

53rd Synod of the Diocese of Sydney

Second Session

Minutes of Proceedings of the Synod for Tuesday 17 September 2024

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Archdeacon Simon Flinders led the Synod in prayer.

3. Bible study

The Rev Kevin Kim led the Bible study.

4. Minutes

The President signed the minutes for Saturday 14 and Monday 16 September 2024.

5. Results of vote by ballot

5.1 **Diocesan Governance Policy, Appendix 3 – addition of further Statement of Personal Faith paragraph**

The results of the ballot were announced as follows –

| | Lay |
|---------|------------|
| For | 114 |
| Against | 272 |
| Abstain | 1 |

Bishop Chris Edwards' motion was not carried in the House of Laity, and was therefore not carried. In accordance with Standing Order 4.12(4) there was no count of clergy votes.

6. Motions

6.1 **Doctrine of marriage in the Diocese of Sydney**

Having been granted leave, Dean Sandy Grant moved –

'In keeping with the teaching of Scripture, the Book of Common Prayer and previous resolutions of this Synod and of the General Synod, this Synod continues to declare that the doctrine of this Diocese reflects and upholds that –

- (a) all people, regardless of sex, gender, sexual orientation, and marital status, are made in the image of God and so should be treated with dignity and respect in our churches and organisations, and
- (b) marriage is the exclusive union of one man and one woman arising from mutual promises of lifelong faithfulness, consistent with the teaching of Christ that, "from the

beginning the Creator made them male and female”, and that outside such marriage, Christ calls people to chastity in singleness, as he himself modelled (see Matthew 19:4-5, 10-12).’

Seconded

The Rev David Morgan moved as a procedural motion –

‘That this matter be deferred until a suitable time.’

Seconded

Ms Michelle England moved as an amendment to Mr Morgan’s procedural motion –

‘Omit the matter, “a suitable time” and insert instead the matter, “after the dinner break tonight”.’

Seconded

Having been granted leave, the Rev David Morgan accepted Ms England’s amendment.

After a time for debate the President asked –

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

The majority of members present answered in the affirmative.

Mr Morgan’s procedural motion was put in a form incorporating Ms England’s amendment and was not carried.

Dean Grant’s motion was carried.

7. Answers to Questions

7.1 Revised Statement of Faith

Dean Sandy Grant asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

The question refers to ‘Anglican schools’, ‘diocesan schools’, and ‘diocesan Anglican schools’ interchangeably. In interpreting this question, any reference to either a Diocesan School or an Anglican School is taken to refer to both Diocesan Schools and Anglican Schools.

The only way to obtain the information needed to answer the question would be to conduct a survey of all Diocesan and Anglican Schools, which would be impractical to do in the short timeframe available for questions.

(a)

(i) Regarding Heads (or Acting Heads) of an Anglican School:

It is not possible to state how many Heads or Acting Heads of Anglican Schools or Diocesan Schools have signed the revised Statement of Personal Faith as there is no centralised reporting or collection of signed Statements of Personal Faith for Heads or Acting Heads of Anglican or Diocesan Schools.

Since 2020, four ordinances governing Diocesan Schools have been amended to incorporate or adopt the revised Statement of Faith. In each of these ordinances a person is not eligible to be appointed Head unless they have signed the Statement of Personal Faith. None of these ordinances specifically refers to an "Acting Head" role. It is also the case that individual Diocesan School governing bodies may have adopted a requirement to sign the revised Statement of Faith as a policy of the organisation, rather than by an amendment to their ordinance. It is not possible to state how many Heads or Acting Heads have adopted this requirement as a matter of policy, as this is for the individual organisation to oversee.

(ii) Regarding Members of an Anglican School Council:

257 persons have been elected by the Synod or the Standing Committee to the governing bodies of schools in circumstances where the nominator has certified that the nominee is willing to sign the revised Statement of Personal Faith. 188 persons have been elected by the Synod, and 69 persons have been elected by the Standing Committee, with these certifications.

Members of school councils who are not elected by the Synod or Standing Committee may nonetheless be required to sign the revised Statement of Faith by the electing or appointing body. The revised Statement of Faith applies to up to 32 members of school governing bodies who are not elected by the Synod or by the Standing Committee by operation of their ordinance or constitution, and may apply to more under the policies of individual organisations. It is not possible to state how many members of these school councils have signed the revised Statement of Faith as that is a matter for the individual organisation to monitor in accordance with their own ordinance, constitution or policies.

(iii) Regarding CEOs or Members of a board of another Synod controlled Anglican organisation:

144 persons have been elected to the governing bodies of other diocesan bodies corporate in circumstances where the nominator has certified that the nominee is willing to sign the Statement of Personal Faith "as amended from time to time", and will do so before attending their first meeting. 83 persons have been elected by the Synod, and 61 persons have been elected by the Standing Committee, with these certifications.

