

53rd Synod of the Diocese of Sydney

Second Session

Minutes of Proceedings of the Synod for Wednesday 18 September 2024

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Archdeacon Kara Hartley led the Synod in prayer.

3. Bible study

The Rev Kevin Kim led the Bible study.

4. Minutes

The President signed the minutes for Tuesday 17 September 2024.

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

5.1 Leases of real property exceeding five years

Mr Samuel Doherty asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

Sydney Anglican Property, under the legal entity name of the Anglican Church Property Trust Diocese of Sydney, has entered into 61 leases of real property with terms of more than five (5) years in the past twenty-five (25) years. These were situated at 31 different locations on behalf of 25 parishes across the Diocese. Some locations were the subject of multiple leases over this time period.

Parish	Location
Berry with Kangaroo Valley	Shoalhaven Road, Kangaroo Valley
Bondi	34 Ocean St, Bondi
Broadway	St Barnabas' Anglican Church site, Broadway
Cabramatta	42 Cumberland Street, Cabramatta
Cobbitty	335 Cobbitty Road, Cobbitty
Darlinghurst	120A Darlinghurst Road, Darlinghurst
Five Dock	177 Great North Road, Five Dock

Parish	Location
Glebe	Bishopthorpe Church Hall, 132 St Johns Road, Glebe
Greystanes and Merrylands West	728 Merrylands Road, Merrylands West
Guildford with Villawood	St Mary's, Corner Guildford Road and Bolton Street, Guildford
Guildford with Villawood	2 Bolton Street, Guildford
Guildford with Villawood	341 Blaxcell Street, Granville
Hunters Hill	5 Reddish Close, Lane Cove North
Leichhardt	126A Norton Street, Leichhardt
Leichhardt	128 Norton St, Leichhardt
Manly	46-58 The Corso, Manly
Marrickville	Various suites and Shops, 332-334 Marrickville Road, Marrickville
Miranda	526 The Kingsway, Miranda
North Sydney	Cnr McLaren Street and Church Street, North Sydney
North Sydney	34 McLaren Street, North Sydney
Oakhurst	93 Hyatts Road, Oakhurst (Oakhurst church and Richard Johnson Anglican School)
Parramatta	69 Macquarie Street, Parramatta
Randwick	Unit, 20-24 The Avenue, Randwick
Sadleir	Part of 1-7 Spica Street, Sadleir
St James King Street (SJKS)	Various levels, 169 Phillip Street, Sydney (St James Hall)
Sydney - Christ Church St Laurence - Sydney	Ground Floor and First Floor of the building known as 812B George Street, Sydney
Sydney - Christ Church St Laurence	Part 505 Pitt Street, Sydney
Sydney - St Phillips	1 York Street, Sydney
Wollongong	Lot 1 Church Hill, Market St, Wollongong
Yagoona	590 Hume Highway, Yagoona

6. Answers to Questions asked on Tuesday 17 September

6.1 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?

To which the President replied –

The answer to this question is still being prepared and will be given on a subsequent day.

6.2 Gilbulla Memorial Conference Centre

Miss Jan Syme asked the following question –

What steps have been taken for finding a replacement Diocesan conference centre, after Gilbulla was sold about 20 years? Are the monies from the Gilbulla sale still set aside for this purpose?

To which the President replied –

I am informed that the answer is as follows –

Following the sale of the Gilbulla conference centre, the net proceeds were assigned to Youthworks and used to purchase a large guest house on the Central Coast. This was seen as a suitable complement to Youthworks’ existing portfolio of diocesan conference centres. However, local council restrictions on the use of that guest house rendered it unsustainable as a conference centre and the property was sold. At every meeting of Youthworks Council the CFO reports that the net proceeds from the sale of Gilbulla continue to be “earmarked as Gilbulla proceeds to fund the acquisition of another conference centre site,” in keeping with the intent of the original assignment of funds.

