

# 53<sup>rd</sup> Synod of the Diocese of Sydney

## Second Session

### Minutes of Proceedings of the Synod for Tuesday 24 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 Monday 23 September 2024.

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

##### 5.1 Breaches of Faithfulness in Service

Miss Jan Syme asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

- (a) The Professional Standards Committee (now known as the Ministry Standards Committee (**MSC**)) does not conduct its own investigations into complaints against clergy and church workers. The MSC receives and reviews material furnished to it by the Director of Safe Ministry in relation to complaints received under the *Ministry Standards Ordinance 2017* (**MSO**) including any investigation reports prepared by an investigator appointed by the Director.

Although the question is framed using the language of investigation, the intention behind the question appears to be a request for the total number of complaints considered by the MSC in the last 6 years. The number and range of matters considered by the MSC is such that greater clarity is required to answer the question with accuracy. Some matters are

declined, dismissed, deferred or withdrawn with the concurrence of the MSC prior to notice to the respondent. The MSC also has other functions under the MSO.

The Office of the Director of Safe Ministry / Safe Ministry Board annual reports over the last 6 years record that since 2019, the MSC has considered 143 matters. Detailed analysis would be required to clarify the stage to which these matters reached and whether they could accurately be described as having been 'investigated' by the MSC in answer to question (a).

- (b) There is no easy mechanism in place to extract the information requested at part (b). To respond would require a detailed file review which is not possible at this time, however, the following comments are made in response to question (b):
- The MSC is not empowered to make formal findings except in the limited circumstance where it may make a finding of no misconduct (under clause 37).
  - The code of conduct *Faithfulness in Service* is one point of reference against which conduct may be measured and considered. Not every complaint will involve consideration of the conduct specifically against the standards and guidelines set out in *Faithfulness in Service*. The MSO itself also contains defined categories of misconduct against which complaints are also considered.
  - The term "bullying", as a descriptor for complaints, is often used in a broad sense. Several of the complaints received that have been categorised by the complainant as a bullying complaint, may or may not amount to bullying as defined in the Ordinance or in the Code of Conduct, but rather encompass a range of conduct around leadership or interpersonal style which may include examples of bullying behaviours or emotional abuse. Accordingly, a number of matters could be described as fitting within this broad category of "bullying" complaints.
  - Of the complaints that might be generally categorised as "bullying" complaints:
    - Some are currently in progress;
    - Three (3) involved resignations;
    - The outcome of the others is varied including:
      - training;
      - counselling;
      - professional supervision;
      - other restrictions, conditions or undertakings;
      - psychological assessment;
      - admonishment; and
      - no further action.
- (c) Refer to the response to part (b).
- (d) Yes.

## 5.2 Higher Education Loan Program (HELP)

The Rev Dr Stephen Anderson asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

The question refers to two legislated changes that have affected students' access to HELP loans and to study in a Commonwealth Supported Place (CSP). The first and key legislated change came into effect in January 2020, which was that the HELP loan limit for students accessing FEE-

HELP from that time on would be inclusive of student debt accrued under HECS-HELP. Prior to this change, a student could accrue a HECS debt from study at a public university and this would not affect the amount they were entitled to put on FEE-HELP. An impact of this change in legislation is that some students may not be able to access a FEE-HELP loan to cover the entirety of their course.

The second change referred to in the question relates to CSPs. CSPs are government subsidies which primarily exist in undergraduate courses at public universities. In 2022, the government implemented the Student Learning Entitlement, which provides students with seven years of full-time equivalent subsidised study in CSPs. While a few independent higher education institutions have CSPs, Moore College, Youthworks College, and most theological colleges do not have CSPs. This legislative change therefore does not currently have any direct bearing on study at Moore College or Youthworks College.

(a)

- (i) Regarding the impact of the change to the HELP loan limit introduced in 2020, Moore College is very aware of the potential impact on students and their finances and has been planning for this for some time. The matter has been addressed at the level of the Governing Board and is regularly reviewed by its Audit and Finance Committee.