There is no centralised reporting or collection of signed Statements for CEOs or members of boards of Synod-controlled organisations who are not elected by the Synod or Standing Committee. One Committee has a requirement in its terms of reference, and ten diocesan organisations have amended their ordinances to adopt this requirement. These 11 organisations, in aggregate, include 39 members not elected by the Synod or by the Standing Committee. Five of these organisations have a CEO or equivalent who is also required to sign the Statement of Personal Faith. There could be other organisations with a requirement about which we are unaware.

(b) There is no source of information against which to answer the question. The only way to obtain the information needed to answer the question would be to conduct a survey of all Diocesan and Anglican Schools, which would be impractical to do in the short timeframe available for questions. Further, this information is likely to be commercially sensitive, and the collection and publication of such information in a public forum such as the Synod, even where the information is de-identified, may nonetheless reduce the commercial value of the information as a result of such disclosure.

7.2 Distribution of 'The Lord's Supper in Human Hands'

The Rev David Morgan asked the following question –

Concerning the publication, "The Lord's Supper in Human Hands: Who Should Administer?":

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

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes. The Diocesan Secretary arranged for the publisher of "The Lord's Supper in Human Hands", the Australian Church Record (ACR), to send a copy to bishops who attended GAFCON.
- (b) In addition to the bishops who attended GAFCON, the ACR also sent copies of the document to all Australian bishops, and 850 world bishops. Of those who received a copy, three bishops responded to the ACR. However, it is not known whether these bishops attended GAFCON, or whether they were part of the wider circulation.
- (c) It is not known whether the three bishops who responded attended GAFCON. The responses which were received by the Australian Church Record were warm and appreciative.

7.3 Expenditure of the Office of the Director of Safe Ministry

The Rev John Chappell asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

- (a)
 - (i) The *Safe Ministry Board Ordinance 2001* sets out the functions of the Safe Ministry Board, including the oversight of the budget and finances of the ODSM. The Finance Committee – Synod Funds Expenditure Approval and Authorisation Matrix sets out delegations for Care & Assistance payments and operational expenditure of the ODSM.

- (ii) The request for additional funds was approved by the Board at its meeting on 2 May 2024 and took into consideration expected CPI and other cost increases advised by SDS, the significant operating deficit the ODSM experienced in 2023 and is budgeted to experience in 2024, and the need to have sufficient cash reserves to operate without reducing resources available to support parishes.

The text of the motion is as follows:

'Diocesan Resources Committee – ODSM funding requirements

The Board **noted** an oral report from the Chair.

The Board **agreed**, in light of its substantial deficit in 2023 and assuming a projected CPI rate of 5%, to request the Diocesan Resources Committee to allocate an increase in funding for the ODSM in 2025 from Parish Cost Recoveries of \$300K.'

- (b)
- (i) The Entertainment and Travel category includes costs incurred in running the Faithfulness in Ministry conference in 2023, which accounted for \$64,045 of the total costs in this category of \$75,832.
- (ii) See answer to (i).
- (iii) The remaining amount of \$11,787 is an increase on prior years mainly due to increased parish engagements and visits post Covid.
- (iv) The SMB exercises governance of ODSM expenditure through its review of financial reports at each board meeting. The Board does not approve each item of expenditure.
- (c) The Committee appointed to address the request of resolution 9/23 conducted a survey of people with first-hand experience of the complaints process. The Committee has received the deidentified responses to the survey, and these will be discussed at the Committee's next meeting on 17 October. Since July, the Committee has also spent time analysing the complaints processes of other denominations.

7.4 Diocesan statistics

The Rev Zac Veron asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

(a)

| Year | Average Attendance per Week |
|-------|-----------------------------|
| 2005 | 46,884 |
| 2006 | 47,388 |
| 2007 | 47,097 |
| 2008 | 45,695 |
| 2009 | 47,120 |
| 2010 | 47,256 |
| 2011 | 46,983 |
| 2012 | 47,221 |
| 2013 | 46,896 |
| 2014 | 47,868 |
| 2015 | 48,554 |
| 2016 | 47,138 |
| 2017 | 47,063 |
| 2018 | 46,608 |
| 2019 | 45,408 |
| 2020* | 45,691 |
| 2021 | 38,949 |
| 2022* | 39,987 |
| 2023 | 44,687 |

Notes to the Table:

Since the 2023 Synod, the figures have increased for 2020 and 2022. In December 2023 it was discovered that two parishes had not been included in the 2020 figure, which was corrected at that time. After the data were extracted to answer Synod questions in 2023, four parishes subsequently submitted their statistics for 2022 and estimates were generated for four other parishes.

