preschools/Long Day Care centres within our Diocese –
- (i) How many have a Christ Centred Constitution?
  - (ii) How many have a Christian Director?
  - (iii) How many have a Christ Centred Curriculum?
  - (iv) Total number existing or planned currently?
- (b) If answers to any of the above are not readily available, then how may this data be ascertained?

### **6.12 SAP Consolidation Success Metrics**

The Rev Mark Collins asked the following question –

Relating to the SAP Consolidation Success Metrics Attachment 3 (Bk 1 p. 161-162) –

- (a) Was consideration given to a measure which included the completion of major SAP building projects (i.e. those major building projects in ACPT, URPP and ACGC pipeline prior to the passing of motion 5) over 2024, 2025 and 2026?
- (b) What project dollar value does SAP consider as a major building project?
- (c) And if consideration was not given to a measure which included the completion of major SAP building projects, why not?

### **6.13 Leadership development data**

The Rev David Lanham asked the following question –

Regarding leadership development programs such as ‘CMD’, ‘City to City’ or ‘Reach Australia’ –

- (a) Can the Synod be informed what data is being recorded to understand the impact on ministry development, church health or mission effectiveness within churches?
- (b) What data or evidence is available to identify innovation in Gospel effectiveness?
- (c) What data or evidence is available for improving outcomes of maturing disciples within these parishes?
- (d) What data or evidence is available for a growth in newcomer rates?

#### **6.14 Leadership development in parishes**

The Rev David Lanham asked the following question –

Regarding leadership development within diocesan parishes –

- (a) What percentage of parishes have had rectors complete a two year leadership development course?
- (b) What percentage of parishes have had rectors complete a one year leadership development course?
- (c) Are there any known reasons for reservations from Rectors or Assistant Ministers undertaking leadership development programs as offered by ‘CMD’, ‘City to City’ or ‘Reach Australia’?
- (d) Is there a procedure to assist parishes wishing to undertake Ministry Development yet are unable to for economic or resourcing issues?

#### **6.15 Centre for Ministry Development’s Developing Rectors Program**

The Rev David Lanham asked the following question –

- (a) How many parishes have participated in the Developing Rectors Program (DRP) led by the Centre for Ministry Development (CMD)?
- (b) How many rectors have undertaken the CMD DRP?
- (c) What data has been collected regarding the outcomes of the course?
- (d) What levels of numeric growth have been recorded in parishes who have undertaken the DRP?
- (e) What levels of Newcomers have been recorded in parishes who have undertaken the DRP?
- (f) What is the rate of course completion for rectors commencing the DRP?
- (g) What reasons are given from rectors who do not complete the 2 year DRP?

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

#### **8. Procedural motions**

##### **8.1 Notice of motion regarding funding for research**

Synod –

- (a) accepts the following notice of motion –

‘Synod, noting the discussions at this session of Synod regarding increasing Diocesan attention on the collection of, and research into, church attendance data and related statistical analysis, requests the Standing Committee to work with Anglicare to determine appropriate ways to support and fund such work over the 2025-27 funding triennium.’

- (b) agrees to consider the motion at paragraph (a) immediately following the conclusion of consideration of B7 Parochial Cost Recoveries Ordinance 2024, prior to consideration of M48 Variable Parochial Cost Recoveries percentage, and
- (c) suspends so many Standing Orders as would prevent these arrangements.

(Canon Phillip Colgan / Mr Simon Miller)



## 8.2 Motions of thanks

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 Graeme Howells at the Synod Service and the encouraging Bible Studies of the Rev Kevin Kim during this session.

### **Synod in the Greenfields**

Synod gives thanks for the partnership in ministry expressed by Rouse Hill Anglican College, the Western Regional Council, the parishes of Annandale, Stanhope, Rouse Hill, Quakers Hill, Cambridge Park, Richmond, Marsden Park and Rooty Hill, and all the volunteers who served so eagerly to make the Synod in the Greenfields such a wonderful and helpful occasion.

### **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, 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 24 September 2024**

Synod authorises the President to sign the minutes of 24 September 2024 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 24 September 2024 and suspends so many of the Standing Orders as would prevent these arrangements.

(Mrs Briony Bounds / Archdeacon Simon Flinders)

## 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).

### 23 September 2024

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

- ○ **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 –

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

*Monday 23<sup>rd</sup> (afternoon session), following M44*

*On Wednesday 18 September, the Synod approved the Diocesan Governance Policy in principle, approved amendments ‘in committee’, and agreed to consider on Monday 23 September a motion that the proposed policy pass as a policy of the Synod.*

That the Diocesan Governance Policy pass as a policy of the Synod.

