

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

**Daily Papers**

**24 September 2024**

Business Paper

Anglican Church Diocese of Sydney

## Bible passage: Tuesday 24 September 2024

### Jeremiah 36: 9 – 31

*Mr Fred Chilton*

<sup>9</sup> In the fifth year of Jehoiakim the son of Josiah, king of Judah, in the ninth month, all the people in Jerusalem and all the people who came from the cities of Judah to Jerusalem proclaimed a fast before the LORD. <sup>10</sup> Then, in the hearing of all the people, Baruch read the words of Jeremiah from the scroll, in the house of the LORD, in the chamber of Gemariah the son of Shaphan the secretary, which was in the upper court, at the entry of the New Gate of the LORD's house.

<sup>11</sup> When Micaiah the son of Gemariah, son of Shaphan, heard all the words of the LORD from the scroll, <sup>12</sup> he went down to the king's house, into the secretary's chamber, and all the officials were sitting there: Elishama the secretary, Delaiah the son of Shemaiah, Elnathan the son of Achbor, Gemariah the son of Shaphan, Zedekiah the son of Hananiah, and all the officials. <sup>13</sup> And Micaiah told them all the words that he had heard, when Baruch read the scroll in the hearing of the people. <sup>14</sup> Then all the officials sent Jehudi the son of Nethaniah, son of Shelemiah, son of Cushi, to say to Baruch, "Take in your hand the scroll that you read in the hearing of the people, and come." So Baruch the son of Neriah took the scroll in his hand and came to them. <sup>15</sup> And they said to him, "Sit down and read it." So Baruch read it to them. <sup>16</sup> When they heard all the words, they turned one to another in fear. And they said to Baruch, "We must report all these words to the king." <sup>17</sup> Then they asked Baruch, "Tell us, please, how did you write all these words? Was it at his dictation?" <sup>18</sup> Baruch answered them, "He dictated all these words to me, while I wrote them with ink on the scroll." <sup>19</sup> Then the officials said to Baruch, "Go and hide, you and Jeremiah, and let no one know where you are."

<sup>20</sup> So they went into the court to the king, having put the scroll in the chamber of Elishama the secretary, and they reported all the words to the king. <sup>21</sup> Then the king sent Jehudi to get the scroll, and he took it from the chamber of Elishama the secretary. And Jehudi read it to the king and all the officials who stood beside the king. <sup>22</sup> It was the ninth month, and the king was sitting in the winter house, and there was a fire burning in the fire pot before him. <sup>23</sup> As Jehudi read three or four columns, the king would cut them off with a knife and throw them into the fire in the fire pot, until the entire scroll was consumed in the fire that was in the fire pot. <sup>24</sup> Yet neither the king nor any of his servants who heard all these words was afraid, nor did they tear their garments. <sup>25</sup> Even when Elnathan and Delaiah and Gemariah urged the king not to burn the scroll, he would not listen to them. <sup>26</sup> And the king commanded Jerahmeel the king's son and Seraiah the son of Azriel and Shelemiah the son of Abdeel to seize Baruch the secretary and Jeremiah the prophet, but the LORD hid them.

<sup>27</sup> Now after the king had burned the scroll with the words that Baruch wrote at Jeremiah's dictation, the word of the LORD came to Jeremiah: <sup>28</sup> "Take another scroll and write on it all the former words that were in the first scroll, which Jehoiakim the king of Judah has burned. <sup>29</sup> And concerning Jehoiakim king of Judah you shall say, 'Thus says the LORD, You have burned this scroll, saying, "Why have you written in it that the king of Babylon will certainly come and destroy this land, and will cut off from it man and beast?"' <sup>30</sup> Therefore thus says the LORD concerning Jehoiakim king of Judah: He shall have none to sit on the throne of David, and his dead body shall be cast out to the heat by day and the frost by night. <sup>31</sup> And I will punish him and his offspring and his servants for their iniquity. I will bring upon them and upon the inhabitants of Jerusalem and upon the people of Judah all the disaster that I have pronounced against them, but they would not hear.'"

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:** *We Rest On Thee*

*(Words: Edith G Cherry; Music: adapted from Jean Sibelius)*

**Final song:** *Jerusalem (City Alight version)*

*(Words & music: Jonny Robinson, Rich Thompson, Tiarne Kleyn)*

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

### Business Paper: Tuesday 24 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 23 September 2024**

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

**4. Answers to questions asked on Tuesday 17 September**

**4.1 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?

**4.2 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?

**4.3 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?

## **5. Answers to questions asked on Wednesday 18 September**

### **5.1 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?

### **5.2 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?

### **5.3 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)?

### **5.4 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?

### **5.5 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?

## 5.6 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?

## 5.7 Donations made from the MDBA

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?

### **5.8 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?

### **5.9 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?

### **5.10 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?

### 5.11 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?

### 5.12 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?

### 5.13 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?

### 5.14 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?

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



**7. Procedural motions**

**7.1 Recommendations from the Order of Business Committee**

Synod –

- (a) agrees to reschedule items of business as shown in marked form on the Timetable for Synod Business, and
- (b) allows the President, at his discretion, to call over the motions during the evening session in addition to the scheduled call over held during the afternoon session and suspends so many Standing Orders as may prevent these arrangements.