- (b) Not applicable.
- (c) No.
- (d) Attendance figures are used for insurance purposes, to assist in monitoring church health, diocesan planning and research. For these purposes the figures are made available to the Manager Insurance Services, Archbishop's Senior Staff, and from time to time others entrusted with research in the Diocese.
- (e) 2003.
- (f) 2008.
- (g) No. The purpose of providing annual statistics in the Year Book is to see the attendance in the Diocese and the regions, not each individual parish. The net financial receipts were published in the Year Book as part of the Synod Proceedings. The Synod Proceedings other than the Presidential address are no longer printed in the Year Book.
- (h) Yes, at rule 3.21 of Schedule 1 and rule 3.20 of Schedule 2.
- (i) The answers to parts (i) to (l) are provided in tabular form below.

| Year | Infant baptisms | Mature baptisms | Funerals | Weddings |
|------|--|-----------------|----------|----------|
| 1983 | Data for 1983 not fully available, and not published in the Year Book. | | | |

| | | | | |
|------|----------------|-----|------|------|
| 1993 | 4614 | 357 | 4107 | 3146 |
| 2003 | 3012 | 476 | 2308 | 1877 |
| 2013 | Not collected. | | | |
| 2023 | Not collected. | | | |

Note to the table:

The statistics for 1993 are stored in a format different to the way they are stored today. As such, while we are able to provide figures for 1993, the figures have not been reviewed.

7.5 Synod income and Assistant Bishop costs

Professor Chris Bellenger asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

- (a) \$35,050.
- (b) All costs associated with the work of Regional Bishops are borne by the Endowment of the See Corporation. The Standing Committee determines the stipend of Regional Bishops, which is currently set at 160% of the minimum stipend for rectors per the Remuneration Guidelines. The Bishop for International Relations serves in an honorary capacity and is not paid a stipend by EOS.

It is not possible to reliably estimate each Regional Bishop's share of other costs associated with the work of the EOS. Most other costs incurred by the EOS in the support of the work of Regional Bishops are the subject of a Service Level Agreement between EOS and Sydney Diocesan Services. These costs are attributed to EOS as a whole, and are not allocated on an individual staff member basis.

7.6 Delegations and directions under certain canons of General Synod

Mr Samuel Doherty asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

- (a) None.
- (b) To the best of our knowledge, none.

7.7 Tuition fees for Sydney Church of England Grammar School

Mr Samuel Doherty asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

It is commonplace in schools for the costs in delivering education to rise more quickly than inflation.

The key driver of the cost of schooling is salaries and teacher salaries increased well above inflation in 2024. In addition, increased expectations on schools, particularly in terms of individualised assistance to many students, have led to the appointment of additional staff, which is then reflected in the fees.

Other important costs for schools, including Shore, have risen at higher rates than CPI including insurance, energy and construction costs.

7.8 Remunerated key management personnel at Anglican Schools Corporation

Mr Samuel Doherty asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

There was an input error on the ACNC register. This has now been corrected to show 26 key management personnel.

7.9 Theological qualifications of authorised lay ministers and lay chaplains

Mr Samuel Doherty asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

Before answering the question, I make the comment that lay ministry is local ministry and thus, whilst the Diocesan Registry issues the authorisations for Lay Ministers, their qualifications and beliefs are addressed at a local level and not assessed by the Registry. Because of this, the Registry does not request details of the theological qualifications or beliefs of those authorised for lay ministry other than subscription to a statement of faith. The answers below have been prepared on the basis of information which has been voluntarily provided on an incidental basis.

- (a) It is not possible to account for “substantially full time” ministers as the Registry does not record full-time equivalence (FTE).

There are 48 full-time lay ministers and lay chaplains who have the theological qualifications for ordination.

These figures are based on information voluntarily provided. As such, the number may be higher.

- (b)
- (i) None.
 - (ii) This information is not collected.
 - (iii) This information is not collected.

7.10 Leases of real property exceeding five years

Mr Samuel Doherty asked the following question –

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

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.

7.11 Parochial cost recoveries and Regents Park

Mr Samuel Doherty asked the following question –

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

To which the President replied –

I am informed that the answer is as follows –

Regents Park parish ceased meeting in November 2021. Therefore, no offertory was received in the 2023 calendar year, which means there are no Variable Parochial Cost Recoveries (PCR) Charges for Regents Park in 2025.

Regents Park parish will be amalgamating with Berala parish on 1 November 2024.