(Bk 1 p.185)

(Mr Greg Hammond OAM / ~~Bishop Chris Edwards~~ Mr Robert Wicks)



#### **B6 Synod Appropriations and Allocations Ordinance 2024**

*Monday 23<sup>rd</sup> (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 23<sup>rd</sup> (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

Monday 23<sup>rd</sup> (afternoon session), following M14

A revised form of B10, marked to show changes proposed by the mover pursuant to the Synod's consideration of B5, is available on the SDS website.

That the Parish Governance Policy be approved in principle.

(Bk 2 p.345)

(Mr Greg Hammond OAM / ~~Bishop Chris Edwards~~ Ms Nicola Warwick-Mayo)

## 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

Tuesday 24<sup>th</sup> (evening session), from 7.00pm

Archdeacon Simon Flinders will move the motion in the following form (marked to show changes) –

'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, and the following additional uses of a Non-Disclosure Agreement (NDA) deemed not to contravene any of the Report's principles –
  - (i) where an NDA is employed to ensure confidentiality with respect to other financial settlement terms in an employment separation, namely the existence of the financial settlement itself, and other benefits in addition to a financial sum,
  - (ii) where an NDA is employed to ensure appropriate confidentiality of personal information (e.g., for the purposes of compliance with privacy legislation),
  - (iii) where an obligation is included in a contract which requires an employee or contractor to maintain confidentiality in respect to information they become aware of in the course of their employment/engagement, except insofar as disclosure is necessary for the proper performance of their duties, to disclose allegations of misconduct to a relevant authority, or to comply with the law, and
  - ~~(i)~~(iv) where a confidentiality agreement is, for any reason, required by law,
- (c) laments and condemns non-disclosure agreements where they are, or have been used to cover up sin, silence victims, or avoid accountability.
- (d) calls to repentance anyone who has knowingly and intentionally used non-disclosure agreements for the purpose of covering up sin, silencing victims or avoiding accountability.
- ~~(e)~~(e) encourages all parishes, diocesan organisations, and schools to:
  - (i) adopt a policy in relation to the use of Non-Disclosure Agreements (NDAs) 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,
- (f) requests the Standing Committee to develop and publish a model policy and a model 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 and to circulate this policy and pledge to all parishes, diocesan organisations and schools with an encouragement to consider adopting one or the other.

- ~~(d)~~(g) 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 (or their representative) 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)~~(h) 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)

---

***Proposed amendments***

~~(1) Insert new paragraphs (c) and (d) as follows, with consequential re-lettering –~~

~~'(c) laments and condemns non-disclosure agreements where they are, or have been used to cover up sin, silence victims, or avoid accountability,~~

~~'(d) calls to repentance anyone who has knowingly and intentionally used non-disclosure agreements for the purpose of covering up sin, silencing victims or avoiding accountability.'~~

Accepted by the mover ~~(The Rev Michael Doyle / Canon Alistair Seabrook)~~

~~(2) Insert a new paragraph (d) as follows, with consequential re-lettering –~~

~~'(d) requests the Standing Committee to develop and publish a model policy and a model pledge in relation to the use of Non-Disclosure Agreements (NDAs) which reflects the principles of the Report and the recommendations made at paragraphs 36, 37, and 38 and to circulate this policy and pledge to all parishes, diocesan organisations and schools with an encouragement to consider adopting one or the other.'~~

Accepted by the mover ~~(Canon Alistair Seabrook / The Rev Michael Doyle)~~

- (1) In subparagraph (b)(i), omit the matter, 'the existence of the financial settlement itself, and'.