6.3 Standing Committee circular 15 December 2023

The Rev David Clarke asked the following question –

With respect to the Circular of 15th December 2023 sent by SDS on behalf of Standing Committee to Rectors, Wardens and Treasurers, “Minister’s Discretionary Benefits Accounts – Limitations on GST Input Tax Credits” –

- (a) Was there a subcommittee of Standing Committee formed to investigate this matter?
- (b) If there was a subcommittee who were the members of this committee?
- (c) From whom was professional tax advice sought?
- (d) Did Standing Committee see a copy of any professional advice given upon which it appears the Circular and advice was based?
- (e) Were dissenting or differing opinions considered?
- (f) Are there changes in tax law that parishes should be aware of since the Diocesan presentations regarding the change from MEAs to MDBAs in 2022?
- (g) Is there a Non Disclosure Agreement regarding how the Standing Committee reached a decision that effectively cuts the take home pay of clergy that this circular describes with the words *“Implementing the changes recommended in this circular will lead to a reduction in the amount available”*?
- (h) What efforts are made to ensure the clarity and intelligibility of Diocesan circulars for those who are not taxation experts?
- (i) In light of parishes being sent a circular stating *“this guidance is not definitive without a tax ruling”*, is SDS aware of any parishes seeking their own tax ruling?
- (j) After the sending out of the circular, did the Standing Committee or any subcommittees receive feedback given to SDS staff regarding –
 - (i) the impact on clergy of a decision by Standing Committee to effectively cut take home pay of ministers during a time of high inflation?
 - (ii) the impact the timing chosen to communicate these financial changes a week before Christmas?
 - (iii) the impression such changes and the manner in which they were undertaken communicates about the value and care of clergy in this Diocese?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under Synod Standing Orders 6.3(4)(c) and (g) as it offers an argument and seeks a legal opinion.

Nonetheless, I will make some comments.

The Standing Committee has declared its deliberations on this matter to be confidential to its members.

The timing of the communications sent to parishes was a product of the process the Standing Committee undertook to make decisions on the issue, and also due to a conviction that the circular needed to be sent with some urgency to ensure compliance with the law before the next business activity statements were due.

SDS makes considerable efforts to communicate in a helpful manner to parishes. Its circulars include sections setting out key points and action items that summarise the content and implications of the circular. An explanation is provided in the body of the circular for those who require more detail. SDS is open to feedback on how its communications can be made more effective.

The substance of the feedback given to SDS staff in response to the circular was shared with the subcommittee.

6.4 Synod voting processes

Dr Robert Pryor asked the following question –

Considering the urgency of being efficient in time use in Synod and the large amounts of time devoted to the process of voting, counting and reporting results, has consideration been given to replacing cumbersome paper procedures with digitalized methods using apps on mobile phones or other less unwieldy methods?

To which the President replied –

I am informed that the answer is as follows –

Yes.

The process used by Synod when voting by ballot may seem well-suited to replacement by an electronic process, however several barriers have so far prevented moving to electronic voting. The barriers stem from the need for the voting process to ensure that every Synod member present may reliably and successfully vote once in each ballot, and include –

- (a) internet access is not sufficiently reliable to ensure the use of every member's personal device to vote,
- (b) we cannot rely on every member having a suitable device,
- (c) the purchase or rental of specialised voting devices that do not rely on an internet connection is administratively inefficient and cost-prohibitive, and
- (d) a hybrid-solution, offering electronic-voting for members able to do so and paper for the rest, could not reasonably be expected to improve efficiency while maintaining accuracy.

Nevertheless, the Synod Secretary is continuing to investigate options and expects that these barriers may be overcome in coming years. Members may also refer to comments on this matter in paragraph 46 of Appendix 1 of the Explanatory Report to the Bill for the *Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024*, found on page 290 of Synod Book 1.

6.5 Historical stipend recommendation

Mr Jonathan Miller asked the following question –

What is the historical stipend recommendation for rectors for the last 20 years (if possible) including year on year % increase?

To which the President replied –

I am informed that the answer is as follows –

The answer to this question is shown in table form and will be available on the noticeboard in the foyer and the SDS website.