7.12 Accessibility funding and support

Mrs Alison Pollard asked the following question –

- (a) The report on the draft *Synod Appropriations and Allocations Ordinance 2024*, at Item 49 on page 257 of Synod Book 1, refers to an application by Youthworks for funding at \$140,000 p.a. for a Diocesan Accessibility coordinator and the report states this role is “not able to be funded in the draft budget”.
 - (i) Does this application relate to the current work being done by the Rev Bec Baines which is funded by private specific, and ending, financial support?
 - (ii) How much of the ordinance which authorises expenditure of \$10,085,000 in 2025, is allocated to provide assistance to parishes in welcoming and supporting persons with disabilities?
 - (iii) Does any organisation under the control of Synod provide advice to parishes on these matters and, if so, what support is provided?
- (b) By Synod resolution 24/22, Synod encouraged parish councils to give consideration to the Accessibility Guidelines prepared by Dr Louise Gosbell in order to make their parish a welcoming and accessible place for all of the community. What support is provided to parish councils as they seek to implement this request of Synod?

To which the President replied –

I am informed that the answer is as follows –

(a)

- (i) Yes.
- (ii) (There is no specific allocation in 2025 for this purpose. The preparation of the Synod budget was undertaken by the Diocesan Resources Committee (DRC) and endorsed by the Standing Committee for promotion to Synod. The DRC is required to use the Statement of Funding Principles and Priorities, adopted by the Synod in 2023, as its key resource in determining the allocation of the available funds. The Statement of Funding Principles and Priorities did not identify assistance to parishes in welcoming and supporting persons with disabilities as either one of the ongoing priorities or a specific priority for the next triennium.
- (iii) Youthworks engages the Rev Bec Baines as a Diocesan Accessibility Ministry Advisor to provide assistance to parishes in welcoming and supporting persons with disabilities.

The Social Issues Committee's publication, *Everyone Welcome: Accessible Church for All* (referred to in this question as the Accessibility Guidelines), also provides advice and guidance designed to assist parishes in eliminating barriers that may be preventing people with disability from participating in the full life of their church community. The Social Issues Committee is committed to ongoing review, and where necessary, further development or updating of this document as a continuing support resource for parishes.

- (b) The Social Issues Committee publication, *Everyone Welcome: Accessible Church for All*, is itself intended to be a comprehensive support resource for church leadership and Parish Councils. It offers practical guidance and advice to parishes about making their church property and ministries accessible for all. The publication also includes an extensive resource list of other books, articles, websites, publications and services that are available to help further educate and advise parishes on this matter.

In addition, the Rev Baines' advisory work with parishes focusses on providing practical guidance to Parish Councils, ministry teams and volunteer leaders on implementing the principles of Accessibility Ministry as outlined in *Everyone Welcome: Accessible Church for All*.

I am also currently considering new potential initiatives in consultation with Dr Gosbell.

7.13 Use of agreed upon procedures to review annual financial statements

Mr David Minty asked the following question –

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

- (a) What are the main limitations of the work done under the “agreed upon procedures” rather than undertaking “formal audits” of the three Funds?
- (b) What is the approximate annual saving to the Diocese of undertaking the “agreed upon procedures” compared to “formal audits” of the three Funds?

To which the President replied –

I am informed that the answer is as follows –

This question relates to a section of the Standing Committee's report on the annual financial statements for the Synod Funds, Parish Funds and the Synod – St Andrew's House Fund.

- (a) Under “agreed upon procedures”, both the scope and materiality limits are specified in the description of procedures to be undertaken. This allows assurance work to be undertaken on key risks, processes, transactions and values as assessed by the Finance Committee of Standing Committee. The main limitations of the work done is that with a “formal audit”, the auditor has complete discretion as to the scope and the materiality of the work undertaken, which is not the case with “agreed upon procedures”.
- (b) The approximate annual saving cannot be estimated with any degree of precision because the auditor was not requested to provide a fee estimate for undertaking the “formal audit”. However when agreed upon procedures were introduced, cost savings of 25 – 30% were achieved for the assurance work compared to the costs of the formal audit.

7.14 Provisional recognised churches

Mr David Minty asked the following question –

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

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

To which the President replied –

I am informed that the answer is as follows –

No.

7.15 Formulation of group governance policies by SDS

Mr David Minty asked the following question –

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

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

To which the President replied –

I am informed that the answer is as follows –

The concept of group governance policies arises from the design principles adopted by the Standing Committee to guide the review of central diocesan structures.

Group governance policies are intended to -

- (a) reduce duplication of effort and cost, and
- (b) enable consistent and best practice policy standards to apply in these areas across the central diocesan group of organisations.

Sydney Diocesan Services (SDS) has been given responsibility to formulate these policies, in consultation with central diocesan boards, as an expression of its purpose to regulate the central administration of the affairs of the Diocese. If the Synod agrees to reconstitute SDS as Sydney Anglican Services (SAS), it is proposed that SAS will continue to exercise this responsibility. In either case, this responsibility will be exercised as a service, both to the Synod and Standing Committee which have an overarching responsibility to ensure the central diocesan structures are operating efficiently and effectively, and to the central diocesan boards concerned, to enable them to focus their attention on their core areas of responsibility.