Some responses made by Moore College include:

- The FEE-HELP bill accrued by students is a matter of discussion in student admission interviews, where they are asked specifically how they have planned to finance their way through College should their loan limit be reached;
- The Registrar's Department uses a government reporting system to monitor when students are approaching their loan limit and notifies students in advance. Students are also able to track their loan limit themselves; and
- The College continues to build bursary funds to assist those students who reach their FEE-HELP limit sometime during their time of study and assists them with fundraising through the provision of the Student Support Fund. The College has employed a part-time staff member to manage the fund and to provide personal support and training in fundraising to students that access the fund.

Youthworks' Year 13 program previously included degree-level study. This was removed from the program in part because of the legislative change to HELP limits. As a discipleship gap year, Year 13 did not want students to decrease the amount of HELP available when it could be better used for those who want to pursue vocational ministry training at Youthworks College and Moore College.

- (ii) The seven-year CSP entitlement introduced in 2022 does not significantly impact on study at Moore College, Youthworks College, or most other theological institutions.
- (b) The Audit and Finance Committee of Moore College's Governing Board has suitably qualified people who regularly review financial impediments to theological training.
- (c) This part of the question is out of order under Synod Business rule 6.3(4)(a) as it contains an assertion concerning future Synod Appropriations and Allocation Bills. Nonetheless I am informed that there is no expectation of this matter affecting the Synod's Allocations and Appropriations Bill, at least in the short to medium term.

### 5.3 Anglicare research funding

Mr Gavin Jones asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

A decision not to fund an application (or to increase or decrease funding for an area) is not made in isolation. Each application is weighed according to the Statement of Funding Principles agreed by the Synod, following the process outlined at paragraph 6 on page 251 of Synod Book 1. Each

proposal is weighed against all of the other potential uses of funds. It should also be noted that an important principle for these allocations is that prior funding does not guarantee funding in this Triennium.

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

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

Mr Samuel Doherty asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

The licence of St Mark's, Freemans Reach was revoked by request of the rector and parish council as a result of a decision to focus the ministry at St John's, Wilberforce.

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

Mr Samuel Doherty asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

This building has not yet been licensed as it is a new building, and it was subsequently overlooked. This will be addressed soon.

### 6.3 Clergy Demographics

The Rev Michael Leite asked the following question –

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

- (a) How many full time Presbyters in total were licensed in the Diocese?
- (b) How many part time Presbyters in total were licensed in the Diocese?
- (c) How many full time Deacons in total were licensed in the Diocese?
- (d) How many part time Deacons in total were licensed in the Diocese?
- (e) How many full time licensed lay ministers in total were employed in the Diocese?
- (f) How many part time licensed lay ministers in total were employed in the Diocese?
- (g) How many ordained ministers left Parish work in the Diocese (excluding retirement)?
- (h) How many full time licensed lay ministers left Parish work in the Diocese (excluding retirement)?

To which the President replied –

I am informed that the answer is as follows –

The answers to parts (a) to (f) are set out in table form. 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 and on the SDS website.

It is not possible to answer parts (g) and (h) accurately in the time available.

	<b>FT Presbyters</b>	<b>PT Presbyters</b>	<b>FT Deacons</b>	<b>PT Deacons</b>	<b>FT Lay</b>	<b>PT Lay</b>
<b>2013</b>	301	35	60	26	119	84
<b>2014</b>	341	45	63	30	136	76
<b>2015</b>	343	43	61	38	149	82
<b>2016</b>	338	44	70	38	141	124
<b>2017</b>	342	42	86	41	144	164
<b>2018</b>	337	42	95	43	143	237
<b>2019</b>	333	38	98	47	159	279
<b>2020</b>	327	39	112	46	163	313
<b>2021</b>	313	42	133	40	166	320
<b>2022</b>	308	46	139	36	175	325
<b>2023</b>	311	41	151	34	182	313

Note: the references to full-time (FT) and part-time (PT) refer to the type of licence or authority issued. It is not possible to be ordained as a presbyter or as a deacon on a part-time basis. However, it is possible for a presbyter or a deacon to be licensed on a part-time basis. The table above reflects this understanding.