Historical Stipend recommendation for Rectors for the last 20 Years		
Effective from	Actual Stipend \$	% increase over previous year
1 January 2024	76,170	4.5%
1 July 2023	72,890	2.4%
1 July 2022	71,182	2.4%
1 July 2021	69,514	2.4%
1 January 2021	67,856	0%
1 January 2020	67,856	1.6%
1 January 2019	66,787	1.6%
1 January 2018	65,714	0%
1 January 2017	65,714	1.4%
1 January 2016	64,810	4.0%
1 January 2015	62,317	0.7%
1 January 2014	61,855	5.8%
1 January 2013	58,452	4.6%
1 January 2012	55,867	5.0%
1 January 2011	53,207	5.0%
1 January 2010	50,673	0%
1 January 2009	50,673	1.6%
1 January 2008	49,891	5.3%
1 January 2007	47,362	3.1%
1 January 2006	45,926	5.0%
1 January 2005	43,736	6.3%
1 January 2004	41,128	3.8%

6.6 Decline in attendance

The Rev David Lanham asked the following question –

Acknowledging God's sovereignty, and reflecting upon the '64/23 Attendance Patterns' report identifying decline in attendance generally and in 'newcomers' specifically; how do we discern if –

- (a) decline is acceptable so long as we are 'faithful' or if
- (b) the decline is an indication of our lack of zeal and innovation for the gospel, and so a sign of our lack of faithfulness?

To which the President replied –

The 'theological reflections' section of the 'Attendance Patterns Review Committee' report says in paragraphs 12 and 13 –

“While we hope and pray that churches would grow, there is very little exegetical or theological evidence to suggest that all churches, in all locations and all ages will always grow. There are lots of things that make up a healthy church. Growth in numbers is potentially one of them. Growth on its own is not a sign of a healthy church, and lack of growth on its own is not evidence that a church is not healthy.

“We reject the tacit accompanying idea that ‘good ministers’ will always see growth and lack of growth is always proof of ‘poor ministry.’ Jeremiah and Isaiah, and even Paul, conducted ‘good ministry’ but this was not always met with numerical growth. While church numerical growth is in a sense the easiest metric to measure, there are a complementary range of other focuses to improve the spiritual health of our churches.”

In my Presidential Address I encouraged us all to reflect on the findings in the report in a humble, open, and prayerful way.

There will also be an opportunity for further reflection on this matter during the debate at M16.

6.7 Ministry leadership

The Rev David Lanham asked the following question –

The 2011 report ‘2/10 Towards 2050’ stated that –

‘Humanly speaking, leadership in our parochial units is the single greatest determining factor as to whether our churches are growing or not’.

In the light of the ‘64/23 Attendance Patterns’ report:

- (a) Do we affirm this statement is still an accurate observation of ministry leadership today?
- (b) If so, what actions are and can be taken to better equip our parish leaders to be more effective in facilitating numeric growth within our churches?

To which the President replied –

The Attendance Patterns Review report identifies certain factors contributing to church growth and decline. See page 102 of the report. If M16 is passed, Standing Committee will be asked what can be done to equip our parish leaders.

The Attendance Patterns Review Committee has recommended some actions in its report. See in particular paragraphs 113, 114, 116, 118, 120 of the report.

6.8 Young adult attendance patterns

The Rev David Lanham asked the following question –

The 2013 review of Mission (31/12 Review of the Diocesan Mission), identified that: ‘a slight increase in the proportion of newcomers in Sydney Anglican congregations from 1991 to 2001 has been replaced by a decrease since 2001. This is a very significant trend which, if it was to continue, would be expected to impact on the numbers of young adults in the Sydney Diocese... and ultimately upon church growth trends.’

Given the observations within the ‘64/23 Attendance Patterns’ report showing a continuing decline in ‘Newcomers’ to 2023 –

- (a) What are the specific numbers of young adult attenders in our churches between 2013-2023?
- (b) Does this data identify declining effectiveness of ministry to young adults?
- (c) Is the decline in ‘newcomers’ an indication of decreasing effectiveness in evangelism generally?