Consistent with good governance, it is proposed that group governance policies will be adopted by central diocesan boards before they apply to those boards.

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

Mr David Minty asked the following question –

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

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

To which the President replied –

I am informed that the answer is as follows –

- (a) The information is contained in the annual reports of the relevant diocesan organisations. Additionally, Standing Committee has agreed that, from 2025 onwards, the Diocesan Secretary will compile the annual reports submitted under clause 14 of the *Accounts, Audits and Annual Reports Ordinance 1995* into an online-only Synod book, published for Synod members via a secure portal, in addition to being tabled physically.
- (b) Not applicable.

7.17 Valuation of Investment in St Andrew's House

Mr David Minty asked the following question –

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

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

To which the President replied –

I am informed that the answer is as follows –

- (a) The effect was that the increase in capitalisation rates contributed to the decrease in the valuation of the property.
It is important to note however that this was just one of many factors considered by the external valuer.
The final value adopted by the external valuer took into consideration different valuation methodologies (each with their own inputs), including the capitalisation of net income method and the discounted cash flow method. A cross-check was also done using the direct comparison approach where the value was analysed against comparable properties on a rate per square metre of Net Lettable Area.
- (b) The cash distributions are not directly determined based on the market value of the property. They are primarily driven by the operating performance of the property including its occupancy rates, the rental income received, and the related operational costs.

7.18 Professional Development for Ministry Workers

Mr David Minty asked the following question –

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

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

To which the President replied –

I am informed that the answer is as follows –

The committee did not recommend participants' Professional Development being randomly audited because they trust the integrity of the ministry workers who make a detailed annual declaration of compliance (as outlined in paragraph 37 of the report). Further there are resourcing and privacy issues that make it difficult to conduct an audit.

7.19 Insurance costs for St Andrew's Cathedral

Mr David Minty asked the following question –

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

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

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

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes.
- (b) Yes.

7.20 Nominated Organisations for the 53rd Synod

Mr David Lloyd asked the following question –

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

- (i) The Archbishop of Sydney's Anglican Aid,
 - (ii) Anglican Community Services (Anglicare),
 - (iii) Anglican Media,
 - (iv) Anglican Schools Corporation,
 - (v) Anglican Youth and Education (Youthworks),
 - (vi) Evangelism and New Churches, and
 - (vii) Sydney Diocesan Services (SDS),
- (a) What criteria or matters did the Standing Committee consider or apply when declaring in May 2023 for the 53rd Synod which diocesan organisations are Nominated Organisations under clause 24 of the *Synod Membership Ordinance 1995* for the purposes of Part 6 – Chief Executive Officers of Nominated Organisations of that Ordinance?
 - (b) What is the gender of the 7 members appointed to the 53rd Synod in respect of Part 6 – Chief Executive Officers of Nominated Organisations?
 - (c) Please identify any of the 7 Nominated Organisations for which the inherent requirements of the position of Chief Executive Officer of the organisation includes being male (for clarity, the term 'inherent requirements' is intended to include any requirement that the person be ordained to the presbyterate)?
 - (d) As at 1 September 2024, what is the number of males and what is the number of females who are appointed to positions that are direct reports to the Chief Executive Officer of each of the 7 Nominated Organisations, inclusive of persons acting in a direct report position, and please provide this information separately for each organisation?
 - (e) Does the governing board (however described) of each of the 7 Nominated Organisations have in place an active succession planning process for the position of Chief Executive Officer of the organisation that, in part, seeks to improve the balance of male and female potential successors to that position, and please identify those organisations that have such a process and any that do not?
 - (f) Do each of the 7 Nominated Organisations have in place an active succession planning process that, in part, seeks to improve the balance of male and female potential successors as direct reports to the position of Chief Executive Officer of the organisation, and please identify those organisations that have such a process and any that do not?
 - (g) Has the Diocese of Sydney or the Standing Committee considered or adopted any plans, strategies or approaches that may enhance the gender diversity of persons appointed as Chief Executive Officers of the 7 Nominated Organisations, and (Sydney) Diocesan organisations more generally, and if so please provide details of such plans, strategies or approaches?
 - (h) Is there an indicative timeframe for the potential future appointment of a female Chief Executive Officer in respect of each of the 7 Nominated Organisations, subject to proper selection and appointment processes as a vacancy may arise from time to time, and if so, what is that timeframe?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Standing Committee made its declaration based on nominations received from Standing Committee members. The Standing Committee does not record the reasons for any of its elections or appointments.
- (b) All are male.
- (c) There are none.
- (d)
 - (i) The Archbishop of Sydney's Anglican Aid (Anglican Aid): 2 men, 2 women.
 - (ii) Anglicare: 4 men, 6 women.
 - (iii) Anglican Media: 3 men, 3 women.
 - (iv) Anglican Schools Corporation: 2 men, 3 women.
 - (v) Youthworks: 8 men, 2 women.
 - (vi) Evangelism and New Churches (ENC): 1 man, 1 woman. The ENC Director also supervises a number of staff deployed as planters and as evangelist and trainers, many of whom are female.
 - (vii) SDS: 3 men, 4 women.
- (e) This part of the question is out of order under Synod Business rule 6.3(4)(c) as it makes an imputation that the gender balance of potential successors should be improved.
- (f) This part of the question is out of order under Synod Business rule 6.3(4)(c) as it makes an imputation that the gender balance of direct reports should be improved.
- (g) This part of the question is out of order under Synod Business rule 6.3(4)(c) as it makes an imputation that the gender diversity of persons appointed as CEOs of the 7 Nominated Organisations and Diocesan organisations should be enhanced.
- (h)
 - (i) Anglican Aid: The Members of Anglican Aid have not discussed the future appointment of a female CEO.
 - (ii) Anglicare: The current CEO of Anglicare is halfway through his first term and has the Board's full support in his role. There is no timing suggested or agreed as to when he might finish in his role. However, when the Board is next called upon to consider the recruitment of a new CEO, it will turn its mind to candidates, both female and male, who would be eligible and qualified for the role. The Board is open to, and would be delighted with, the appointment of a female into that role. Gender is an important component of the succession planning process.
 - (iii) Anglican Media: The Anglican Media Council is not currently in a position to do this given the uncertainty about how it will be governed in the future.
 - (iv) Anglican Schools Corporation: No.
 - (v) Youthworks: The current Youthworks CEO is 2 years into a 5 year contract.
 - (vi) ENC: No. There is no indicative timeframe because currently there is no reason the Director of ENC could not be a female should a suitable candidate apply and the Board determine they were the best candidate.
 - (vii) SDS: No.

