

First Session of the 53rd Synod
Daily Papers
12 September 2023

Business Paper

Anglican Church Diocese of Sydney

Bible passage: Tuesday 12 September 2023

2 Corinthians 4:1-15

Mrs Kristen Young

Therefore, since through God's mercy we have this ministry, we do not lose heart. ² Rather, we have renounced secret and shameful ways; we do not use deception, nor do we distort the word of God. On the contrary, by setting forth the truth plainly we commend ourselves to everyone's conscience in the sight of God. ³ And even if our gospel is veiled, it is veiled to those who are perishing. ⁴ The god of this age has blinded the minds of unbelievers, so that they cannot see the light of the gospel that displays the glory of Christ, who is the image of God. ⁵ For what we preach is not ourselves, but Jesus Christ as Lord, and ourselves as your servants for Jesus' sake. ⁶ For God, who said, "Let light shine out of darkness," made his light shine in our hearts to give us the light of the knowledge of God's glory displayed in the face of Christ.

⁷ But we have this treasure in jars of clay to show that this all-surpassing power is from God and not from us. ⁸ We are hard pressed on every side, but not crushed; perplexed, but not in despair; ⁹ persecuted, but not abandoned; struck down, but not destroyed. ¹⁰ We always carry around in our body the death of Jesus, so that the life of Jesus may also be revealed in our body. ¹¹ For we who are alive are always being given over to death for Jesus' sake, so that his life may also be revealed in our mortal body. ¹² So then, death is at work in us, but life is at work in you.

¹³ It is written: "I believed; therefore I have spoken." Since we have that same spirit of faith, we also believe and therefore speak, ¹⁴ because we know that the one who raised the Lord Jesus from the dead will also raise us with Jesus and present us with you to himself. ¹⁵ All this is for your benefit, so that the grace that is reaching more and more people may cause thanksgiving to overflow to the glory of God.

Song: Yet not I but through Christ in me

(Jonny Robinson, Rich Thompson, and Michael Farren)

Anglican Church of Australia Diocese of Sydney

First Session of the 53rd Synod Business Paper: Tuesday 12 September 2023

- A notation “B#” refers to Bills and “M#” refers to motions which are provided in the attached schedule: Bills and motions for the consideration of the Synod.
- The Synod Standing Orders are found on page 399 in Book 3: the Synod Standing Orders Ordinance 2019. See Part 5 of the Synod Standing Orders for ordinance procedures.

1. Prayers are read by the President or a person appointed by him.
2. Bible study is led by the Rev Andrew Rees.
3. Minutes of 11 September 2023
4. Answers to questions

4.1 Gathering of statistics on baptisms, funerals, and weddings

The Rev Zac Veron asked the following question –

Are the following statistics being gathered each year from parishes:

- (a) The number of baptisms conducted
- (b) The number of funerals held
- (c) The number of weddings conducted?

If so, please provide the total for the Diocese in the years 2000-2022.

If not,

- (i) Why not?
- (ii) When did the gathering of baptism, wedding and funeral statistics cease?
- (iii) Why did the gathering of baptism, wedding and funeral statistics cease?
- (iv) Please provide the number of baptisms, weddings and funerals, for the Diocese as a whole, in all years statistics exist for the years 2000-2022.

4.2 Attendance figures in Sydney Anglican churches over the last 18 years

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 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?

4.3 Production and distribution of the Diocesan Yearbook

The Rev David Clarke asked the following question –

Can the Synod please be updated on the cause of the ongoing delays with the production and distribution of the Diocesan Yearbook (in print or digital format) and how this will be addressed?

4.4 Safe Ministry expenditure

The Rev John Chappell asked the following question –

- (a) Can the house be supplied in table form the PSU expenditure for years 2015, 2016 & 2017 with rows for rent, IT, staff costs, investigation costs (child related), investigation costs (non-child related), counselling costs (child related), counselling costs (non-child related)?
- (b) Can the above table be expanded to include ODSM expenditure for years 2018, 2019, 2020, 2021, 2022 with rows for rent, IT, staff costs, investigation costs (child related), investigation costs (non-child related), counselling costs (child related), counselling costs (non-child related)?
- (c) Can the final row contain 2024 budget for the same ODSM items?
- (d) Has the Safe Ministry Board ever approved non-child related investigator expenditure beyond that set in the relevant year ODSM budget? If so, when, and by what amount? [If only total investigator budget available please note and supply instead].
- (e) Has the Safe Ministry Board ever blocked an ODSM request for non-child related investigator expenditure beyond that set in the relevant year ODSM budget? If so, when, and what amount was requested and denied? [If only total investigator budget available please note and supply instead].
- (f) Has Standing Committee ever imposed a limit on ODSM expenditure as per MSO 88(c)? If so, on what dates and what amounts were specified?
- (g) Has the ODSM ever approved the reimbursement of legal advice beyond the initial \$2,200 inc. GST offered to a respondent? If so, when, and by what amount?
- (h) Has any modelling been undertaken as to further expansion of costs of the ODSM in 2025 and beyond?

4.5 Covid vaccine mandates in the Diocese

The Rev Zac Veron asked the following question –

- (a) Do any diocesan organisations and churches still have COVID-19 vaccine mandates in place as at 15 August 2023? If so, which organisations?
- (b) What reason(s) did any heads of diocesan organisations and churches offer for still having COVID-19 vaccine mandates in place as of 15 August 2023?
- (c) Which diocesan organisations and churches introduced COVID-19 vaccine mandates during 2021-2022 for their employees or persons licenced by the Archbishop?
- (d) How many employees and church workers in diocesan organisations and churches were sacked, stood down or resigned over COVID-19 vaccine mandates during 2021-2022? How many of these people have since been offered their jobs back and reinstated to their positions?
- (e) How many lay church members in each region of the Diocese were stood down from their ministries by their rectors, during 2021-2022, because they were not vaccinated with an approved COVID-19 vaccine, and how many of these people have since been reinstated?
- (f) How many lay church members in each region of the Diocese voluntarily stood down from their ministries during 2021-2022, because they were not vaccinated with an approved COVID-19 vaccine, and how many of these people have since been reinstated?

4.6 PricewaterhouseCoopers as auditor for Diocesan entities

Mr David Barker asked the following question –

I refer to the audited accounts of the Synod Amalgamated Funds and Parish Funds Amalgamated by way of example and note that Pricewaterhouse Coopers (PwC) are the auditors:

- (a) How long have PwC been auditors of the diocesan entities?
- (b) How much has been paid to them each of those years?
- (c) How long is their term?
- (d) How many years to go on the current term?
- (e) Will the audit go to tender when the current term is complete?
- (f) Has the Diocesan reputational risk been assessed in keeping PwC as auditors given recent publicity on their actions as providers of advice to the Federal Government and if so what was determined?

4.7 Membership of the Synod

Mr Samuel Doherty asked the following question –

How many individuals are entitled to attend this Synod broken down by parts of the *Synod Membership Ordinance 1995*, and within each part, broken down by clergywomen, clergymen, laywomen, and laymen?

4.8 *The Sydney Church of England Grammar School Constitution Consolidation and Amendment Ordinance 1923*

Mr Samuel Doherty asked the following question –

Why does *The Sydney Church of England Grammar School Constitution Consolidation and Amendment Ordinance 1923* require clerical members of the council to be in Priest's Orders?

4.9 Election of lay canons under the the *St Michael's Regional Cathedral Wollongong Ordinance 1969*

Mr Samuel Doherty asked the following question –

Will members of St Michael's Corrimal congregation be permitted to vote in the election of two lay canons under clause 10(6)(d) of the *St Michael's Regional Cathedral Wollongong Ordinance 1969*?