To which the President replied –

I am informed that the answer is as follows –

- (a) There is no available data from which to answer this part of the question.
- (b) Not applicable.
- (c) As observed in my Presidential Address, the numbers are not self-interpreting, and require local, careful, and prayerful interpretation.

6.9 Housing Australia Future Fund (HAFF)

Mr Matthew Robson asked the following question –

Noting that this week Housing Australia announced it had notified applicants of the outcomes of the first funding round for the HAFF program –

- (a) Did the Diocese participate in the process?
- (b) Approximately how many applications were made?
- (c) What was our success rate?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes.
- (b) Eleven applications were made by Sydney Anglican Property on behalf of parishes. Two applications were also made by Anglicare.
- (c) No public announcement can be made at this time. Members can access general information about the Diocese's involvement in the Housing Australia Future Fund program in the August-September issue of Southern Cross, as well as SAP e-newsletters and the SAP website.

6.10 The Attendance Patterns Report

Mr Michael Doran asked the following question –

Questions to Standing Committee and the Attendance Patterns Committee about the content, recommendations, inferences and implications of the Attendance Patterns Report –

- (a) The NCLS indicator, 'a strong sense of belonging': What do the committees believe are the characteristics of leaders that foster a 'strong sense of belonging'?
- (b) Declines in large churches: What congregational, diocesan and local factors have the committees identified regarding the decline in attendance within large churches, and the reduction in the number of large churches?
- (c) The correlation between large churches, and a sense of belonging: How do large churches foster a strong sense of belonging?
- (d) Characteristics and availability of senior ministers fitted for large church leadership: What do the committees believe are the specific characteristics of senior ministers who are suited for leadership of large churches, and does the Diocese have enough of such ministers in the pipeline?
- (e) Training senior ministers for large church ministry: What is the pathway for ministers in readiness for leadership of large churches, and how is the Diocese growing these capabilities?
- (f) The desire to build large church buildings in the greenfields: Given the observations about decline in attendance within large churches, what lessons can the Diocese learn, especially when the churches being hoped for, designed and built in the greenfields areas are often large scale (e.g. auditoriums of 500+ seats)?
- (g) About 'fresh priorities': What would 'a fresh priority on winning newcomers/converts' to Jesus look like in contrast to what is true today?
- (h) About apparent complacency in outreach: How would the committee respond to the suggestion that some of the recommendations imply that many of our ministers are complacent about reaching unchurched people in the community? In the opinion of the committees, what more should they be doing?
- (i) About patterns of church members who are occasional in attendance (e.g., 3 weeks in 5, or 25 turn-ups per year): Though not the focus of the report, what observations has the committee made about the attendance patterns of committed Christian members of

congregations who are in a pattern of only occasional attendance. How widespread is this pattern, is it new, does it matter, and what are your suggested approaches to address this?

To which the President replied –

I am informed that the answer is as follows –

The questions, while helpful, are beyond the terms of reference given to the Attendance Patterns Committee, and not matters on which the committee can make observations and offer reflections. They would form a useful basis for reflection at a church and mission area level.

6.11 Attendance patterns and the South Western Region Draft Buildings and Property Strategy

The Rev Dr Stephen Anderson asked the following question –

Given the contrast between –

- (a) the statistical findings detailed in Appendix C of this year's Attendance Patterns Report, and
- (b) the target capacity explicitly presupposed for each parish in last year's South Western Region Draft Buildings and Property Strategy (p. 21) –

are there plans for the strategic presuppositions of the latter document (and its wider family of documents) to be reviewed in light of the findings of the former?

To which the President replied –

I am informed that the answer is as follows –

No. There are no plans to revise the strategic presuppositions of the Ministry-led Buildings and Property Strategies in light of the findings of the Attendance Patterns Report. Appendix F of the South Western Region Buildings and Property Strategy already includes detailed sensitivity analyses that highlights the implications of modifying the strategic presuppositions.

6.12 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?

To which the President replied –

The answer to this question is still being prepared and will be given on a subsequent day.

6.13 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?

To which the President replied –

I am informed that the answer is as follows –

The answer to this question is still being prepared and will be given on a subsequent day.