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

The Rev Mark Groombridge asked the following question –

- (a) Regarding the pastoral care of Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers), in the past 5 years, how many such ordained staff:
 - (i) Left their position in their parish for another Anglican parish due to irreconcilable differences with their parish's Senior Minister?
 - (ii) Left their position in their parish for another non-parish ministry role due to irreconcilable differences with their parish's Senior Minister?
 - (iii) Left their position in their parish for another denomination due to irreconcilable differences with their parish's Senior Minister?
 - (iv) Left their position in their parish due to mental health issues (e.g. burn-out)?

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

To which the President replied –

I am informed that the answer is as follows –

- (a) There is no available dataset from which to answer this part of the question.
We do know that in the last 5 years, there have been four Assistant Ministers who made mental health related Stipend Continuance Insurance claims who have left their parishes.
- (b) There is no comprehensive dataset against which to answer this part of the question.
An incomplete answer can be given based on what is known to the lawyers at SDS Legal, who assist parishes with employment disputes.
At one level, almost all employed parish staff are asked to sign a non-disclosure agreement (**NDA**) as their employment contract usually includes a term requiring confidential information they become aware of in the course of employment to only be used for the proper performance of their duties. This is unexceptional and part of how an employer demonstrates it has taken reasonable steps to secure personal information for the purposes of the *Privacy Act* (such as health and pastoral information relating to parishioners). A similar expectation is made of ordained staff consistent with their obligations under *Faithfulness in Service*, but as they are not employees, they do not sign a contract.
There have been occasions where parish staff are asked to sign a deed of release in the context of a dispute to document agreed terms of settlement for the dispute. The deeds will usually include non-disclosure provisions in respect to the settlement sum and other incidental matters.
SDS Legal is aware of eight such deeds entered into in the last five years in a parish context. Two related to ordained assistant ministers. One signed the deed and the other did not.
SDS Legal is not aware of the use of any NDA or other similar document that would meet the description in paragraph 36(i) of the report.
- (c) No. Barring circumstances the report has not contemplated, and except for those kinds of NDAs considered in paragraph 36 of the report, I do not consider that Senior Ministers should ask ordained ministers to sign an NDA. I envisage that should Synod pass the

motions at M1 our ability to hold Senior Ministers to account in this regard will be strengthened.

(d)

(i) Neither my office nor the senior staff are involved in drafting or signing NDAs in a parish context. From time to time, I or members of my team may sign NDAs in fulfillment of our responsibilities in service of the Diocese or on behalf of organisations we serve in a governance capacity. Sometimes these involve myself or members of my team undertaking to keep information confidential.