4.10 Interpretation of *Abbotsleigh Ordinance 1924*

Mr Samuel Doherty asked the following question –

With respect to clause 6 of the *Interpretation Ordinance 1985*, is the reference to two (2) clergymen in clause 3 of the *Abbotsleigh Ordinance 1924* taken to include the feminine gender or not?

4.11 Parishes operating under schedule 1 of the *Parish Administration Ordinance 2008*

Mr Samuel Doherty asked the following question –

- (a) Which parishes with multiple churches operate under schedule 1 of the *Parish Administration Ordinance 2008*, and with respect to each parish, which church is the principal church?
- (b) How are church wardens selected for churches that have no regular services, in parishes administered under schedule 1 of the *Parish Administration Ordinance 2008* (for example St Matthew's Church, The Oaks, St Jerome's Cawdor, Camden, St Thomas' Hampton, Blackheath)?

4.12 Standing Committee minutes

Mr Samuel Doherty asked the following question –

Does Standing Committee publish its minutes? If so, have there been any delays in doing so this year, and what was the reason for any such delay?

4.13 Colleges endorsed by the Archbishop for the purposes of elections

Mr Samuel Doherty asked the following question –

What are the other colleges endorsed by the Archbishop for the purposes of –

- (a) clause 5(2) of the *Anglican Church Growth Corporation Ordinance 2018*
- (b) clause 6(2) of the *Anglican Schools Corporation Ordinance 1947*
- (c) clause 8(2) of the *Anglican Youth and Education Diocese of Sydney Ordinance 1919*
- (d) clause 3(3) of the *Arden Anglican School Council Ordinance 2019*

- (e) clause 4(c) of the *Campbelltown Anglican Schools Ordinance 1985*
- (f) clause 5(2) of the *Endowment of the See Corporation Ordinance 2019*
- (g) clause 4(2) of the *Finance and Loans Board Ordinance 1957*
- (h) clause 5(2) of the *Glebe Administration Board Ordinance 1930*
- (i) clause 8(2) of the *Living Faith Council Ordinance 2020*
- (j) clause 10(2)(b) of the *Safe Ministry Board Ordinance 2001*
- (k) clause 5(2) of the *St Andrew's House Corporation Ordinance 2018*
- (l) clause 5(2) of the *Sydney Diocesan Services Ordinance 2017*
- (m) clause 9(2) of *The Archbishop of Sydney's Anglican Aid Ordinance 2011*
- (n) clause 4(b) of *The Barker College Ordinance 1978*
- (o) clause 5(a) of *The Illawarra Grammar School Ordinance 1958*

4.14 President of the Diocesan Tribunal

Mr Samuel Doherty asked the following question –

Who is the current president of the Diocesan Tribunal?

4.15 Parochial Cost Recoveries Ordinance 2023

Mr Samuel Doherty asked the following question –

With respect to Attachment 2 of the Explanatory Report on the *Parochial Cost Recoveries Ordinance 2023* –

- (a) Why are no figures shown for Norfolk Island?
- (b) (i) When was Arise Anglican Church classified as a Provisional Parish?
- (ii) What are the boundaries of the ecclesiastical district?
- (iii) Did the Western Sydney Regional Council propose that Arise Anglican Church become a recognised church? If this proposal was rejected or changed, what was the reason?

4.16 Female representation on the Synod

Mr David Lloyd asked the following question –

- (a) In relation to the first session of the 53rd Synod of the Diocese of Sydney and across all parts of the membership as prescribed by the *Synod Membership Ordinance 1995*, what is the total number of female members and what is the total number of male members (please also provide the approximate percentage for each gender of the total membership)?
- (b) In relation to the first session of the 53rd Synod of the Diocese of Sydney, what is:
 - (i) The number of female members and
 - (ii) The number of male members, in each of the following parts of the membership as prescribed by the *Synod Membership Ordinance 1995* (please also provide the approximate percentage for each gender of the total membership in respect of each of Parts 5, 7 and 8):
 - (A) Part 5 – (Lay) Parochial Representatives;
 - (B) Part 6 – Chief Executive Officers of Nominated Organisations;
 - (C) Part 7 – Nominated Ministers;
 - (D) Part 8 – Nominated Laypersons;
 - (E) Part 8A – Nominated Indigenous Representatives; and
 - (F) Part 9, but only in respect of clause 53, sub-clauses (2)-(3) - the two persons elected by the council of St Paul's College?
- (c) Has the Diocese of Sydney or its Standing Committee considered or adopted any plans or strategies that may increase female representation in the membership of those parts of the

Synod of the Diocese that are open to both female and male members, and if so, please outline such plans or strategies?

4.17 Parishes without a full complement of wardens

Mr David Lloyd asked the following question –

Based on the records held by the Registrar of the Diocese of Sydney, in respect of all parishes administered under Schedule 1 or Schedule 2 of the *Parish Administration Ordinance 2008*, as at 1 September 2023, are there any parishes that have not elected or appointed a full complement of 3 wardens under the Ordinance, and if so, how many parishes in total across the Diocese, and how many parishes in each of the five regions of the Diocese, are there that have not elected or appointed 3 wardens?

4.18 Retention of Safe Ministry-related information and cyber security

The Rev Hayden Smith asked the following question –

I understand that Safe Ministry requirements now include a confidential lifestyle questionnaire for clergy and lay ministers and completion of a Working with Children Check for all adults working with or around children.

I understand the questionnaires are retained as a legal record.

Could the President please advise if any electronic copies of the questionnaires are retained and, if so:

- (a) What precautions have been taken to ensure that these remain secure and confidential?
- (b) In light of the numerous high-profile cyber attacks in Australia in recent times, has the Diocesan Registry or the PSU received any independent advice as to the adequacy and rigour of its cyber security?

4.19 Anglicare retirement living villages

Mr Michael Doran asked the following question –

These are questions for Anglicare, regarding retirement living villages and its loan licence model.

Loan licence

- (a) What is a typical fortnightly fee for resident licensees?
- (b) What is the median ingoing loan contribution?
- (c) Given that the ingoing contribution is a loan to Anglicare, do residents receive interest on their loaned amount?
- (d) On exit from the licensed property, is the return of the loaned amount to the resident (minus the exit fee) indexed to CPI?
- (e) For a 2 bedroom apartment licensed for 12 years with an ingoing loan to Anglicare of \$1M, what is the real monthly cost to the resident, given the opportunity cost of the surrendered capital, lack of capital gains return, the depreciation of the loan amount due to inflation, and the ongoing fortnightly fee?

Fees

- (f) What does Anglicare calculate as the annual cost of maintaining one of its licensed properties?
- (g) What percentage of the property insurance for the leased unit is the licence holder required to contribute?

Anglicare gains

- (h) If Anglicare is making a commercial return from its retirement living business, what was the profit in the last financial year, taking into account investment returns on loaned amounts and capital gains?

- (i) If Anglicare is achieving a clear return from its retirement living business, where is this revenue directed?
- (j) Taking a [medium tier] 2 bedroom apartment at Anglicare's Woollooware Shores as an example, what capital gains has Anglicare achieved on such a property since 2016?
- (k) What are Anglicare's plans to further expand its retirement living property portfolio?

Marketing

- (l) In what sense does Anglicare use the term 'buying' to describe entering into a loan licence scheme?
- (m) Is the costs and fees scenario (based on a 3-year stay) offered in Anglicare's marketing based on a typical licence period?
- (n) What steps does Anglicare take to ensure that residents are aware of the real costs of the licence?

Complaints

- (o) What themes of complaint are received by Anglicare in relation to the financial arrangements involved in its retirement villages?