#### 6.4 Retirement demographics

The Rev Michael Leite asked the following question –

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

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

To which the President replied –

I am informed the answer is as follows –

The answer is a table of numbers which is not practical to read out loud. The answer will be available on the notice board in the foyer and on the SDS website. The answer assumes all current ordained and lay ministers will reach the retirement age.

<b>Year</b>	<b>Current licensed clergy</b>	<b>Current authorised lay ministers</b>
2024	4	2
2025	5	2
2026	7	4
2027	9	5
2028	9	4
2029	10	2
2030	7	3
2031	7	5
2032	6	4
2033	11	3
2034	8	6
<b>Total</b>	<b>83</b>	<b>40</b>

## 6.5 Deeds of Release

The Rev Michael Doyle asked the following question –

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

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

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under Synod Standing Order 6.3(4)(a) as it is framed by an assertion that the Archbishop is aware of 8 deeds (of release). This assertion is also false. The answer given on 17 September 2024 disclosed that the 8 deeds were known to the lawyers at SDS Legal, not the Archbishop.

- (a) This part of the question is also out of order under Synod Standing Order 6.3(4)(g) as it seeks a legal opinion. However, I am advised the answer is, no.
- (b) Yes. SDS staff were involved. The Archbishop's office was not.
- (c) Yes. SDS Legal advises parishes and the officeholders authorised to act on behalf of parishes, which is usually the Senior Minister and Wardens in relation to staffing matters. SDS Legal does not provide advice to officeholders or employees on matters that affect them personally.

The Archbishop's Office is involved from time to time in an effort to bring disputes to a conclusion acceptable to all parties.

- (d) SDS Legal cannot disclose the legal advice it provides to parishes. However, some general comments can be made about the role of deeds of release in resolving employment disputes.

A deed of release is a means of formally documenting the mutually agreed settlement of an employment dispute. Undertakings are given by the employer and employee, and each agrees that the dispute between them is at an end. This includes the employee accepting that the terms satisfy their claims and releasing the employer from the risk of further legal action.

If terms of settlement are not agreed, no deed is signed, the employee will receive their statutory and contractual entitlements, and the employee is free to pursue other avenues if they wish.

The use of deeds is not universally encouraged or advised by SDS Legal. It depends on the circumstances. This is evident in that there are no more than 8 known instances of their use in parishes over a 5-year period.

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

The Rev Michael Doyle asked the following question –

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

- (a) How many Notices of Intention to Terminate are the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or SDS employees aware of?
  - (i) Were any given for reasons that included performance concerns? If so, how many?

- (ii) Have any been given for reasons that included the relevant assistant minister or employee making a claim that the parish is an unsafe workplace? If so, how many?
- (iii) Have any reviews been requested as allowed under section 3B of the Assistant Ministers Ordinance? If so, how many?
- (iv) What was the result of those reviews?
- (b) If any notices were given for reasons that included performance concerns:
  - (i) Were any preceded by a written performance plan? If so, how many?
  - (ii) Were any of the relevant assistant ministers or employees not previously given three written warnings that if their performance did not improve they would be terminated?
  - (iii) Did any result in the assistant minister resigning? If so, how many?
  - (iv) Did any result in the assistant minister being terminated? If so, how many?
  - (v) Did any result in performance being improved to an acceptable level? If so, how many?
- (c) Where the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or SDS employees have been involved in the process of the termination or performance management of employees or assistant ministers:
  - (i) Have the Archbishop's office or SDS employees acted on behalf of or request of the relevant senior minister in any instance? If so, in how many cases?
  - (ii) Have the Archbishop's office or SDS employees acted on behalf of or request of the relevant employee or assistant minister in any instance? If so, in how many cases?
  - (iii) Have the Archbishop's office or SDS employees attended meetings with the relevant employee or assistant minister at the request of the senior minister, or in the role of support person or representative for the senior minister? If so, in how many cases?
  - (iv) Have the Archbishop's office or SDS employees attended meetings with the employee or assistant minister at the request of the employee or assistant minister, or in the role of support person or representative for the employee or assistant minister? If so, in how many cases?
- (d) Since the employment by SDS of HR expertise:
  - (i) Have any employees or assistant ministers contacted SDS to ask for assistance? If so, how many have done so?
  - (ii) Has assistance been offered to any employee or assistant minister who has asked for it? If so, to how many?
  - (iii) Have there been any times that employees or assistant ministers have contacted the SDS and asked for help, and help was not provided? If so, for how many people is this the case?
  - (iv) If assistance by an employee or assistant minister was requested but was not offered or denied, why was it not offered or denied?
- (e) Noting Synod resolution 45/18 of the 2018 Synod, which "requests the Standing Committee to consider providing appropriate human resources expertise to support bishops, rectors, wardens and church staff", what human resource expertise has been provided to parish employees or assistant ministers?