The lawyers at SDS Legal assist parishes with workplace disputes, including preparing documentation to settle a dispute. This will often include incidental terms on confidentiality that are consistent with the principles in paragraph 36 of the Report.

(ii) The principles articulated in the report to Synod envisage parishes, schools, and organisations forming their own policies or making pledges that relate to the use of NDAs. Once such policies are written it is possible that I or members of my team may be involved in encouraging parishes, schools, and organisations to act in a way that is consistent with the commitments they've made.

(iii) See answer to (i).

(iv) None is provided. They would need to seek their own legal advice. SDS Legal provides legal services to parishes, diocesan organisations and other charities and does not advise individual employees and officeholders on matters that affect them personally. This applies to both Senior Ministers and Assistants.

(e) I continue to be very concerned for the pastoral care of ministry workers across the Diocese. As a result I have, amongst other things, provided support to ministry workers through the direct pastoral care offered by me or members of my team, supported ongoing leave provisions that help to sustain workers, and supported the provision of the Clergy Assistance Program, the continued work of the Parish HR Partner, and the introduction of Pastoral Supervision requirements.

8. Personal explanation

With the permission of the President under Standing Order 6.4, Mr Simon Miller gave a personal explanation.

9. Questions

Questions were asked by the following members –

- (1) Miss Jan Syme
- (2) Miss Jan Syme
- (3) The Rev David Clarke
- (4) Dr Robert Pryor
- (5) Mr Jonathan Miller
- (6) The Rev David Lanham
- (7) The Rev David Lanham
- (8) The Rev David Lanham
- (9) Mr Matthew Robson
- (10) Mr Michael Doran
- (11) The Rev Dr Stephen Anderson
- (12) The Rev Dr Stephen Anderson
- (13) Mr Gavin Jones
- (14) The Rev Andrew Schmidt
- (15) The Rev Andrew Schmidt
- (16) The Rev Andrew Schmidt
- (17) Mr Mark Robinson
- (18) The Rev Dr Raj Gupta
- (19) Mrs Nicky Fortescue

10. Notices of Motions

Notices of motions were given by the following members –

- (1) Mrs Nicky Fortescue
- (2) The Rev Stuart Maze
- (3) Dr Laurie Scandrett

11. Procedural motions from members

11.1 Arrangements for consideration of motion regarding a cap on parish cost recoveries

Dr Laurie Scandrett sought leave to move as a procedural motion –

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

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

12. Notices of Motions

Notices of motions were given by the following members –

- (4) The Rev Andrew Schmidt

13. Procedural motions from members

13.1 Arrangements for consideration of motion regarding Christian sexual ethics and Anglican schools

The Rev Andrew Schmidt moved as a procedural motion –

'Synod agrees to schedule consideration of the motion for which notice was given today, regarding Christian sexual ethics and Anglican schools, at a suitable time other than the afternoon session on Wednesday 18 September 2024.'

Seconded and carried

14. Notices of Motions

Notices of motions were given by the following members –

- (5) Mr Sherwin Titus
- (6) Mr Robert Gifford

15. 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.

15.1 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) not to take motion M42 (Ministry Planning and use of Church Life Surveys) before Monday 23 September 2024.'

Seconded and carried

15.2 Governance Policy Review Committee

Dr David Nockles moved –

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

Seconded and carried

15.3 NSW Poker Machine Reform

The Rev David Yung moved –

'Synod, noting that –

- (i) the NSW Budget 2024-25 expects "increased gaming machine activity" and has revised gambling tax revenue estimates much higher over the forward estimates, with taxation revenue on hotel gaming devices, principally poker machines, expected to grow fastest of all at 8% p.a., while gambling tax revenue is already expected to be \$3.5 billion in 2023-24 alone, and
- (ii) a recent survey from Wesley Mission found 30% of respondents know someone who has experienced harm through poker machine use. Such research and forward estimates indicate that recent modest harm minimisation steps by the Government have made negligible difference to the deleterious impact of poker machine gambling on public health and welfare in NSW,

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

- (a) a universal cashless gambling card with mandatory harm reduction measures, taking account of the learnings from the trial currently underway,
- (b) an independent, state-wide self-exclusion register, and
- (c) the powering down of all club and pub-based poker machines between midnight and 10:00am.'

Seconded and carried

16. Procedural motions from members

16.1 Presentation from Sydney Anglican Property

Mr Peter Hicks moved –

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

Seconded

After a time for debate the President asked –

'Does the Synod consider that the motion has been sufficiently debated and should now be voted on?'

The majority of members present answered in the affirmative.

Mr Hicks' motion was put and was carried.