Capital gains

- (p) Given that Anglicare NSW/ACT shares capital gains with its leaseholders, what consideration is being given by Anglicare Sydney to sharing capital gains?
- (q) If no consideration has been given to the question of sharing capital gains, what are the barriers to sharing capital gains with licence holders?

5. The President invites members to give notice of questions.

6. The President invites members to give notice of motions.

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

8. Procedural motions

8.1 Arrangements for consideration of business from the Order of Business Committee

Synod agrees –

- (a) to allow the motion at 9.1 on today's Business Paper (Tabling and reception of accounts and reports etc – Standing Committee and other special reports) to be put on the callover of motions, and
- (b) if not passed on the callover, to schedule consideration of the motion for Tuesday 19 September 2023 following M31.

(Mrs Briony Bounds / Archdeacon Anthony Douglas)

8.2 Arrangements for consideration of M39 (Archdeacon Neil Atwood)

Synod agrees to schedule consideration of the motion at M39 (Archdeacon Neil Atwood) for Tuesday 19 September (afternoon session).

(The Rev Roger Cunningham / Mrs Briony Bounds)

8.3 Arrangements for consideration of M22 (Australian Racing Christian Chaplaincy)

Synod agrees that, as part of the procedural arrangements for the consideration of the motion at M22 (Australian Racing Christian Chaplaincy) already agreed, to invite the Rev Colin Watts to pray as part of the presentation, notwithstanding that Mr Watts is not a member of the Synod.

(Mr James Flavin / Mrs Briony Bounds)

8.4 Presentation regarding Defence Force Chaplaincy

Synod agrees to allow a video presentation of up to five minutes regarding Australian Defence Force Anglican chaplaincy, to be scheduled immediately prior to the dinner break on Monday 18 September.

(The Rev Andrew Nixon / Dr Robert Tong AM)

9. Tabling and reception of accounts and reports etc

9.1 Standing Committee and other special reports

Synod receives the following reports and notes that they have been printed at the direction of the Standing Committee –

- (1) 2023 Report of the Standing Committee
- (2) Synod Funds Amalgamated Annual Financial Report for 2022
- (3) Parish Funds Amalgamated Annual Financial Report for 2022
- (4) Synod – St Andrew’s House Fund Annual Financial Report for 2022
- (5) Amendment to *Faithfulness in Service: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers*
- (6) Anglican Church Property Trust Annual Report 2022
- (7) Consumption of alcohol in the parish context: update to the 2009 report
- (8) Diocesan Doctrine Commission’s terms of reference
- (9) Discontinuation of the Affiliated Churches Program (46/19)
- (10) Doctrine Commission Report: A Theological Reflection on the Parish System (19/22)
- (11) Doctrine Commission Report: The Doctrine of Concupiscence and its Relevance to the Experience of Same-Sex Attraction
- (12) Domestic Violence Response Monitoring Committee: Progress Report (23/18 | 13/22)
- (13) General Synod 2022 Legislation
- (14) Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (7/22)
- (15) Leadership of Indigenous Ministry in the Diocese
- (16) Ministry Spouse Support Fund Report Annual Report for 2022
- (17) Ordinances passed by the Standing Committee (since August 2022)
- (18) Pastoral Supervision in the Diocese of Sydney (54/22)
- (19) Performance Appraisals of Ministry Workers (54/22)
- (20) Property priorities to progress Indigenous ministry (22/22)
- (21) Purpose and priorities for our Diocesan Fellowship
- (22) Recommendations from the Education Committee (28/22 | 29/22 | 30/22)
- (23) Regional Councils’ Annual Reports for 2022
- (24) Reporting on the National Redress Scheme (Annual Report) (42/18)
- (25) Review of the Governance Policy for Diocesan Organisations (6/22)
- (26) Safe Ministry Board and the Office of the Director of Safe Ministry Annual Report 2022-2023
- (27) South Western Region buildings and property strategy (15/22)
- (28) Statement of Funding Principles and Priorities 2025-2027
- (29) The commencement of voluntary assisted dying in NSW
- (30) Stipends, Allowances and Benefits for 2024 (2/05)
- (31) Work Outside the Diocese (16/22)
- (32) Explanatory statements and reports on Bills

(Mrs Briony Bounds / Archdeacon Simon Flinders)

Proposed amendments

~~(1) The motion in relation to report (11) Doctrine Commission Report: The Doctrine of Concupiscence and its Relevance to the Experience of Same-Sex Attraction is amended to add the following at the end of the motion –~~

~~‘Synod, having reviewed the report, asks the Standing Committee to revise the text to clarify certain matters as follows –~~

~~At 1.2, when identifying “one of the most contentious issues facing the Christian churches at this moment”, provide contextual information to the effect that even with the Anglican Church of Australia, bible-believing Christians contend with God-given diversity as to whether a legally affirmed life-long exclusive and voluntary commitment between two adults of the same gender is yet known to be inherently and necessarily sin in every instance and indicate that this report is premised of only one understanding in relation to this matter.~~

~~At 3.7, introduce Jesus’ statement at Mat 5:28 addressing adultery as immediately following and conforming with teaching about murder (Mat 5 5:21-22), and other sins introduced by the words ‘You have heard that it was said...’, specifying that the primary purpose of our Lord’s teaching was to prove the futility of seeking to rely on compliance with the law as a means of achieving salvation. In relation to that primary consideration, specify that any recognition of concupiscence from these verses as concerning various sins is a secondary consideration.~~

~~At 4.4, where concupiscence is recognised as an “infection of nature” and much more than sexual lust, explain that indeed concupiscence is inherent in all sin including that about which Jesus explicitly warned most often, namely the self-focused accrual of personal financial wealth.~~

~~At 6.5, clarify how the determination that actual sin only occurs when we fail to resist temptation and allow ourselves to be enticed, as re-affirmed in 6.6, is consistent with Mat 5:29 and like teach and represents a determination particular to same-sex attraction, this understanding apparently being distinct from the specification in 4.4 that concupiscence is not only of sin and inclines to sin but is sin itself.’~~

(Withdrawn by Prof Bernard Stewart AM / The Rev Dr James Collins OAM)

10. Motions for consideration by the Synod

Motions for consideration by the Synod are printed in the Schedule attached to this business paper.

Bills and motions for the consideration of the Synod

- A notation “B#” refers to Bills and “M#” refers to motions. These reference numbers and associated motions will remain consistent throughout this session of Synod.
- *Italicised text under motion headings indicates the arrangements as proposed in the procedural motions on the business paper.*
- *Any amendments to motions listed below, unless otherwise indicated, have not yet been moved. Accordingly, the motion may be put on the callover, and a member must call ‘amendment’ to prevent the motion being passed.*
- Legend –
 - ○ an unscheduled motion, or a scheduled motion which may be taken on the callover
 - ○ cannot be taken on the callover (being a bill for an ordinance, a proposed policy, or a matter which is scheduled for consideration at a particular time)
 - ○ a motion that has been withdrawn.

12 September 2023

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

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- ○ **B4 Pastoral Supervision Ordinance 2023**
Monday 18th, from 8.00pm (evening session). Following this matter, M16 is to be considered.
- Synod will be asked to consider the Pastoral Supervision Ordinance 2023.
- (Bk 1 p.193) (Bishop Peter Lin / Archdeacon Kara Hartley)
-
- ○ **B5 Parochial Cost Recoveries Ordinance 2023**
Tuesday 12th, from 4.30 pm (afternoon session), following B6
- Synod will be asked to consider the Parochial Cost Recoveries Ordinance 2023.
- (Bk 1 p.135) (Canon Phillip Colgan / Mr John Pascoe)
-
- ○ **B6 Synod Appropriations and Allocations Ordinance 2023**
Tuesday 12th, from 4.30 pm (afternoon session), following M6
- Synod will be asked to consider the Synod Appropriations and Allocations Ordinance 2023.
- (Bk 1 p.152) (Canon Phillip Colgan / Mr John Pascoe)
-
- ○ **B9 Responding to Domestic Abuse: Policy and Good Practice Guidelines**
Wednesday 13th (afternoon session), following formal matters. Following this matter, M27 is to be considered.
- Synod will be asked to consider the updated *Responding to Domestic Abuse: Policy and Good Practice Guidelines*.
- (Bk 2 p.312) (Dean Sandy Grant / Archdeacon Kara Hartley)
-

II. Motions for ordinances and policies by request of a Regional Council

There are no proposed ordinances or policies under this heading.