To which the President replied –

I am informed the answer is as follows –

There is no existing dataset from which to answer the parts of the question seeking numbers. The question asks concerning the awareness of a considerable number of people in the Archbishop's Office and SDS over a 7-year period. In addition, the information is held confidentially. Total numbers would require the Archbishop Office and SDS to share with each other the identities of the employees or assistant ministers concerned. It is not possible to provide an answer. The answers given are anecdotal and without numbers.

- (a) The number is not known.
  - (i) Yes. The number is not known.
  - (ii) Yes, on one occasion. However, this answer is qualified by a wider context which is not appropriate to discuss in this forum.
  - (iii) No.
  - (iv) Not applicable.

- (b)
- (i) Yes. The number is not known.
  - (ii) Yes. The *Guidelines for termination of appointments under the Assistant Ministers Ordinance 2017* issued by the Archbishop-in-Council do not set out a process involving three warnings. There is no expectation for a specific number of warnings to be given. It will depend on the circumstances.
  - (iii) Yes. The number is not known.
  - (iv) Yes. The number is not known.
  - (v) Yes. The number is not known.
- (c) The members of the Archbishop's Office involved in the processes under the *Assistant Ministers Ordinance 2017* do not generally consider their role to involve acting on behalf of, representing or acting as a nominated support person for either Senior Ministers or Assistant Ministers. Most describe their role as to facilitate healthier conversation, to explain and provide direction on the process and provide pastoral care.

The following forms of support have been provided to Assistant Ministers by Bishops, the Archdeacons and their Assistants more specifically:

- Pastoral support and prayer,
- Discussions concerning the provision of counselling,
- Guidance on the Clergy Assistance Program, Stipend Continuance Insurance and the Sickness & Accident Fund,
- Assistance with 'next steps' if the matter proceeds to termination or resignation,
- An explanation of options for making complaints, including the *Diocesan Policy for dealing with allegations of unacceptable behaviour* and the *Ministry Standards Ordinance 2017*,
- An explanation of the operation of the *Assistant Ministers Ordinance 2017*,
- Guidance on support that may be available for a ministry spouse,
- On some occasions acting as a nominated support person by mutual agreement.

The SDS employees involved in such matters are the Parish HR Partner and the lawyers at SDS Legal. SDS employees do not act on behalf of Senior Ministers, or for any officeholders or employees on matters that affect them personally. They act for parishes. It is usually the Senior Minister and the Wardens who are authorised to provide instructions on behalf of parishes in respect to staffing matters due to their functions under the Ordinances of the Diocese.

On some occasions, the Parish HR Partner has acted as a support person for Senior Ministers where this has been considered helpful to facilitate a resolution to a contested HR matter. In these circumstances, the staff member involved would also have a support person present.