17. Motions

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

Debate on the following motion, moved by Bishop Chris Edwards, proceeded in accordance with the procedural motion passed on Monday 16 September 2024 –

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

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

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

18. Procedural motions from members

18.1 **Arrangements for consideration of Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors**

Archdeacon Simon Flinders moved –

'That Synod agrees to resume debate on Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors at 7.00 pm tonight, prior to the consideration of the matters scheduled for 7.00 pm.'

Seconded and carried

19. Presentations

19.1 **Anglican Youth and Education Diocese of Sydney (Youthworks) presentation**

Canon Craig Roberts, the Rev Mike Dicker, the Rev Steve Carlisle, and Mr Andy Stevenson gave a presentation, including a video presentation, regarding the work of Anglican Youth and Education Diocese of Sydney (Youthworks).

Canon Roberts led the Synod in prayer for the ministry of Youthworks.

19.2 **Parish of Pymble presentation**

The Rev Stuart Holman gave a presentation, including a video presentation, regarding the work of the parish of Pymble.

Bishop Chris Edwards led the Synod in prayer for the parish of Pymble.

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.

20. Motions

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

Debate on Bishop Chris Edwards’ motion resumed.

After a time for debate the President asked –

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

The majority of members present answered in the affirmative.

Bishop Edwards’ motion was taken by ballot by Houses.

Prior to the notice of the result of the vote by ballot by Houses, the Synod adjourned this matter.

21. Review of the central organisational structures of the Diocese presentation

Bishop Michael Stead gave a presentation regarding the review of the central organisational structures of the Diocese.

22. Motions

22.1 **Sydney Anglican Property**

Canon Phillip Colgan moved –

‘Synod, noting –

- (i) the initial steps taken by the Standing Committee outlined in the report “Review of the central organisational structures of the Diocese” to form Sydney Anglican Property (**SAP**) with effect from 1 January 2024 through the appointment of a common transitional board membership for –
 - (A) Anglican Church Property Trust Diocese of Sydney,
 - (B) Anglican Church Growth Corporation,
 - (C) New Church for New Communities, and
 - (D) St Andrew’s House Corporation, and
- (ii) the metrics approved by the Standing Committee outlined in the report by which progress in consolidating the central property undertaking of the Diocese will be measured,
 - (a) endorses the initial steps taken by the Standing Committee in forming SAP,
 - (b) approves in principle the reduction in the number of bodies corporate operating in the SAP structure,

- (c) encourages the Standing Committee to consider and, as appropriate, to take this and such further steps it considers necessary or desirable to realise the full benefit of the consolidation, and
- (d) requests the Standing Committee to report progress to the next ordinary session of the Synod in 2025.

Seconded and carried

23. Sydney Anglican Property presentation

A video presentation was given regarding the work of Sydney Anglican Property.

Dr Laurie Scandrett led the Synod in prayer for the work of Sydney Anglican Property.

24. Motions

24.1 **Anglican Church Property Trust Diocese of Sydney (Delegation of Powers and Quorum) Amendment Ordinance 2024**

Mr Robert Wicks moved –

‘That Synod agree to consider passing the Anglican Church Property Trust Diocese of Sydney (Delegation of Powers and Quorum) Amendment Ordinance 2024 formally.’

Seconded and carried

Mr Wicks 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.

Mr Wicks moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

24.2 **Sydney Anglican Services**

Dr Laurie Scandrett moved –

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

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

and requests the Standing Committee to –

- (i) implement these outcomes and take such other associated action it considers necessary or desirable to realise, as far as possible, the full benefit of SAS’s formation as the corporate body through which the Synod supports and regulates the central governance and administration of the affairs of the Diocese under the oversight of the Standing Committee, and

- (ii) report progress, with any further recommendations, to the next ordinary session of the Synod in 2025.'

Seconded and carried

24.3 Evangelism and Ministry Partnerships

Bishop Michael Stead moved –

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

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

Seconded

The Rev Ben Bathgate sought leave to make a speech in favour of the motion.

The President ruled against the granting of leave.

Canon Phillip Colgan moved as a procedural motion –

'That Synod permit the Rev Ben Bathgate to speak in favour of the motion.'

Canon Colgan's procedural motion was carried.

Bishop Stead's motion was carried.

25. Results of vote by ballot by Houses

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

The results of the ballot were announced as follows –

| | Lay |
|----------|------------|
| For | 178 |
| Against | 195 |
| Abstain | 8 |
| Informal | 2 |

Bishop Chris Edwards' motion was not carried in the House of Laity, and was therefore not carried. In accordance with Standing Order 4.12(4) there was no count of clergy votes.

26. Mothers Union Sydney presentation

A video presentation was given regarding the work of Mothers Union Sydney.

Adjournment

At 9.22 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm tomorrow.’

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

18 September 2024

DRAFT