III. Other motions by request of the Standing Committee

M4 Purpose and priorities for our Diocesan Fellowship *Tuesday 12th (afternoon session), following formal matters*

Synod, noting that the horizon envisaged by Mission 2020 has now passed –

- (a) gives thanks to God for the way he used Mission 2020 to further the work of the gospel in the Diocese,
- (b) welcomes the leadership of the Archbishop as expressed in the document *Purpose and Priorities for our Diocesan Fellowship*, and
- (c) calls on all our churches, schools, and organisations prayerfully to consider how they can contribute to the purpose and priorities the Archbishop has articulated.

(Bk 1 p.103)

(Archdeacon Simon Flinders / Bishop Michael Stead)

M5 Diocesan Organisations pursuing the broader charitable purposes of the Diocese *Tuesday 12th (afternoon session), following M4*

Synod, recognising the increasing need for, and benefits of, diocesan organisations working together as part of the broader diocesan network –

- (a) recognises the document *Purpose and Priorities for our Diocesan Fellowship* as an expression of the “broader charitable purposes of the Diocese” for the purposes of the Synod’s *Governance Policy for Diocesan Organisations*,
- (b) notes that, in conformity with the Synod’s Governance Policy, a number of diocesan organisations have sought and obtained amendments to their constituting ordinances which expressly permit them to pursue their specifically mandated purpose in a manner which also advances the broader charitable purposes of the Diocese,
- (c) regards such amendments as a tangible expression of commitment to working together as part of the broader diocesan network and encourages all diocesan organisations, to the extent they are legally able to do so, to consider seeking such amendments,
- (d) requires all Category Two and Category Three diocesan organisations (under the *Accounts, Audits and Annual Reports Ordinance 1995*), except for schools, to annually report to Synod a summary of the steps they have taken in pursuit of the broader charitable purposes of the Diocese, and
- (e) encourages all Diocesan schools (mentioned in Category Three of the *Accounts, Audits and Annual Reports Ordinance 1995*) to annually report to Synod a summary of the steps they have taken in pursuit of the broader charitable purposes of the Diocese.

(Mr Simon Miller / Mr Peter Fowler)

M6 Statement of Funding Principles and Priorities 2025-2027 *Tuesday 12th, from 4.30 pm (afternoon session)*

Synod approves the ‘Statement of Funding Principles and Priorities 2025-2027’.

(Bk 1 p.105)

(Canon Phillip Colgan / Mr John Pascoe)


M7 Archdeacon Narelle Jarrett *Tuesday 19th (afternoon session), following formal matters*

Synod gives thanks to God for the life and ministry of Archdeacon Narelle Jarrett, who went home to be with the Lord on Friday 4 November 2022.

After graduating from the University of New South Wales (BA and Dip Ed), Narelle started teaching at Sydney Girls High School. There, she was led to Christ by another teacher and began attending St John's, Darlinghurst. After teaching, Narelle studied at Deaconess House, completing her ThL (Hons) in 1969 and London BD in 1970. She was active in ministry within the Sydney Diocese before she was admitted as a deaconess in 1985 upon her appointment as Principal of Mary Andrews College (formerly Deaconess House). She was ordained Deacon in 1989, among the first cohort of female deacons. As Principal of Mary Andrews College, Narelle had a significant role in training and development of the female students at Moore Theological College, as well as serving as a lecturer in Church History and Pastoral Care and training lay women across the Diocese. In 2002, she was appointed Archdeacon for Women's Ministry, while continuing as Principal of Mary Andrews College.

In 2008 she became Archdeacon full time and held this position until her retirement in 2012. Narelle also served on various boards such as the Council of Ministry Training & Development, the Mission Task Force, the Standing Committee and Synod of the Sydney Diocese as well as General Synod. She was active in the governance of the Archbishop's Overseas Mission Fund and Anglican Deaconess Ministries. She also served as an Honorary Minister at South Coogee. Synod gives thanks to God for Narelle's valuable contribution to the life of our Diocese, her passion for advancing the ministries of women and her commitment to biblical truth and making Christ known.


(Archdeacon Kara Hartley / Dr Karin Sowada)

 **M11 Grace City Church**

Tuesday 19th (afternoon session), following formal matters

Synod notes that Grace City Church, Waterloo, has been declared to be a recognised church by the South Sydney Regional Council from 1 January 2021 under clause 8 of the *Recognised Churches Ordinance 2000*. Grace City began as an initiative of Evangelism and New Churches, and held its first public service in May 2015. Synod thanks God that from small beginnings, Grace City has grown both numerically and spiritually, and joins in praising God as it celebrates its 8th year of ministry.

(The Rev Tim Clemens / Bishop Michael Stead)

 **M12 Review of the Governance Policy for Diocesan Organisations**

Wednesday 13th (evening session)

Procedural motions

- (1) Synod agrees that –
- (a) the motions at M24, M25 and M26 not be debated or voted on, and
 - (b) Synod members may provide their initial feedback on the Exposure Draft of the revised Governance Policy for Diocesan Organisations during the debate of the motion at M12,
- and suspends so many of the Standing Orders as would prevent these arrangements.

(Dean Sandy Grant)


Synod, noting the report 'Review of the Governance Policy for Diocesan Organisations' –

- (a) affirms that churches, schools and organisations to which the policy is proposed to apply, in pursuing their individual charitable purpose(s), are partners in our shared ministry, and part of a network collectively seeking to advance the broader charitable purposes of the Diocese while maintaining high standards of governance,
- (b) confirms the importance of churches, schools and organisations to which the policy is proposed to apply pursuing their individual charitable purpose(s) in a manner which is consistent with the doctrines, tenets and beliefs of the Anglican Church in the Diocese of Sydney,

- (c) requests Synod members, churches, schools and organisations to which the policy is proposed to apply, to review the Exposure Draft and provide feedback to the Governance Policy Review Committee by 31 December 2023, and
- (d) requests that a further revised form of the Governance Policy be brought back to the Synod in 2024 incorporating, as appropriate, comments and feedback from Synod members, churches, schools and organisations to which the policy is proposed to apply.

(Bk 2 p.273)

(Bishop Chris Edwards / Mr Greg Hammond OAM)

 **M13 Partnership with Anglican Schools**


Monday 18th (afternoon session), following formal matters

Synod, noting the report 'Recommendations from the Education Committee' –

- (a) requests the draft statement on Reformed Anglican Education be presented to School Principals for their consideration and comment, particularly with reference to the nature and purposes of Anglican Schools within the larger context of Reformed Anglican Education,
- (b) requests the Standing Committee to form a suitably qualified committee, including current Anglican School principals, to finalise the draft statement for adoption by the Synod in due course, and
- (c) encourages participation by Anglican School staff in mentoring, professional development and networking through diocesan associations and professional bodies.

(Bk 2 p.259)

(The Rev Dr Michael Jensen / Bishop Chris Edwards)

 **M14 Archbishop's Education Advisor**


Monday 18th (afternoon session), following M13

Synod requests –

- (a) the Archbishop to consider appointing a suitably qualified education advisor to support his advocacy on behalf of Anglican Schools and to assist the Synod and schools to form an effective partnership towards their shared ministry goals, and
- (b) the Standing Committee to consider ways to fund such a role.