6.14 Diocesan Governance Policy and Corporation Schools

The Rev Andrew Schmidt asked the following question –

Reference is made to the Diocesan Governance Policy, Appendix 1 (page 215). Questions –

- (a) Which category of organisation is an individual Corporation School (as distinct from the Schools Corporation itself)?
- (b) Consequently, will Corporation School heads be required to sign the Statement of Organisational Faithfulness?

To which the President replied –

I am informed that the answer is as follows –

This question is out of order under Synod Standing Order 6.3(4)(g) as it seeks a legal opinion.

There will be an opportunity to ask questions about the operation of the Diocesan Governance Policy when we reach item B5 of the Business Paper.

6.15 Confirmation statistics

The Rev Andrew Schmidt asked the following question –

- (a) How many individuals were confirmed in the Diocese in 2023?
- (b) How many parishes have not held a confirmation service in the last 5 years?
- (c) What is the episcopal team's pastoral response to any parishes which appear to be "not doing confirmation" anymore?

To which the President replied –

I am informed that the answer is as follows –

- (a) This information is not consistently collected centrally. It is not possible to collect data from parishes in the time given.
- (b) We are aware of at least 40 parishes.
- (c) The response depends on the circumstances of each parish.

6.16 Age demographic data

The Rev Andrew Schmidt asked the following question –

In reference to the excellent "Attendance Patterns" report –

- (a) Is information available to show in detail the age distribution by decades of the members of our churches? That is, the number of members aged 0-9, the number aged 10-19, the number aged 20-29 and so on?
- (b) If not, would the authors of the report consider the collection of such information to be useful and feasible?

To which the President replied –

I am informed that the answer is as follows –

- (a) No.
- (b) The Attendance Patterns Committee has not discussed this matter.

6.17 Network Costs

Mr Mark Robinson asked the following question –

The *Parochial Cost Recoveries Ordinance* report shows that Network Costs have increased from \$5.2m in 2016 to \$11.3m in 2025. (Book 1 p235). That is an increase of 117% over a decade whereas church operating receipts have only increased by 36% over the same period.

- (a) Since 2016, what additional costs have been included in Network Costs which were not included in 2016?
- (b) What is the amount of those additional costs included in the 2025 total of Network Costs?

To which the President replied –

I am informed that the answer is as follows –

- (a) There is one new component of the Parochial Network Costs, being the ACPT Management fee payable by all parishes with property.

The following table contains a comparison of the components of the Parochial Network Costs between 2016 and 2025 together with the parish Net Operating Receipts for the respective years.

It is not practical to read the table of numbers out loud. The table and answer will be available on the notice board in the foyer.

PCR Comparison - 2016 - 2025		
	2016	2025
Parish Property & Liability Insurance Program	\$3,700,000	\$8,157,288
Parish Risk Management Program	\$221,000	\$277,838
Professional Standards Unit (Now Office of the Director of Safe Ministry)		
- Parish related costs	\$751,000	\$1,530,000
- Reimbursing Synod Risk Reserve for non-standard operating costs	\$90,000	\$ -
Safe Ministry Training Program	\$139,000	\$162,240
Provision for relief and remission of PCR charges	\$10,000	\$ -
Parish contribution to the cost of Diocesan Archives	\$68,000	\$82,105
Fee for managing the PCR Fund 951	\$194,000	\$246,029
ACPT Management fee payable by all parishes with property	\$ -	\$1,185,000
Less - Amount drawn from the working capital in PCR fund 951		\$(258,000)
Less - Amount drawn from the working capital in Long Service Leave Fund 953		\$(100,000)
Total - Parochial Network Costs	\$5,173,000	\$11,282,500
Increase - \$		\$6,109,500
Increase - %		118%
Total Operating Receipts -\$M	101.2	138
Increase - \$M		\$37
Increase - %		36%

- (b) The amount of the ACPT Management fee payable by all parishes with property in 2025 is budgeted at \$1,185,000, (2016 \$Nil).