(The Rev Michael Doyle / Canon Alistair Seabrook)



**M4 Sussex Inlet: Classification as a Parish**

*Monday 23<sup>rd</sup> (afternoon session), immediately prior to the dinner break*

*The Synod has agreed that the mover and seconder of the motion may combine for a joint presentation with visuals for up to 15 minutes including prayer.*

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)

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

*Monday 23<sup>rd</sup> (afternoon session), following formal matters*

*The Synod has agreed to allow a five-minute video from the Indigenous churches in the Diocese, to be shown immediately prior to the motion, in lieu of a seconder's speech on the motion.*

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)

 **M14 Diocesan Governance Policy – implementation**

*Monday 23<sup>rd</sup> (afternoon session), following B5*

Mr Greg Hammond OAM will move the motion in the following form (marked to show changes) –

'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 including the form but not the substance or content 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 / Dr Laurie Scandrett)

## M16 Attendance Patterns and Mission in the Diocese

Monday 23<sup>rd</sup> (evening session), following M48

*On Wednesday 18 September, the Rev Dominic Steele moved the following motion and debate ensued, including consideration of two amendments. The amendments which were carried are indicated below.*

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)

*The following marked form of motion reflects the amendments already passed.*

- Synod, noting the report '64/23 Attendance Patterns and Mission in the Diocese' –
- (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 throughout the Diocese of Sydney saved by Jesus,
  - (b) 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, and
  - ~~(a)~~(c) asks the Standing Committee to review how we collect our attendance and mission data (based on appropriate age cohorts) and to schedule a detailed attendance report (by region and mission area) for the first session of each subsequent synod (including where possible alignment with NCLS church health and leadership statistics).

---

### ***Proposed amendments to M16***

- (1) ~~Amend the motion by forming the request of the motion into a subparagraph, and insert the following as an additional subparagraph, suitably ordered –~~
  - '(#) recommits to support our Archbishop's Purpose and priorities for the Diocesan fellowship to our diocesan purpose of multiplying Christians, churches and leaders, and invites our Archbishop, Bishops, Regional Councils, Mission Area Leaders and Rectors to give a special five year focus to turn around our attendance decline, making multiplication our chief priority.

(The Rev Toby Neal / The Rev Peter Stedman)

- 
- (1) Omit all the matter in paragraph (b) following the words ‘asks the’, and insert instead the matter, ‘parishes and mission areas of the Diocese to prayerfully consider the recommendations of the report, and take appropriate steps to prioritise and implement the recommendations in their parish contexts,’

(Mrs Tara Sing / Bishop Peter Lin)

***Proposed amendments to amendment (2)***

- #A Omit all the matter following the words ‘prayerfully consider’, and insert instead the matter, ‘the data and recommendations of the report, to decide on appropriate steps to take in light of the report.’

(The Rev Dr Stephen Shead / The Rev Michael Doyle)

*If amendment #A is passed, amendment 2 will read as follows:*

(2) Omit all the matter in paragraph (b) following the words ‘asks the’, and insert instead the matter, ‘parishes and mission areas of the Diocese to prayerfully consider the ~~recommendations of the report, and take appropriate steps to prioritise and implement the recommendations in their parish contexts~~data and recommendations of the report, to decide on appropriate steps to take in light of the report.’

- #B Amend the amendment as follows –

- (a) omit the matter, ‘Omit all the matter in paragraph (b) following the words “”, and insert instead the matter, ‘Insert the following as an additional subparagraph, suitably ordered – (#)’, and
- (b) omit the matter, “”, and insert instead the matter, “”.

(The Rev Dr Raj Gupta / Miss Jenny Flower)

*If amendment #B is passed, amendment 2 will read as follows:*

(2) ~~Omit all the matter in paragraph (b) following the words ‘Insert the following as an additional subparagraph, suitably ordered –~~

~~(#) asks the’, and insert instead the matter, ‘parishes and mission areas of the Diocese to prayerfully consider the recommendations of the report, and take appropriate steps to prioritise and implement the recommendations in their parish contexts.’~~

---

***Further amendments to M16***

- (2) *(To be moved if amendment 2 fails)*  
In paragraph (a), omit the matter, ‘the recommendations of the report (paragraphs 111-129), to take appropriate steps to enact those recommendations it chooses to prioritise’, and insert instead the matter, ‘the data and recommendations of the report, to decide on appropriate steps to take in light of the report’.


(The Rev Dr Stephen Shead / The Rev Michael Doyle)



(3) Insert the following as an additional subparagraph, suitably ordered –

- (#) asks mission areas, regional councils, training colleges and diocesan organisations (Anglicare, schools etc), senior ministers, parishes and bishops to refocus their efforts on contributing to seeing sinners saved and growing the number of newcomers in local churches, as well as how they can collaborate to that effect’.