(Bk 2 p.259)

(Bishop Chris Edwards / Canon Craig Roberts)

 **M15 Training opportunities for Anglican educators**

Monday 18th (afternoon session), following M14

Synod recommends that the Standing Committee –

- (a) request SDS to include instructional training that provides contextual information about the Diocese and its structures in conjunction with SDS supported AICD governance courses, and to offer this training or an alternate version to diocesan school staff (possibly using a similar online platform as is currently operating for safe ministry training),
- (b) request the education advisor to report to the Standing Committee on the creation of tertiary training programs for school chaplains, assistant chaplains, and Christian Studies teachers, including the development of a sample K-12 Christian Studies curriculum,
- (c) request Youthworks to develop training units to support the teaching of the Bible in primary schools, and distinctive Christian teaching, and
- (d) consider ways to fund such requests.

(Bk 2 p.259)

(The Rev Dr Gavin Perkins / Bishop Chris Edwards)

M16 Pastoral Supervision in the Diocese of Sydney

Monday 18th (evening session), following B4

Synod, noting the report 'Pastoral Supervision in the Diocese of Sydney' –

- (a) affirms the importance of Pastoral Supervision, both as a measure to enhance the ministry wellbeing and development of church workers in the Diocese, and to implement a recommendation of the Royal Commission into Institutional Responses to Child Sexual Abuse, and
- (b) requests the Archbishop-in-Council to approve a Pastoral Supervision Policy as provided for by the Pastoral Supervision Ordinance 2023.

(Bk 2 p.237)

(Bishop Peter Lin / Archdeacon Kara Hartley)

M17 Performance Appraisals of Ministry Workers

Monday 18th (evening session), following M16

Synod, noting the report 'Performance Appraisals of Ministry Workers' –

- (a) invites members of the Synod to provide feedback to the Diocesan Secretary by 31 December 2023 on the proposed arrangements for all ministry workers in the Diocese to undergo regular performance appraisals as contemplated in the report, and
- (b) requests the Standing Committee to implement arrangements for regular performance appraisals for all ministry workers in light of feedback received.

(Bk 2 p.243)

(The Rev Dr Raj Gupta / Bishop Michael Stead)

M19 South Western Region buildings and property strategy

Synod, noting the report 'South Western Region buildings and property strategy' –

- (a) notes that the members of Synod have been invited to provide feedback on the draft South Western Region Buildings and Property Strategy, and that they can send their feedback on the Strategy to the Diocesan Secretary (DiocesanSecretary@sydney.anglican.asn.au) by 30 November 2023,
- (b) requests the Standing Committee to consider approving the South Western Region Buildings and Property Strategy, having taken into account the feedback from Synod members, and
- (c) requests the Standing Committee to prepare the remaining four Regional strategies and an over-arching Diocesan-wide property strategy in support of ministry and report back to the next session of the Synod.

(Bk 2 p.300)

(Bishop Peter Lin / The Rev Philip Wheeler)

Proposed amendments

~~(1) Amend the motion as follows—~~

- ~~(a) in paragraph (b), omit the words 'consider approving' and insert instead the matter 'bring for consideration by the Synod in 2024', and~~
- ~~(b) in paragraph (c), following the words 'Regional strategies', insert the matter ', noting differences may be needed in the Western Sydney Region and the Wollongong Region due to long distances,'.~~

(Withdrawn by Mr Samuel Doherty)



M20 SAIPMC Statement on the Voice Referendum

Tuesday 12th (evening session)

Procedural motions

These procedural motions are proposed to test the mind of the Synod on a range of matters. Procedural motion 1 seeks a decision about whether there is to be debate on M20.

- (1) Synod agrees that, following the speech of the mover of the motion at M20 and without a seconder's speech, there be no debate on the motion, and suspends so many of the Standing Orders as would prevent these arrangements.

(Archdeacon Simon Flinders / Bishop Michael Stead)

Procedural motion 2 seeks a decision about the type of debate to be allowed on M20. If procedural motion 1 is passed, this motion will lapse.

- (2) Synod, noting –
- (i) the effect of the motion at M20 is to welcome a statement from the Sydney Anglican Indigenous Peoples' Ministry Committee, and
 - (ii) Standing Order 4.2(5) which provides that the President is to confine each speaker to the subject matter being debated,
- (a) agrees to allow speeches regarding the merits of the Voice Referendum as part of 'the subject matter being debated' in the motion at M20,
 - (b) agrees that each speaker, other than the mover, may speak for up to 3 minutes, and
 - (c) agrees to suspend so many of the Standing Orders as would prevent these arrangements.

(Archdeacon Simon Flinders / Bishop Michael Stead)

Procedural motion 3 seeks a decision about whether there is to be a vote on M20.

- (3) Synod agrees that, following the speech of the mover of the motion at M20 and any debate, the motion not be voted on, and suspends so many of the Standing Orders as would prevent these arrangements.

(Archdeacon Simon Flinders / Bishop Michael Stead)

Procedural motion 4 seeks a decision about whether the Synod will consider any further motions at this session about the Voice Referendum.

- (4) Synod agrees not to receive notice of or consider any other motion at this session which is related to the Voice Referendum other than M20, and suspends so many of the Standing Orders as would prevent these arrangements.

(Archdeacon Simon Flinders / Bishop Michael Stead)

Synod welcomes the statement of the Sydney Anglican Indigenous Peoples' Ministry Committee about the Voice referendum, as follows –

'The Sydney Anglican Indigenous Peoples' Ministry Committee affirms that God's voice is sovereign over all peoples and lands, and notes –

- Aboriginal and Torres Strait Islander people have been denied a voice following European settlement in this land,
- that there are benefits and challenges for Aboriginal and Torres Strait Islander people through a recognised Voice to the Australian parliament,
- the passing of Resolution 33/22 'First Nations Voice' by the Sydney Anglican Diocesan Synod, and
- the "Statement on the Voice to Parliament" as affirmed by the General Synod Standing Committee of the Anglican Church of Australia.

We encourage all church members to prayerfully seek God's voice as they search his wisdom in considering a 'yes' vote for the approaching referendum.'

(Mrs Briony Bounds / Archdeacon Simon Flinders)

Proposed amendments

- (1) Amend the motion as follows –
- (a) in the preamble, omit the word 'welcomes', and insert instead the word '~~notes~~ acknowledges', and
 - (b) following the SAIPMC statement, insert the matter –

'Synod prays to God for all Aboriginal and Torres Strait Islander people, that they might know the love and care of Christian people through the Holy Spirit, and that they might enter the Kingdom of God.

When considering a vote in the upcoming Voice Referendum, Synod encourages all church members to pray, seeking God's wisdom.'

(Dr Helen Bendall / The Rev Michael Crichton)

M35 Implementation of recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse

Synod, noting the report 7/22 Implementation of the Recommendations of the Royal Commission into Institutional Child Sexual Abuse, requests the Standing Committee to provide a further update to the next session of the Synod in relation to implementation of the actions set out in the table to the report.

(Bk 2 p.226)

(Mr Lachlan Bryant / Mrs Briony Bounds)

IV. Motions by request of a regional council

There are no motions under this heading.

V. Motions deferred by the previous ordinary session of Synod

There are no motions under this heading.

VI. Motions received by the Secretary of the Synod

M22 Australian Racing Christian Chaplaincy

Wednesday 13th (afternoon session), immediately prior to the dinner break

Synod thanks God for twenty years of faithful service by Australian Racing Christian Chaplaincy, encourages it to continue to share the love of God with the 160,000 people who work or are volunteers in the Racing Industry, and assures them of our prayers.