For completeness, in 2016 the network costs included \$90,000 for reimbursing the Synod Risk Reserve for non-standard operating costs, whereas the corresponding amount for 2025 is Nil. The 2025 network costs also include two negative items of \$258,000 and

\$100,000 respectively representing a reduction in the amount of the network costs to be recovered through PCR due to 'recycling' excess capital from the PCR Fund 951 and the Long Service Leave Fund 953. There were no corresponding items in 2016.

6.18 Moore Theological College enrolments

The Rev Dr Raj Gupta asked the following question –

In relation to Moore College enrolments:

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

To which the President replied –

I am informed that the answer is as follows –

The answer to this question is shown in table form and will be available on the notice board in the foyer and on the SDS website.

(a)

Year	Female	Male	Grand Total
1	23	60	83
2	15	45	60
3	13	38	51
4	7	36	43

(b)

Year	# candidates/seeking candidacy in Sydney
1	10
2	17
3	20
4	19
TOTAL	66

(c)

Year	# students
2020	45
2021	66
2022	53
2023	66
2024	64

* The figures here are the number of commencing students for the year and do not include those who, by virtue of advanced standing from prior studies, enter straight into second year.

6.19 Counselling related to the Confidential Lifestyle Questionnaire

Mrs Nicola Fortescue asked the following question –

- (a) How many people who have completed the Confidential Lifestyle Questionnaire have taken up the offer of follow-up counselling or support paid for by the Diocese?
- (b) Has the offer of counselling or support ever been offered to people for the purpose of support during the completion of the questionnaire?

To which the President replied –

I am informed that the answer is as follows –

The CLQ is a significant pastoral conversation centred around personal godliness and suitability for Christian ministry.

The Confidential Lifestyle Questionnaire (CLQ) is part of the Safe Ministry Check process under the *Safe Ministry to Children Ordinance 2020* required for ordination candidates, clergy seeking a licence and lay ministers seeking authorisation from the Archbishop for ministry in the Diocese. Completion of the CLQ form is accompanied by an interview of the applicant. These interviews are conducted by Regional Bishops and the Archdeacon for Women, their Assistants, or MT&D.

- (a) 151 applicants have been approved for payment of counselling sessions. 122 have taken the opportunity to use some or all of their sessions.
- (b) No. Counselling has not been offered when applicants fill out the questionnaire form. However, counselling and support are offered during the interview process.

7. Questions

Questions were asked by the following members –

- (1) Mr Samuel Doherty
- (2) Mr Samuel Doherty
- (3) The Rev Michael Leite
- (4) The Rev Michael Leite
- (5) The Rev Michael Doyle
- (6) The Rev Michael Doyle
- (7) The Rev David Clarke
- (8) The Rev Andrew Barry
- (9) The Rev Trevor Young
- (10) Mrs Lyn Miles
- (11) Mr Chris Hamam
- (12) The Rev Mark Collins
- (13) The Rev David Lanham
- (14) The Rev David Lanham
- (15) The Rev David Lanham

8. Notices of Motions

Notices of motions were given by the following members –

- (1) Dr Karin Sowada
- (2) The Rev Stephen Gardner
- (3) Mr Chris Hamam
- (4) The Rev Alan Lukabyo

9. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or policy, to be considered at a time fixed by the Synod, or appearing in their substantive form for the first time on the business paper for that day.

9.1 Recommendations from the Order of Business Committee

Mrs Briony Bounds moved –

‘Synod agrees –

- (a) to reschedule items of business as shown in marked form on the Timetable for Synod Business, and
- (b) to commence consideration of B1 Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024 following the formal matters today (Wednesday 18 September 2024), noting that it may occur prior to 4.30 pm, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

9.2 Arrangements for consideration of M48 Variable Parochial Cost Recoveries percentage

Dr Laurie Scandrett moved –

‘Synod agrees to schedule consideration of the motion for which notice was given yesterday, regarding a cap on parish cost recoveries, for Monday 23 September 2024 immediately following consideration of the Parochial Cost Recoveries Ordinance 2024.’