- (d)
- (i) Yes. The number is not known.
  - (ii) General assistance is usually provided by SDS employees where this is appropriate, but personal advice is not offered. Usually if SDS employees are contacted, they will suggest the person contact the Regional Bishop, his Assistant or, in appropriate cases, the Archdeacon for Women's Ministry.
  - (iii) Yes. The number is not known. Usually some form of general assistance would be provided, but not personal advice.
  - (iv) As stated in answers to other parts of the question, SDS employees assist parishes, not individual staff members in respect to matters that affect them personally.
- (e) The Parish HR Partner role commenced in January 2020 in response to the request in Synod resolution 45/18 to provide appropriate human resources expertise to support bishops, rectors, wardens and church staff. The potential scope of this task far exceeded what a single person could be expected to undertake in this role. Accordingly, in considering what constituted appropriate support in the circumstances, the SDS CEO decided that the role should initially focus on equipping parish rectors and wardens with the knowledge and resources they needed to appropriately manage clergy and other parish



staff. In this way parish staff would be assisted – albeit indirectly. This focus at no time precluded assistant ministers and other parish staff seeking and receiving general advice from the Parish HR Partner. However, it became apparent that the inability of the Parish HR Partner to provide personal HR advice to parish staff, particularly in contested HR matters, left some feeling unsupported. In order to address this issue the Parish HR Partner’s role has been repositioned to affirm that the Parish HR Partner is available to provide general advice to all parish staff and that, in the event of contested parish HR matters, the role will focus on ensuring that proper HR process and practice is followed for all parties concerned.

## 6.7 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?

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)(a) and (g) as it contains assertions 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. I can say that the matter has been carefully considered by both the Standing Committee and its subcommittee on an informed basis, including by consulting experts in the relevant areas.

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

The change does not generally have the impact asserted in the question.

The circular addresses two different matters. It does not say that additional work continues to be undertaken in relation to donating funds from an MDBA. The work on that matter is complete.

## 6.8 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?

To which the President replied –

I am informed that the answer is as follows –

- (a) 7.
- (b)
  - (i) 3.
  - (ii) 3.
  - (iii) 1.
- (c)
  - (i) 1.
  - (ii) 6.
- (d)
  - (i) 2.
  - (ii) 2.

#### 6.9 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?

To which the President replied –

I am informed that the answer is as follows –

No. Information about educational levels is not collected at a regional level.

#### 6.10 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?

To which the President replied –

I am informed that the answer is as follows –

There are no preschools or long day care centres under the control of the Synod. There are 38 preschools/centres that all operate as incorporated associations or companies limited by guarantee with a connection to the relevant parish, or as an arm's length tenant/licensee on church property.

Information relating to the constitution, whether there is a Christian director or Christ-centred curriculum is not readily available. Sydney Anglican Property is currently investigating the ministry effectiveness of preschools/centres and will upload results on its website when they become available (no later than Synod 2025).

In addition, many Diocesan and Anglican schools have a connection to the provision of early childhood education in their contexts.

#### 6.11 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?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Sydney Anglican Property (**SAP**) consolidation metrics were developed by the Central Diocesan Structures Review Committee and approved by the Standing Committee to judge the success of the consolidation only, not the performance of the individual parts.

The existing strategic plans and key performance outcomes for each of the entities which were developed in 2023 by each entity for 2024 were carried forward under the management of SAP. (Anglican Church Growth Corporation published its plan 2023-25 which incorporates the Urban Renewal Pilor Program (**URPP**)).

SAP are currently preparing an SAP strategic plan that will incorporate detailed Key Performance Outcomes. This strategic plan is expected to be available on the SAP website during the last quarter of 2024.

- (b) SAP considers a major project as over \$500,000 (GST inclusive).
- (c) No consideration was given to measuring SAP building projects as they were not directly impacted by the consolidation.

#### 6.12 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?

To which the President replied –

It was not possible to answer this question in the time frame available. The answer is still being prepared and will be emailed to the questioner when it is completed.