(Mrs Briony Bounds / Archdeacon Simon Flinders)

**8. 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).
  - ○ a motion that will be withdrawn.

### 24 September 2024

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

*There are no proposed ordinances or policies under this heading.*

#### 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-nature~~ 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

- (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) 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,
- (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
- (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) ~~In Omit subparagraph (b)(i), with consequential re-lettering omit the matter, ‘the existence of the financial settlement itself, and’.~~

(The Rev Michael Doyle / Canon Alistair Seabrook)



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

*Tuesday 24<sup>th</sup> (afternoon session), following formal matters*

*On Wednesday 18 September, the Rev Dominic Steele moved the following motion and debate ensued. The amendments which were carried to Mr Steele’s motion on 18 September and 23 September 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~~ Ms Karen Calayag)

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) recommits to support our Archbishop’s purpose and priorities for the Diocesan fellowship to multiply Christians, churches and leaders, and invites our Archbishop, Bishops, Regional Councils, Mission Area Leaders, Senior Ministers, other ministers and lay ministers training colleges and other diocesan organisations, to give a special five year focus to respond to our attendance decline, making prayer, evangelism, church health and leadership development our chief priorities.
- (c) asks the parishes and mission areas of the Diocese to prayerfully consider the data and recommendations of the report, to decide on appropriate steps to take in light of the report.
- (d) 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)~~(e) 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***

- (1) In paragraph (d), 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)

#### **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**

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 Department of Education (**DoE**) requires each parish to immediately notify the Department of Education if 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,
  - (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,
  - (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
  - (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
- (f) requests each Rector, as the person authorising the individual for SRE, to –
  - (i) sign the SRE Authorisation Letter where practicable,
  - (ii) ensure that the Church's Two OCG Contacts 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 nominated contacts concerning the WWCC clearance status of any SRE teacher or helper –
    - (A) 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,
    - (C) if the SRE Coordinator signed the SRE Authorisation Letter, confirm to the SRE Coordinator as soon as practicable that such notifications 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***

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

'(f) requests the Youthworks SRE Office to assist rectors in meeting these requirements~~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~~ Canon Phillip Colgan)

- (2) Omit paragraphs (c), (d), (e) and (f), and insert instead the matter –

'(c) notes that SRE teachers and helpers must hold a verified current Working with Children Check (**WWCC**) clearance (among many other qualifications) in order to be authorised by a parish, and can no longer be authorised if their WWCC expires, or notification is received that their WWCC status is closed, barred, or interim barred; further noting the requirement to inform the NSW Department of Education of changes to WWCC status for SRE workers,

(d) reminds all parishes that authorise SRE teachers and helpers to proactively monitor WWCC expiry dates and maintain up to date contacts with the Office of the Children's Guardian so as to receive any notifications in a timely manner, and

(e) requests the Youthworks SRE Office and the Office of the Director of Safe Ministry, as a matter of urgency, to communicate clear guidelines to parishes regarding the process to be followed for removing the authorisation of an SRE teacher/helper who no longer has a current WWCC clearance, including the mechanism for notifying the Department of Education.'

(Ms Heather Carr / Mr Matthew Robson)

○○ **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*

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 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, and



- (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)~~(d) requests both parishes and the Standing Committee to consider how ~~might~~ parishes might 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**

*The following amendment was submitted in relation to a prior form of principal motion (i.e., before subparagraph (c)(iii) became paragraph (d)) and has been editorially amended accordingly, in marked form.*

- (1) In subparagraph ~~(d)(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 / The Rev Dr Simon Gillham)

○○ **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 / Mr Ross Laurie)

○○ **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 \$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) 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 / Canon Phillip Colgan)

○○ **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)



○ ○ **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 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) Commissary in England for Archbishop of Sydney (1977 – 1996),
  - ~~(vi)~~(vii) \_\_\_\_\_ Bishop of Thetford, Diocese of Norwich, UK (1981 – 1992),
  - ~~(vii)~~(viii) \_\_\_\_\_ President of the Evangelical Alliance (1987 – 1992), and
  - ~~(viii)~~(ix) \_\_\_\_\_ Honorary Assistant Bishop, Diocese of Salisbury, UK (1992 – 2024),
- (c) gives thanks to God for the approximately 450 hymns written by the Right Reverend Timothy-Dudley-Smith over the course of sixty years, and
- (d) prays that God would raise up, illuminate and inspire a new generation of hymn writers who will equip 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)

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

*The mover will seek the leave of the Synod to withdraw the motion*

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 / Ms Ann Collins)

○○ **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)

●○ **M56 Synod in the Greenfields**

*To be taken at a time determined by the President*

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.

(Bishop Peter Lin / Archdeacon Simon Flinders)

●○ **M57 Minutes of 24 September 2024**

*To be taken at a time determined by the President*

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.

(Mrs Briony Bounds / Archdeacon Simon Flinders)

●○ **M58 Leadership of Bible studies**

*To be taken at a time determined by the President*

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.

(Bishop Michael Stead / Archdeacon Simon Flinders)

●○ **M59 Committees and Officers of the Synod**

*To be taken at a time determined by the President*

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 and policies,
- (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.

(Archdeacon Kara Hartley / Bishop Michael Stead)

# 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 24 September 2024	
3.15 – 5.45 pm	Bible Study/prayer and Formal matters <del>Presentation: Synod in the Greenfields</del> <i>Resumption of M16: Attendance Patterns and Mission in the Diocese</i> M32: Prioritisation of ministry to youth and children <i>Thereafter, other business as per the business paper</i>
5.45 – 7.00 pm	<i>Dinner break</i>
7.00 – 9.00 pm +	M1: Use of Non-Disclosure Agreements in the Diocese <i>Thereafter, other business as per the business paper</i>
9.00 pm + <i>(or earlier, if prior business is concluded)</i>	<u>Presentation: Synod in the Greenfields</u> <u>Closure motions</u> <u>M56: Synod in the Greenfields</u> <u>M57: Minutes of 24 September 2024</u> <u>M58: Leadership of Bible studies</u> <u>M59: Committees and Officers of the Synod</u> <u>Final song</u>