Seconded and carried

9.3 Significant challenges to Religious Freedom (Federal)

Bishop Michael Stead moved –

‘Synod –

- (a) expresses its disappointment that the Albanese Government has indicated that it does not intend to honour its election commitments to pass a Religious Discrimination Act and to maintain the ability of faith-based schools to preference people of their faith in the selection of staff under the *Sex Discrimination Act 1984* (Cth),
- (b) calls on the Government and the Opposition to recommit to passing a Religious Discrimination Act to protect individuals against discrimination, and also to commit to introducing a positive right for religious individuals and organisations to conduct their affairs in accordance with their religious beliefs, and
- (c) asks all churches to consider informing their members of these issues, encouraging them to write to their Federal Member of Parliament to seek these commitments for a Religious Discrimination Act and positive protections to conduct one’s affairs in accordance with religious beliefs.

Seconded and carried

9.4 Dinner for younger members of Synod

Mr Tristan Anlezark moved –

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

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

Seconded and carried

9.5 Declarations regarding disqualifying offences

Mr Samuel Doherty moved –

'Synod, noting –

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

requests the Standing Committee to –

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

Seconded and carried

9.6 Retirement of Canon Daniel Willis as Gafcon Global Operations Manager

Dr Laurie Scandrett moved –

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

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

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

Seconded and carried

The Rev Jodie McNeill led the Synod in prayer for Canon Daniel and Mrs Karen Willis.

9.7 90th Anniversary of founding of the Archbishop of Sydney's Anglican Aid

Canon Tim Swan moved –

'Synod –

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

Seconded and carried

10. Procedural motions from members

10.1 Asking of questions on a motion relating to Reports to the Synod

Dr Karin Sowada moved –

'That so much of Standing Orders be suspended for the duration of the current session that would prevent members asking a question on a motion relating to Reports to the Synod.'

Seconded

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

Dr Sowada's procedural motion therefore lapsed.

11. Motions

11.1 Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024

Archdeacon Anthony Douglas moved –

'That the Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024 be approved in principle.'

Seconded

Archdeacon Douglas spoke in support of the proposed ordinance.

The President asked –

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

There was a time for questions.

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

The President asked –

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

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

Archdeacon Douglas moved –

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

Seconded and carried

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

Archdeacon Douglas moved –

'That the report of the Deputy Chair of Committee be adopted.'

Seconded and carried

Archdeacon Douglas moved –

'That the Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024 pass as an ordinance of the Synod.'

Seconded and carried

11.2 **Consecration of the Archbishop of Sydney Ordinance 2021 Amendment Ordinance 2024**

Archdeacon Anthony Douglas moved –

'That Synod agree to consider passing the Consecration of the Archbishop of Sydney Ordinance 2021 Amendment Ordinance 2024 formally.'

Seconded and carried

Archdeacon Douglas spoke in support of the proposed ordinance.

The President asked –

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

There were no questions.

Archdeacon Douglas moved –

'That the proposed ordinance pass formally as an ordinance of the Synod.'

Seconded and carried

12. Prayer for the Rev Dr Max Wood

In accordance with Standing Order 3.6(1), the President invited Bishop Chris Edwards to address the Synod.

Bishop Edwards led the Synod in prayer for the Rev Dr Max Wood.

13. Motions

13.1 **Diocesan Governance Policy**

Having been granted leave, Mr Greg Hammond OAM moved –

'That the Diocesan Governance Policy be approved in principle.'

Seconded

Mr Hammond spoke in support of the proposed policy.

The President asked –

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

There was a time for questions.

Prior to the completion of the time for questions, the Synod adjourned this matter.

13.2 **40th anniversary of the establishment of Sports and Leisure Ministries**

Having been granted leave, the Rev Dr Richard Wenden moved –

‘Synod thanks God for –

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

Seconded

The Rev Tom Hargreaves moved as an amendment to Dr Wenden's motion –

‘Omit the word “clergymen” and insert instead the word “clergy”.’

Seconded and carried

Dr Wenden's motion, as amended, was carried in the following form –

‘Synod thanks God for –

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

The Rev Dr David Tyndall, in attendance in the public gallery, was welcomed with acclamation by members of the Synod.