*An answer to this question was not able to be provided during the session and the question therefore lapsed.*

### 6.13 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?

To which the President replied –

It was not possible to answer this question in the time frame available. The answer is still being prepared and will be emailed to the questioner when it is completed.

*An answer to this question was not able to be provided during the session and the question therefore lapsed.*

### 6.14 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?

To which the President replied –

It was not possible to answer this question in the time frame available. The answer is still being prepared and will be emailed to the questioner when it is completed.

*An answer to this question was not able to be provided during the session and the question therefore lapsed.*

## 7. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, other than those to be considered at a time fixed by the Synod.

### 7.1 Recommendations from the Order of Business Committee

Mrs Briony Bounds moved –

'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.'

Seconded and carried

## 7.2 Tertiary Education Ministry Oversight Committee

The Rev Richard Blight moved –

'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.'

Seconded and carried

The Rev Richard Blight led the Synod in prayer for the work of TEMOC.

## 7.3 New Ministry to Sex Workers

Mrs Greta Morris moved –

'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.'

Seconded and carried

The Rev Stephen Gardner led the Synod in prayer for the new ministry team and the women they seek to reach.

## 7.4 Giving thanks to God for the life and ministry of the Right Reverend Timothy Dudley-Smith OBE

Mr Sherwin Titus moved –

'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),
  - (vii) Bishop of Thetford, Diocese of Norwich, UK (1981 – 1992),
  - (viii) President of the Evangelical Alliance (1987 – 1992), and
  - (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).’

Seconded and carried

Mr Titus led the Synod in a prayer of thanks for the life and ministry of Bishop Timothy Dudley-Smith and for the raising up of a new generation of hymn writers.

#### 7.5 Request for amendments to Synod Standing Orders

Having been granted leave, Dr Karin Sowada withdrew a motion of which she had previously given notice.

With the permission of the President under Standing Order 6.4, Dr Sowada gave a personal explanation.

#### 7.6 Ministry in Ashbury

The Rev Stephen Gardner moved –

‘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.’

Seconded and carried

The Rev Owen Robson led the Synod in prayer for ministry in Ashbury.

#### 7.7 Amalgamation of the parish of Croydon with the parish of Concord and Burwood

The Rev Alan Lukabyo moved –

‘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.’

Seconded and carried

Bishop Michael Stead led the Synod in prayer for the new parish of Croydon, Burwood and Concord.

## 8. Motions

### 8.1 Attendance Patterns and Mission in the Diocese

Debate resumed on the following motion, moved by the Rev Dominic Steele, as amended on Monday 23 September –

'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
- (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).'

The Rev Dr Stephen Shead moved as an amendment to Mr Steele's motion –

'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'.

Seconded and carried

Mr Steele's motion was put and was carried in the following form –

'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 data and recommendations of the report, to decide on appropriate steps to take in light of the report, and to bring a report to the next session of the Synod with an update on progress, and
- (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).'

The Rev Robin Kinstead and the Rev Toby Neal led the Synod in prayers of repentance, and for priority, attention, reflection and resources to seeing the lost saved by Jesus.

## 8.2 Prioritisation of ministry to youth and children

Having been granted leave, the Rev Zac Veron moved –

‘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,
- (c) therefore requests the Standing Committee, as it considers 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
- (d) requests both parishes and the Standing Committee to consider how 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.’

Seconded

The Rev Philip Wheeler moved as an amendment to Mr Veron’s motion –

‘In paragraph (d), omit the words “so that ministry to children” and insert instead the matter “so that evangelistic ministry to adults, children”.’

Seconded

After a time for debate the President asked –

‘Does the Synod consider that the matter has been sufficiently debated and should now be voted on?’

The majority of members present answered in the affirmative.

Bishop Peter Lin moved as a procedural motion –

‘That each paragraph of Mr Veron’s motion be put separately.’

Seconded

Bishop Lin’s procedural motion was put and was not carried.

Mr Wheeler’s amendment to Mr Veron’s motion was put and was not carried.