(The Rev Dr Simon Gillham / Mr Simon Miller)

 **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, and
- (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 / Ms Nicola Warwick-Mayo)

#### 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

 **M28 SRE and the Office of the Children’s Guardian**

Ms Polly Seidler will move the motion in the following form (marked to show changes) –

‘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,
- (c) notes –
  - (i) that the New South Wales Education Department of Education requires each parish SRE Coordinator to declare in writing that they will to

immediately notify the Department of Education if ~~they~~ the parish receives advice from the NSW 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,

- ~~(i)(ii)~~ that this requirement is affirmed on the SRE Authorisation Letter submitted by the church to the school with the names of the SRE teachers and helpers, and is usually signed by the SRE Coordinator, and
- ~~(iii)~~ 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 (**Church's Two OCG Contacts**), which may or may not include the parish SRE Coordinator,
- ~~(iv)~~ that the current practice is for the OCG to initially email the Church's Two OCG Contacts to verify the person is still engaged in child-related work, and then once the church confirms this by email, the OCG will then phone (during business hours, Monday-Friday, 9am – 5pm) to reach one of the Church's Two OCG Contacts to inform them of the change in the person's WWCC status, and
- ~~(ii)(v)~~ due to the unique policy position of SRE, a school does not hold or verify the WWCC number of an SRE teacher or SRE helper, and so will not be notified if the WWCC is barred or expired; it is in the responsibility of the authorising church to notify the Department of Education,
- ~~(d)~~ requests Youthworks to –
  - ~~(i)~~ implement and publish a single contact process (email and/or phone), to which people contacted by the OCG can report, and
  - ~~(ii)~~ promptly notify the Department of Education of reports received through this channel, noting that the DoE will notify all affected schools,  
noting that this process would have the strongest privacy protection and meet DoE requirements.
- ~~(e)~~ requests Youthworks and the Office of the Director of Safe Ministry to provide clear information about this process to Rectors, Safe Ministry Representatives and SRE Coordinators, including the process of responding to all forms of OCG notifications and who is responsible to action, and
- ~~(d)(f)~~ requests the Youthworks SRE Office to ensure each Rector, as the person authorising the individual for SRE, to –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),
  - ~~(i)~~ sign the SRE Authorisation Letter where practicable,
  - ~~(ii)~~ ensure that the parish Church's Two OCG Contacts supplied to the OCG are up to date and monitored, by either –
    - ~~(A)~~ during any time of absence, automatically forwarding emails from [compliance@ocg.nsw.gov.au](mailto:compliance@ocg.nsw.gov.au) to the person(s) acting as their replacement, or
    - ~~(B)~~ just prior to their absence, logging in to the OCG to update the parish Contact and contact details to the person(s) acting as their replacement, and changing the Contact back when they return from leave, and
  - ~~(iii)~~ as and when any communication from the OCG is received by the parish-nominated contacts concerning the WWCC clearance status of any SRE teacher or helper –immediately–

- (A) notify all schools at which that SRE teacher or helper is authorised, on behalf of the SRE Coordinator, and immediately notify Youthworks in accordance with its outlined process.
- (B) immediately notify the school(s) that the person is no longer authorised as an SRE teacher or SRE helper without disclosing why.
- ~~(B)~~(C) if the SRE Coordinator signed the SRE Authorisation Letter, confirm to the SRE Coordinator as soon as practicable that such notifications has/have been made, and
- (D) ensure that, if during the school year, a SRE teacher or SRE helper's WWCC expires, one of the Church's Two OCG Contacts will immediately notify the school(s) that the person is no longer authorised as an SRE teacher or SRE helper.'

(Ms Polly Seidler / Mr James Flavin)


---

**Proposed amendments**

*The following amendment was submitted in relation to a prior form of principal motion (i.e. before the insertion of new paragraphs (d) and (e)) and has been editorially amended accordingly, in marked form.*

- (1) Omit all the text in paragraph ~~(e)~~(f) and insert instead the matter –
  - '~~(e)~~(f) encourages rectors to be aware of these requirements and to ensure that they are met with expediency.'


(The Rev Joe Wiltshire / The Rev Joshua Johnson)

 **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 Prioritisation of ministry to youth and children**

*To be considered immediately following M16*

Synod –

- (a) gives thanks to the Lord for the faithful ministry efforts of both laity and clergy in the Diocese of Sydney since 1788, the crucial work of Moore Theological College, Anglicare, Youthworks, 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, 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–
  - (i) what might be the possible operational, clergy recruitment and training, property and financial consequences for the whole diocesan fellowship, if the rate of church attendance decline continues for another decade,
  - (ii) what measures could be taken by parishes and other diocesan organisations and leaders to address the possible operational consequences identified in paragraph (c)(i), and
  - (iii) how might parishes be encouraged to strategically allocate 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.