The Rev Jeremy Tonks led the Synod in prayer for the ministry of sports chaplaincy organisations.

14. Presentations

14.1 **Moore Theological College presentation**

The Rev Dr Mark Thompson and the Rev Dr Simon Gillham gave a presentation, including a video presentation, regarding the work of Moore Theological College.

Canon Susan An led the Synod in prayer for the work of Moore Theological College.

14.2 Parish of Woollahra presentation

The Rev Marcelo Morbelli gave a presentation regarding the work of the parish of Woollahra.

Bishop Michael Stead led the Synod in prayer for the parish of Woollahra.

Adjournment

At 5.54 pm, Archdeacon Simon Flinders moved –

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

Seconded and carried

Resumption

The Synod resumed at 7.05 pm.

15. Motions

15.1 Diocesan Governance Policy

Consideration of the Diocesan Governance Policy resumed.

There was a time for questions.

The motion that the Diocesan Governance Policy be approved in principle was put and was carried.

The President asked –

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

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

Mr Greg Hammond OAM moved –

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

Seconded and carried

The text of the proposed Policy was considered by the Synod in Committee. After consideration of the text had been completed, the Deputy Chair of Committee reported the proposed ordinance with amendments.

Mr Hammond moved –

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

Seconded and carried

Mr Hammond moved as a procedural motion –

‘That Synod agrees to consider forthwith a motion that the Diocesan Governance Policy pass as a policy of the Synod, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded

Mr Hammond's procedural motion was put but was not carried.

Mr Hammond moved –

'That Synod agree to consider on Monday 23 September a motion that the proposed policy pass as a policy of the Synod.'

Seconded and carried

15.2 Diocesan Governance Policy – acknowledgements and thanks

Bishop Chris Edwards moved –

'Synod –

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

Seconded and carried by acclamation

15.3 Attendance Patterns and Mission in the Diocese

The Rev Dominic Steele moved –

'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.'

Seconded

The Rev Robin Kinstead moved as an amendment to Mr Steele's motion –

'Amend the motion by forming the request of the motion ("asks the Standing Committee...") into a subparagraph, and insert the following as an additional subparagraph, suitably ordered –

- “(#) gives thanks to God for the recent ‘partial post-Covid recovery’ and calls for confession and humble repentance, where we have fallen short in not giving sufficient priority, attention, reflection and resources to seeing the lost of Sydney and the Illawarra saved by Jesus”.’

Seconded

The Rev Marty Davis moved as an amendment to Mr Kinstead's amendment –

'Omit the matter, "of Sydney and the Illawarra", and insert instead the matter, "throughout the Diocese of Sydney".'

Seconded and carried

Mr Kinstead's amendment to Mr Steele's motion, as amended by Mr Davis, was carried.

The Rev David Lanham moved as an amendment to Mr Steele's motion –

'Amend the motion by forming the request of the motion into a subparagraph, and insert the following as an additional subparagraph, suitably ordered –

"(#) asks the Standing Committee to review how we collect our attendance and mission data (for all ages) and to schedule a detailed attendance report (by region and mission area) for the first session of each subsequent synod (including where possible correlation with NCLS church health and leadership statistics)".'

Seconded

Mr David Braga moved as an amendment to Mr Lanham's amendment –

'Amend the amendment as follows –

- (a) omit the matter "(for all ages)" and insert instead the matter "(based on appropriate age cohorts)", and
- (b) omit the word "correlation" and insert instead the word "alignment".'

Seconded and carried

Mr Lanham's amendment to Mr Steele's motion, as amended by Mr Braga, was carried.

Further consideration of the matter was adjourned.

The Rev Geoff Bates led the Synod in prayer.

Adjournment

At 9.34 pm, Archdeacon Simon Flinders moved –

'That the Synod adjourn and resume at 3.15 pm Monday 23 September 2024.'

Seconded and carried

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

Two Members of the)
Minute Reading Committee)

Signed by the President

23 September 2024