(Mr James Flavin / ~~Dr Karin Sowada~~ Mrs Wendy Slee)

M24 Diocesan Governance Policy – tiered model of governance

Wednesday 13th (evening session), following M12

Synod endorses the approach of creating a tiered model of governance as outlined in the Exposure Draft of the revised Diocesan Governance Policy, noting that feedback has been requested regarding the churches, schools and organisations to be included in each tier.

(Bk 2 p.273)

(Mr Greg Hammond OAM / Ms Anne Robinson AM)

M25 Diocesan Governance Policy – Christian faith and character

Wednesday 13th (evening session), following M24

Synod endorses the approach of requiring governors and leaders to be of Christian faith and character, as outlined in the Exposure Draft of the revised Diocesan Governance Policy, noting that feedback has been requested on the definition of “Christian faith and character” included in the Exposure Draft, and how this requirement can be best ensured.

(Bk 2 p.273)

(Bishop Chris Edwards / Mr Greg Hammond OAM)

M26 Diocesan Governance Policy – Statement of Personal Commitment to Organisational Faithfulness

Wednesday 13th (evening session), following M25

Synod endorses the approach of requiring governors and leaders to provide a signed Statement of Personal Commitment to Organisational Faithfulness substantially as proposed in the Exposure Draft, noting that this requirement is not intended to be a substitute for requiring that governors and leaders be of Christian faith and character, and that feedback has been requested on this approach.

(Bk 2 p.273)

(Ms Anne Robinson AM / Mr Greg Hammond OAM)

M27 Implementation of the Domestic Abuse Policy

Wednesday 13th (afternoon session), following B9

Synod respectfully encourages parish councils to –

- (a) familiarise themselves with the newly revised Diocesan Domestic Abuse Policy,
- (b) adopt the revised model parish domestic abuse policy (Appendix 7),
- (c) display and otherwise utilise resources such as –
 - (i) posters from the Office of the Director of Safe Ministry (**ODSM**),
 - (ii) the Policy’s flow chart and table of contacts,
 - (iii) “The Use and Misuse of Scripture with Regard to Domestic Abuse” (Appendix 2), and
 - (iv) other language resources of the same, where available from the ODSM,
- (d) make links to local domestic violence services,
- (e) appoint a domestic abuse contact person within the parish, and
- (f) request their rector to –
 - (i) teach clearly and periodically in this area in line with the policy,
 - (ii) ensure training for parish clergy and church workers in the area of domestic abuse response is ongoing and refreshed,
 - (iii) consider primary prevention programs such as “Before It Starts” for youth groups,
 - (iv) review the approach used by parish clergy to marriage preparation and enrichment for sensitivity to domestic abuse dynamics (noting Appendix 9), and
 - (v) consider training in the dynamics of trauma, with resources from Anglican Deaconess Ministries’ Mental Health & Pastoral Care Institute providing a possible starting point.

(Bk 2 p.312)

(Archdeacon Kara Hartley / Dean Sandy Grant)

M28 Online Sports Betting – Federal Harm Reduction

Synod, noting that the Bible says, "Whoever mocks the poor insults his Maker; he who is glad at calamity will not go unpunished." (Proverbs 17:5) –

- (a) thanks the Federal Government for the steps they have already taken to address the public health crisis that is caused by online sports betting; in particular that the Federal Government has –
 - (i) introduced the “You win some, you lose more” campaign which mandated clearer warnings about the harms of online sports betting,
 - (ii) mandated that advertising for online sports betting include contact details of support services that can assist individuals experiencing gambling harm, and
 - (iii) held a wide ranging Parliamentary inquiry titled “You win some, you lose more: Inquiry into online gambling and its impacts on those experiencing gambling harm” producing unanimous bipartisan recommendations,
- (b) calls on the Federal Parliament, in light of this above inquiry and report, to implement the full 31 recommendations of the committee; in particular, that –
 - (i) the responsibility for online gambling harm reduction be held by a single Australian Government Minister (Recommendation 1),
 - (ii) the Australian Government prohibit all online gambling inducements and inducement advertising, without delay (Recommendation 16), and
 - (iii) the Australian Government implement a comprehensive ban on all forms of advertising for online gambling, with the phased implementation commencing as soon as possible (Recommendation 26),
- (c) requests that the Diocesan Secretary communicate the contents of this resolution to the Prime Minister and the Leader of the Federal Opposition, along with the Minister for Communications, and the Minister for Social Services, and
- (d) encourages all members of Synod to write to their local Federal Members of Parliament urging them to support and implement all the recommendations of the “You win some, you lose more: Inquiry into online gambling and its impacts on those experiencing gambling harm” report.

(Dean Sandy Grant / The Rev Andrew Schmidt)


M29 NSW Poker Machine Use – State Harm Reduction

Synod, noting that –

- (i) Almighty God calls on governing rulers to “defend the weak and the fatherless; uphold the cause of the poor and the oppressed” (Psalm 82:3),
 - (ii) \$8 billion is lost annually through poker machines in NSW (i.e., approximately \$23 million every day), disproportionately from lower socioeconomic areas of NSW, where poker machines are often most concentrated, and
 - (iii) documents recently tabled in the NSW Parliament from a 2021 series of club inspections, as part of an Anti-Money Laundering Project run by NSW Liquor and Gaming and the NSW Crime Commission, revealed investigators suspected \$5.5 million was laundered through 178 venues, just in a seven week period, with ten venues accounting for more than 40% of that total, mainly located in south-west Sydney,
- (a) thanks the NSW State Government for the steps it has already taken to address the public health crisis that is caused by poker machine gambling in NSW; in particular that the NSW State Government has –
 - (i) shepherded legislation through the NSW Parliament to ban political donations from licensed clubs with poker machines,
 - (ii) instructed Liquor & Gaming NSW to enforce laws already in place to eliminate external gambling-related advertising, and
 - (iii) committed to a trial of a mandatory cashless gambling card system for poker machines in NSW, to be overseen by an independent advisory panel comprised of industry, harm minimisation, academic, cyber crime, police, and union representatives,

- (b) calls on the NSW Government to implement this trial as swiftly as possible, within a framework of pre-implementation testing for a mandatory cashless gaming card, which public health, law enforcement and welfare policy experts have already recommended as a most effective harm minimisation method, both for problems caused by gambling and by money-laundering,
- (c) supports urgent consideration by the NSW Government of the calls from NSW MPs –
 - (i) requesting a Royal Commission into the conduct, integrity and influence of the gambling industry in NSW, and
 - (ii) transferring regulation and oversight of “casino-like” clubs operating more than 250 gaming machines from the Independent Liquor and Gaming Authority to the NSW Independent Casino Commission,
- (d) requests that the Diocesan Secretary communicate the contents of this resolution to the Premier of NSW, the NSW Leader of the Opposition, and the Minister for Gaming and Racing, and
- (e) encourages all members of Synod to write to their local Members of the Parliament of NSW urging them to work diligently towards reducing the misery caused by poker machine gambling.