(The Rev Zac Veron / Archdeacon Simon Flinders)

---

***Proposed amendments***

- (1) In subparagraph (c)(iii), omit the words 'so that ministry to children' and insert instead the words 'so that evangelistic ministry to adults, children'.

(The Rev Philip Wheeler)

○○ M33 Significant challenges to Religious Freedom (NSW)

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

‘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 provide information to direct refer their patients to another doctor to perform those practices,
  - (ii) the Voluntary Assisted Dying Act 2022, which requires faith-based providers to facilitate-allow euthanasia on their premises, and
  - (iii) 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 religious discrimination within NSW, and
- (d) asks all churches to consider informing their members of these issues, encouraging 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)

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

Synod, noting that rule 6.5 of the *Synod Standing Orders Ordinance 2019* (**the Ordinance**) could be used to override rule 5.2 of the Ordinance, 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)

○○ M38 Tertiary Education Ministry Oversight Committee

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

‘Synod, noting the defunding of the Tertiary Education Ministry Oversight Committee (**TEMOC**) in the 2025-2027 Diocesan budget, cutting TEMOC funding from \$407k 112K 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 requests the Standing Committee to continue to consider how funding for TEMOC might be possible in the production of future Synod funding Ordinances.'~~

(The Rev Richard Blight / ~~The Rev Mark Williamson~~ Canon Phillip Colgan)

---

**Proposed amendments**

- (1) ~~Omit all the text in paragraph (d) and insert instead the matter –~~

~~'(d) requests the Standing Committee to continue to consider how funding for TEMOC might be possible in the production of future Synod funding Ordinances.'~~

(Accepted by the mover ~~Canon Phillip Colgan~~)

 **M40 Appointment of the Rev Jodie McNeill as Gafcon Global Operations Manager**  
*Monday 23<sup>rd</sup> (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 and the parish of Jamberoo's service to Synod~~**  
*To be considered immediately following M40*

Synod recognises 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 nominators 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**

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)

#### 🕒 **M44 Nepali Church Plant in South Western Area** *Monday 23<sup>rd</sup> (afternoon session), following B4*

Synod, noting –

- (i) the increasing number of Nepalis moving into Australia, particularly in the Liverpool and South Western 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, the St George and St George West Mission Areas and the South Western Regional Council, 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)

#### 🕒 **M46 Confidential Lifestyle Questionnaire**

Synod requests a review of the Confidential Lifestyle Questionnaire (**CLQ**) by the Office of the Director of Safe Ministry to –

- (a) consider the purpose and necessity of every question for individuals who have experienced significant trauma in their past,

- (b) consider extending the offer of professional support to people who fear the experience of completing the CLQ in case it is experienced as a re-traumatising event, and
- (c) consider including a space to testify to the work of Christ in their life.

(Mrs Nicky Fortescue / Mrs Sarah Manning)

#### ○○ M47 **Merger of Church@thepeak and Christ Church Mortdale**

Synod –

- (a) gives thanks to God for the 16 years of ministry and mission of Church@thepeak, which was originally planted out of Beverly Hills with Kingsgrove Anglican in 2008 at Peakhurst South Public School as an initiative of the then rector, Bishop Peter Hayward, and went on to become an independent parish in 2018, and under God grew to be a church of 200 across two services,
- (b) thanks God for the many years of sustained ministry and mission by Christ Church Mortdale and its predecessor churches, noting that under God, in 2023 these churches entered into a ministry partnership which resulted in the congregations of the two churches formally coming together in January this year under the new name Crosslight Anglican Church,
- (c) looks forward to seeing God at work in and through Crosslight for his glory in the years to come.

(The Rev Stuart Maze / Mr Richard Graves)

#### ●● M48 **Variable Parochial Cost Recoveries percentage**

*To be considered immediately following B7*

Synod, noting that the variable Parochial Cost Recoveries (**PCR**) percentage payable by parishes with property has increased from 5.2% to 8.3% over the last 10 years, requests the Standing Committee to bring to the 2025 Synod –

- (a) a report on the feasibility of putting a maximum cap on the variable PCR percentage payable by parishes with property, after seeking feedback from parishes about the effect on them of the seemingly ever-increasing variable PCR percentage,
- (b) a draft amendment ordinance to include the concept of a maximum cap on the variable PCR percentage payable by parishes with property into the Parish Cost Recoveries Ordinance (and/or any other relevant ordinance),
- (c) a recommendation of what the long-term maximum cap on the variable PCR percentage payable by parishes with property might be, and
- (d) any other relevant recommendations.