Mr Veron’s motion was carried without amendment.

## 8.3 SRE and the Office of the Children’s Guardian

Ms Polly Seidler moved –

‘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 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.'

Seconded

## Adjournment

At 5:46 pm, Archdeacon Simon Flinders moved –

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

Seconded and carried

## Resumption

The Synod resumed at 7.00 pm.

## 9. Motions

### 9.1 Use of Non-Disclosure Agreements in the Diocese

Having been granted leave, Archdeacon Simon Flinders moved –

'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 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.'

Seconded

The Rev Michael Doyle moved as an amendment to Archdeacon Flinders' motion –

'Omit subparagraph (b)(i), with consequential re-lettering.'

Seconded

Mr Doyle's amendment was put and was not carried.

Archdeacon Flinders' motion was carried without amendment.

Mrs Stacey Chapman led the Synod in prayer for this matter.

## 9.2 **SRE and the Office of the Children's Guardian**

Debate resumed on the motion, moved by Ms Polly Seidler.

Having been granted leave, the Rev Joseph Wiltshire moved as an amendment to Ms Seidler's motion –

'Omit paragraph (f).'

Seconded

Ms Heather Carr moved as an amendment to Ms Seidler's motion –

'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.”

Seconded

The Rev Andrew Schmidt moved as an amendment to Ms Seidler's motion –

'In paragraph (f), omit the word "requests", and insert instead the matter "pending advice from Youthworks, advises".'

Seconded

Ms Carr's amendment to Ms Seidler's motion was put and was carried.

As a consequence, the amendments of Mr Wiltshire and Mr Schmidt lapsed.

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

'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 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.'

## 10. Additional calling of motions

The President called the motions in the order in which they appeared on the business paper, other than those to be considered at a time fixed by the Synod, in accordance with the procedural motion shown at item 7.1.

No items were passed formally as a result.

## 11. Motions

### 11.1 Spirit-led evolution of the pathway to ordination of women

Professor Bernard Stewart AM moved –

'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.’

Seconded

Bishop Michael Stead moved as a procedural motion –

‘That Professor Stewart’s motion not be voted on.’

Seconded

Bishop Stead’s procedural motion was put and was carried.

Archdeacon Kara Hartley led the Synod in prayer for women in ministry in the Diocese.

## 12. Prayer for Special Religious Education

In accordance with Standing Order 3.6(1), the President invited Ms Heather Carr to lead the Synod in prayer for Special Religious Education in the Diocese.

## 13. Procedural motions from members

### 13.1 Consideration of motions on the Business Paper

Mr Samuel Doherty moved as a procedural motion –

‘That Synod continue in session until consideration of all motions on the Business Paper is completed, and suspends so many of the Standing Orders as would prevent these arrangements.’

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

Mr Doherty’s procedural motion therefore lapsed.

## 14. Synod in the Greenfields presentation

Mrs Patricia Jackson gave a presentation, including a video presentation, regarding the Synod in the Greenfields event held on Saturday 14 September.

The Rev Mark Collins led the Synod in a prayer of thanks for the Synod in the Greenfields event.

## 15. Closure

### 15.1 Synod in the Greenfields

Bishop Peter Lin moved –

'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.'

Seconded and carried by acclamation

#### 15.2 Minutes of 24 September 2024

Mrs Briony Bounds moved –

'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.'

Seconded and carried with acclamation

#### 15.3 Leadership of Bible studies

Bishop Michael Stead moved –

'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.'

Seconded and carried by acclamation

#### 15.4 Committees and Officers of the Synod

Archdeacon Kara Hartley moved –

'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.'

Seconded and carried by acclamation

#### Adjournment

At 9:31 pm, Archdeacon Simon Flinders moved –

'Synod adjourns without appointing another day of meeting.'

Seconded and carried by acclamation

Following the adjournment, members joined in the singing of the hymn 'Jerusalem', after which the President gave the Benediction.

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

21 October 2024

DRAFT