(The Rev David Yung / Mr Simon Miller)

 **M30 Hungry or Homeless – Tough Choices in a Cost-Of-Living Crisis**

Synod –

- (a) notes the excellent qualitative research report “Hungry or Homeless – Tough Choices in a Cost-Of-Living Crisis” published in May 2023, that details the confronting strategies that low income households are utilising to cope with current high inflation environment, involving rising rental, interest rates, food and energy prices, such as going without food or heating or medical care so as to avoid eviction and the threat of homelessness,
- (b) acknowledges that too many are impoverished in our society and are unable easily to experience the contentment that Scripture both prays for and urges, when it says, “Give me neither poverty nor riches, but give me only my daily bread” (Proverbs 30:8) and “if we have food and clothing, we will be content with that” (1 Timothy 6:8),
- (c) is thankful for our churches' partnership with Anglicare in delivering emergency food and financial aid, financial counselling, access to case management and advocacy, since we remember that “If anyone has material possessions and sees a brother or sister in need but has no pity on them, how can the love of God be in that person?” (1 John 3:17), and recommits our members to this partnership,
- (d) notes that report’s conclusion that, “A coordinated, multifaceted approach by all levels of government is required which targets the low level of JobSeeker and rapidly expands the supply of social and affordable housing. The levels of hardship being experienced by so many in our community, many of whom are children, need to be addressed if we are to ensure that people are not going hungry, can pay their bills and are not at risk of homelessness”, and therefore
- (e) encourages local church ministers and members to contact their federal and state MPs urging prompt practical action in light of the above, towards the improvement of our social welfare safety net and increased supply of affordable and public housing.

(Dean Sandy Grant / Mr Simon Miller)

 **M31 Box Hill**

Tuesday 19th (afternoon session), following formal matters

Synod praises God for the acquisition of the property at 158 Boundary Rd, Oakville for the establishment of a new church in the Box Hill area. We thank God for the partnership of the parishes of Pitt Town and Rouse Hill, the Anglican Growth Corporation and Evangelism and New Churches, and for the appointment of the Reverend Chris Mann as the church planter.

(Bishop Gary Koo / The Rev Philip Wheeler)

○ ○ M36 New Diocesan Bishops

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

'Synod –

- (a) notes that, since it last met –
- (i) the Ven Darrell Parker was consecrated at St Andrew's Cathedral on 3 February 2023 and installed as the eighth Bishop of North West Australia at Holy Cross Cathedral in Geraldton on Wednesday 15 February 2023,
 - (ii) the Right Rev Jeremy James was installed in the Cathedral of St Peter and St Paul, Port Pirie as the eighth Bishop ~~of the Diocese of Willochra~~ on 25th February 2023, and
 - (iii) the Right Rev Jeremy Greaves was elected on 26 August 2023 as the tenth Archbishop of Brisbane and Metropolitan of the Province of Queensland, and will be installed on 16 December 2023 at St John's Cathedral,
- (b) assures these bishops of our prayers and good wishes in their episcopal roles, praying –

Lord, bless your servants Darrell, Jeremy and Jeremy called to the work and ministry of a bishop. So fill them with the truth of your doctrine and clothe them with holiness of life, that they may faithfully minister in this office to the glory of your name and the benefit of your Church. We ask this through our Lord Jesus Christ, who lives and reigns with you and the Holy Spirit, one God, now and for ever. Amen.

(Adapted from The Consecrating of a Bishop, AAPB p.617)

(Bishop Michael Stead / Bishop Gary Koo)

○ ○ M37 Conversion Practices Legislation

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

'Synod –

- (a) reaffirms Synod Resolution 31 of 2018, in particular that –
- (i) “the Anglican Church in the Diocese of Sydney does not practise, recommend or endorse ‘gay conversion therapy’”, defined as practices that “seek to re-orient sexual attraction to heterosexuality”, and that
 - (ii) Synod “values prayer for same-sex attracted Christians who wish to live celibate lives, noting that prayer is not a form of ‘gay conversion therapy’”,
- (b) notes that the *Conversion Practices Prohibition Bill 2023* (NSW), introduced by Mr Alex Greenwich, has been closely modelled on the Victorian *Change or Suppression (Conversion) Practices Prohibition Act 2021*, and adopts its expansive redefinition of Conversion Practices by including the broad and vague concept of suppression, according to which the following are illegal –
- (i) a religious leader meeting one-on-one with a member of their congregation to encourage them not to act on same-sex attraction by practising celibacy₁
 - (ii) religious teaching that someone is “broken” because of their sexual orientation or gender identity₁
 - (iii) ~~provide the provision of~~ support through group prayer to a young person to help them fight a desire to act on their feelings of same-sex attraction₁

- (iv) a religious leader telling a member of their congregation that they will be excommunicated if they continue their same-sex relationship;
- (v) parents declining to support their child's request for puberty blockers if a health professional recommends it, or otherwise restricting their child access to any health care services that would affirm their child's gender identity; and
- (vi) a teacher telling a student that God does not accept them unless they keep the sex they were assigned at birth and dress accordingly. (All examples from <https://www.humanrights.vic.gov.au/change-or-suppression-practices/have-you-experienced-a-change-or-suppression-practice/>),
- (c) notes the pre-election commitments of the Premier and other members of the ALP that its legislation would prohibit 'dangerous and damaging' conversion practices, but that it would not ban a consenting individual seeking prayer or other advice and assistance, nor would it ban the expression of religious belief through religious teaching,
- (d) notes that the government's Consultation Paper on Banning Conversion Practices has proposed an approach ~~which~~ that is very similar to the Victorian legislation and the Bill introduced by Mr Greenwich, which is inconsistent with the ALP's pre-election commitments,
- (e) calls on the Minns Labor Government to uphold ~~their~~ its commitments regarding LGBTQ conversion therapy by introducing legislation that –
 - (i) bans dangerous and damaging practices that seek or promise to change sexual orientation, but does not use the broad and vague concept of "suppression",
 - (ii) does not prohibit a consenting individual from seeking the support and assistance that they consider appropriate for themselves,
 - (iii) does not prohibit religious instruction and guidance that encourages church members to live in conformity with the ethical teaching of the Scriptures by not acting on desires that are contrary to this teaching,
 - (iv) does not expose parents to prosecution for failing to affirm and support their child's sexual orientation or gender identity,
 - (v) does not introduce a bias towards gender-affirming treatment and the threat of prosecution for health professionals who recommend a different treatment approach, and
- (f) ~~Synod~~ encourages Sydney Anglicans to meet with, or write to, their local MP to express their concerns and requests, and notes that Freedom for Faith has developed resources to assist in organising meetings and writing letters (<https://contactyourmp.org.au>).

(Bishop Michael Stead / Mr Michael Southon)

● M38 Ugandan Anti-Homosexuality Act 2023

~~The Synod of the Diocese of Sydney notes with godly grief the passage earlier this year of the "Anti-Homosexuality Act, 2023" by the Parliament of Uganda, and~~

- (a) ~~expresses its view that, following the resurrection and ascension of Christ the King, the purpose of secular government is to make the moral judgments necessary to establish and keep the peace required for the church to flourish in its witness to the kingdom of God,~~
 - (b) ~~rejects the premise that the criminalisation of private sexual acts (homosexual or otherwise) between consenting adults is either necessary or useful for the fulfillment of the secular government's purpose as articulated in (a),~~
 - (c) ~~declares that the church's twin moral duty toward all people (including LGBT people) is the proclamation of the gospel and the preservation of life and wellbeing,~~
- ~~and therefore—~~

- (d) ~~calls upon the Church of Uganda, led by The Most Rev Dr Stephen Kaziimba, to revoke its previous support of the “Anti-Homosexuality Act, 2023” and to resist actively any attempts to use violence or coercion against LGBT persons.~~

(Withdrawn by The Rev Dr Matthew Wilcoxon / The Rev Dr Andrew Katay)

●● **M39 Archdeacon Neil Atwood**

Tuesday 19th (afternoon session), following formal matters

Synod, noting that Archdeacon Neil Atwood begins leave on the 23 September 2023 and will officially retire in March 2024, gives thanks to God for Neil and his wife Robyn’s service of the gospel for over 45 years. Having served in the parishes of Dapto, Normanhurst, Willoughby, Tregear, Mt Druitt, Toongabbie and Springwood before taking up his current role in the Western Region from 2011 first as the Assistant to the Bishop and most recently as Archdeacon, Neil has demonstrated a great love for the people of the Western Region with its great number of communities, cultures and churches. We are also thankful to God for the additional responsibilities he assumed in support of Bishop Ivan Lee, Bishop of Western Sydney, during his sustained illness. Further, we note that since 2014 Neil has combined his regional role with that of ODSM Parish Consultant, leading the production of online Safe Ministry Training, and supporting parish Safe Ministry Representatives.