(Dr Laurie Scandrett / Mr Mark Robinson)

#### ○○ M49 **Teaching of Christian sexual ethics and Anglican schools**

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

'Synod –

- (a) ~~notes that the earnest request of our school heads, that "Paragraph 3" of the Statement of Faith not be passed, has been met by Synod,~~
- (b) ~~affirms that the Christian sexual ethic, in which sex is reserved for a husband and wife in the covenant relationship of marriage, is indeed a crucial part of the law of Christ, and not peripheral to the gospel,~~
- (c) ~~expresses its desire that every student in Anglican Schools should, exhorts churches and schools to continue to teach all of their members and students, in an age-appropriate way, God's life-giving design for marriage, relationships and sex. As those committed to the authority, goodness and power of Scripture, we aim that all at least come to understand (even though not all will accept it) the Christian sexual ethic, taught resolving to teach in a positive, factual, winsome and hopeful way fashion by individuals who themselves believe it, and~~



- ~~(d) gives thanks for our Anglican Schools and prays for them in the immensely challenging task of presenting this part of the gospel in today's culture.'~~

(The Rev Andrew Schmidt / The Rev Dr David Doran)

○○ **M50 Giving thanks to God for the life and ministry of the Right Reverend Timothy Dudley-Smith OBE**

Mr Sherwin Titus will move the motion in the following form (marked to show changes) –

'Synod –

- (a) notes that the Right Reverend Timothy Dudley-Smith (1926-2024) passed ~~away~~ into glory on 12 August 2024,
- (b) gives thanks to God for the life and ministry of the Right Reverend Timothy Dudley-Smith, who served as –
- (i) Curate in Northumberland Heath, London Borough of Bexley, UK (1950 – 1953),
  - (ii) Head of the Cambridge University Mission, Bermondsey, London, UK (1954 – 1955),
  - (iii) Editor and Education Secretary for the Evangelical Alliance, UK (1955 – 1959),
  - (iv) Assistant Secretary (1959 – 1964) and General Secretary (1965 – 1973) of the Church Pastoral Aid Society,
  - ~~(v)~~ Archdeacon of Norwich, Diocese of Norwich, UK (1973 – 1981),
  - ~~(vi)~~ Bishop of Thetford, Diocese of Norwich, UK (1981 – 1992),
  - ~~(vii)~~ President of the Evangelical Alliance (1987 – 1992), and
  - ~~(viii)~~ Honorary Assistant Bishop, Diocese of Salisbury, UK (1992 – 2024),
- (c) gives thanks to God for the ~~hymns written by the Right Reverend Timothy Dudley-Smith, who wrote approximately 450 hymns~~ written by the Right Reverend Timothy-Dudley-Smith over the course of sixty years in a career spanning almost six decades, and
- (d) prays that God would raise up, illuminate and inspire a new generation of hymn writers who will equip ~~us~~ his people to “proclaim the excellencies of him who called us out of darkness into his marvellous light” (1 Peter 2:9).'

(Mr Sherwin Titus / Dr Peter Neal)

○○ **M51 90 years of ministry of Church Army and its closure this year**

Synod –

- (a) gives thanks to God for the work of Church Army Australia over the past 90 years, working specifically to raise up evangelists for the Anglican Church of Australia,
- (b) rejoices that Church Army-trained evangelists have been used by God across the decades to bring many people to faith in Christ, including in our Diocese, and that many of our diocesan clergy have benefited from Church Army training,
- (c) notes that Church Army Australia formally ceased its evangelistic and training ministries in May 2024,
- (d) prays that the Lord of the Harvest would continue to raise up workers for His harvest fields, and that new organisations and initiatives in Sydney would continue the essential work of training evangelists for the church, and
- (e) notes that the work and ministry of Church Army Australia has been chronicled and digitally archived; and is available at churcharmy.com.au.

(Mr Robert Gifford / Mr Tristan Anlezark)



Notice of the following motions was given on 18 September 2024 and as such under rule 4.5(1)(c) these motions cannot be called over on 23 September 2024.

 **M52 Request for amendments to Synod Standing Orders**

Synod requests the Standing Committee to bring an ordinance to the next session of the Synod to amend the *Synod Standing Orders Ordinance 2019* in order to –

- (a) permit members to ask questions on motions presenting reports to the Synod, and
- (b) permit speeches by members in support of a motion where there is no speech in opposition.

(Dr Karin Sowada / Dr Robert Tong AM)

 **M53 Ministry in Ashbury**

Synod –

- (a) acknowledges the ministry of previous generations of saints who served the Lord Jesus and witnessed to the parish of Ashbury,
- (b) recognises the grief that came with closing church services in February 2022,
- (c) gives thanks for the new congregation that was planted in March this year, and rejoices with the angels at the lost who have been found, and
- (d) commits to praying for the Rev Daniel and Renee Gale as they shepherd the congregation and witness to the local community.

(The Rev Stephen Gardner / The Rev Owen Robson)

 **M54 Christian Preschools**

Synod, noting Resolution 19/23 Christian Preschools, and the reports indicating increasing numbers of Preschools / Long Day Care centres within our Diocese –

- (a) gives thanks for the work being done with regards to the restructures and property striving to be on mission and pray for this to continue, and
- (b) requests a report from the Standing Committee on the ministry of Preschools and Long Day Care centres on parish sites, including the numbers and locations of the centres, and addressing the following questions –
  - (i) Do they have a Christ-centred constitution?
  - (ii) Do they have a Christian Director?
  - (iii) Do they have a Christ-centred curriculum?
  - (iv) Are they operated by the parish, or by a leasing arrangement or other strategy?

and requests that the report provide case studies into how effective Christian Preschools and Long Day Care centres are in achieving ministry goals, and make recommendations on ways forward for both existing centres and planned new ones.

(Mr Chris Hamam)

 **M55 Amalgamation of the parish of Croydon with the parish of Concord and Burwood**

Synod, noting the amalgamation of the parish of Croydon with the parish of Concord and Burwood on 1 July 2024, commends the parishioners of both parishes for embracing this ministry opportunity, and prays that God will bless the new parish of Croydon, Burwood and Concord, and their plans to plant a new congregation in 2025.

(The Rev Alan Lukabyo / Mr Benjamin Austin)

# 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.

<b>Monday 23 September 2024</b>	
3.15 – 5.30 5.45 pm	Bible Study/prayer and Formal matters M1: <u>Use of Non-Disclosure Agreements in the Diocese</u> M10: Leadership of Indigenous Ministry in the Diocese B4: Leadership of Indigenous Ministry in the Diocese Amendment Ordinance 2024 M44: Nepali Church Plant in South Western Area <u>Diocesan Governance Policy suite (B5, M14)</u> B5: Diocesan Governance Policy M14: Diocesan Governance Policy – implementation <u>Parish Governance Policy suite (B10, M18)</u> B10: Parish Governance Policy M18: Parish Governance Policy – implementation <i>Thereafter, other business as per the business paper</i>
5.30 – 5.45 5.45 – 6.00 pm	M4: Sussex Inlet: Classification as a Parish
5.45 – 6.00 6.00 – 7.00 pm	<i>Dinner break</i> <i>(If expedited procedures are adopted, the afternoon session will be extended by 15 minutes, with a corresponding reduction in the length of the 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: The Rev Jodie McNeill and the parish of Jamberoo B6: Synod Appropriations and Allocations Ordinance 2024 B7: Parochial Cost Recoveries Ordinance 2024 <u>M48: Variable Parochial Cost Recoveries percentage</u> <i>(If required) Resumption of Diocesan Governance Policy suite</i> <i>(If required) Resumption of Parish Governance Policy suite</i> M16: <u>Attendance Patterns and Mission in the Diocese</u> M32: <u>Prioritisation of ministry to youth and children</u> <i>Thereafter, other business as per the business paper</i>
<b>Tuesday 24 September 2024</b>	
3.15 – 5.45 pm	Bible Study/prayer and Formal matters Presentation: Synod in the Greenfields <i>(if required) Resumption of M16 and M32</i> <i>Thereafter, other business as per the business paper</i>
5.45 – 7.00 pm	<i>Dinner break</i>
7.00 pm +	M1: <u>Use of Non-Disclosure Agreements in the Diocese</u> <i>Thereafter, other business as per the business paper</i>