As Neil and Robyn retire, Synod prays that the Lord would continue to use them to his honour and glory.

(The Rev Roger Cunningham / Bishop Gary Koo)

●● **M40 Ordination Policy**

Synod, noting that the current Ordination Policy was last updated in 2019, and that the world and ministry environment has changed significantly since, recommends that the Archbishop review and update the Ordination Policy with a view to increasing the quality and quantity of Gospel workers across the Diocese.

(The Rev Dr Raj Gupta / The Rev Nigel Fortescue)

●● **M41 Funding for Work Outside the Diocese**

Synod notes that –

- (a) the Work Outside the Diocese allocation for 2024 in the Synod Appropriation and Allocations Ordinance 2023 is based on 4.5% of the total income available to Synod,
- (b) this is despite a 22% increase in available income compared to 2023,
- (c) past Synods have requested 5% of the available income to be applied for this purpose,
- (d) the relevant report states that the percentage reduction is temporary,

and therefore requests Standing Committee to work towards appropriation bills that return to the policy of applying 5% of available income for Work Outside the Diocese in future years.

(The Rev Gavin Poole / The Rev Justin Moffatt)

●● **M42 Anglicare’s Disaster Recovery**

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

‘Synod notes that –

- (a) 2023 marks 25 years of the Disaster Recovery ministry in NSW led by Anglicare Sydney;
- (b) ~~The~~ the ministry was first established by the Province in 1998 as a response to the bushfires of 1994 and 1997, with the intention of providing an Anglican presence, support and relief to communities experiencing natural disasters;

- (c) ~~Over over~~ the 25 year of Disaster Recovery, Anglicare Sydney has been the authorised agent of the Province to represent all the Dioceses in NSW, coordinating a parish based volunteer response in partnership with other Anglicare agencies, and
- (d) Anglicare's Disaster Recovery volunteers are trained, registered and ready to go at a moment's notice to provide material aid and general support in evacuation and recovery centres, during natural and other significant disasters.

Synod thankfully acknowledges –

- (a) ~~The the~~ significant role that parishes and more than 750 current trained volunteers have played in supporting communities in times of natural disasters, including fires, floods, storms and displacement of communities by war;,
- (b) ~~The the~~ ongoing importance of this ministry in building recovery resilience and connection, especially in times of loss, and grief and dislocation; , and
- (c) ~~The the~~ central role that Anglicare Sydney has played in coordinating and managing this ministry across the whole State.

Synod also encourages parishioners to consider becoming a Disaster Recovery volunteers, given the concerns being expressed at the expected scale and severity of the imminent bushfire season, and its very real potential to again impact on communities across NSW. Noting that interested people can find out more by emailing: disasterrecovery@anglicare.org.au.

(The Rev Dr Andrew Ford / Mr Simon Miller)

○○ **M43 ABC Documentary: Old People's Home for 4 Year Olds**

Mr Chris Hamam will move the motion in the following form (marked to show changes) –

~~Beloved Synod; a respectfully request invites as part of current proceedings all~~
members to watch ~~and enjoy~~ the ABC documentary ~~named: Old People's Home~~
for 4 Year Olds on iView, ~~current~~ which can be found at the following link –

[https://iview.abc.net.au/show/old-people-s-home-for-4-year-olds'](https://iview.abc.net.au/show/old-people-s-home-for-4-year-olds)

(Mr Chris Hamam)

○○ **M44 SBS Documentary: The Children in the Pictures**

Mr Chris Hamam will move the motion in the following form (marked to show changes) –

~~Beloved Synod; a respectfully invites request as part of current proceedings all~~
members to watch the ~~SBC~~ SBS documentary ~~named: The Children in the~~
Pictures at SBS ~~on Demand~~ On Demand ~~current~~ link which can be found at the
following link –

[https://www.sbs.com.au/ondemand/tv-program/the-children-in-the-pictures/1957876291797'](https://www.sbs.com.au/ondemand/tv-program/the-children-in-the-pictures/1957876291797)

(Mr Chris Hamam)



M45 Christian Preschools

Mr Chris Hamam will move the motion in the following form (marked to show changes) –

'Beloved Synod; a respectfully requests that all our encourages all Preschools and Long Day Care centres over which our parishes have influence to –

- (a) have a Christ-G-centred ~~Constitution~~constitution,
- (b) have a Christian Director, and
- (c) have a Christ-G-centred ~~Curriculum~~curriculum.'

(Mr Chris Hamam)



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Timetable for Synod Business

A notation "B#" refers to Bills and "M#" refers to motions per the attached schedule.

Tuesday 12 September 2023	
3.15 – 4.30pm	Bible Study/prayer and Formal matters M4: Purpose and Priorities for the Diocesan Fellowship M5: Diocesan Organisations pursuing the broader charitable purposes of the Diocese
4.30 – 5.45 pm	M6: Statement of Funding Principles and Priorities 2025-2027 (<i>To be taken following M5. May commence before 4.30pm</i>) B6: Synod Appropriations and Allocations Ordinance 2023 B5: Parochial Cost Recoveries Ordinance 2023 <i>Thereafter, other business as per the business paper</i>
7.00 pm +	M20: SAIPMC Statement on the Voice Referendum <i>Thereafter, other business as per the business paper</i>

Wednesday 13 September 2023	
3.15 – 5.20 pm	Bible Study/prayer and Formal matters B9: Responding to Domestic Abuse: Policy and Good Practice Guidelines M27: Implementation of the Domestic Abuse Policy <i>Thereafter, other business as per the business paper</i>
5.20 – 5.45 pm	Presentation: Anglicare M22: Australian Racing Christian Chaplaincy
7.00 pm +	M12: Review of the Governance Policy for Diocesan Organisations M24: Diocesan Governance Policy – tiered model of governance M25: Diocesan Governance Policy – Christian faith and character M26: Diocesan Governance Policy – Statement of Personal Commitment to Organisational Faithfulness <i>Thereafter, reserved for business commenced but not yet completed</i>

Monday 18 September 2023	
3.15 – 5.45 pm	Bible Study/prayer and Formal matters Presentation: Anglican Schools in the Diocese M13: Partnership with Anglican Schools M14: Archbishop's Education Advisor M15: Training opportunities for Anglican educators <i>Thereafter, other business as per the business paper</i>
5.40 – 5.45 pm	<u>Presentation: Defence Force Chaplaincy</u>
7.00 – 8.00 pm	<i>Mission hour</i>
8.00 pm +	B4: Pastoral Supervision Ordinance 2023 M16: Pastoral Supervision in the Diocese of Sydney M17: Performance Appraisals of Ministry Workers <i>Thereafter, other business as per the business paper</i>

Tuesday 19 September 2023

3.15 – 5.45 pm	Bible Study/prayer and Formal matters M7: Archdeacon Narelle Jarrett M11: Grace City Church M31: Box Hill <u>M39: Archdeacon Neil Atwood</u> <u>Tabling and reception of accounts and reports etc – Standing Committee and other special reports (if not passed on the callover)</u> <i>Thereafter, other business as per the business paper</i>
7.00 pm +	<i>Thereafter, other business as per the business paper</i>