

2nd Ordinary Session of the 51st Synod

Daily Papers

22 October 2018

Business Paper

Letter from the Diocese of Bathurst

Amendment Sheet

Proposed Policy on Voluntary Relinquishment
of Incumbency

Proposed Property Use Policy and the
Sydney Anglican Use of Church Property
Ordinance 2018

(marked to show amendments accepted by the mover)

Anglican Church Diocese of Sydney

Anglican Church of Australia Diocese of Sydney

2nd Session of the 51st Synod

Business Paper: Monday 22 October 2018

- Page references are to the pages in Synod Book 1 (pages 1-103), Book 2 (pages 201-270), Book 3 (301-497) and Book 4 (501-579).
- A notation “B#” refers to Bills and proposed policies, and “M#” refers to motions, which are provided in the attached schedule: Bills, proposed policies and motions for the consideration of the Synod.
- The Synod Business Rules are found on p.503: the Conduct of the Business of Synod Ordinance 2000. See Part 5 of the Synod Business Rules for ordinance procedures.
- For the purposes of considering a proposed policy of the Synod, the ordinance procedures under Part 5 (from rule 5.5 but excluding rules 5.7(3)(b), 5.9 and 5.10) apply as if the proposed policy were a proposed ordinance.

1. Bible study is led by the Rev John Lavender.

2. Minutes of 17 October 2018

3. Answers to questions

3.1 Paid maternity leave beyond 18 weeks for a female minister

Dr Karin Sowada asked the following question –

Regarding the Schedule to the Parental Leave Ordinance 2016 entitled “Policy for Parental Leave for Parish Clergy”, given that the Federal Government’s Parental Leave Scheme pays up to 18 weeks of maternity leave, what is the reason for the absence of any further provision for paid maternity leave beyond 18 weeks for a female minister under the model Policy?

3.2 Organisation and support of student ministers at Moore College

The Rev Steven Layson asked the following question –

Could you please tell Synod who is responsible for the organisation and support of student ministers at Moore College?

Could you also please tell us what advice, direction or counsel is given to those holding student ministry positions regarding which positions they take up?

Has any consideration been given to encouraging students to experience a breadth of student ministry positions during their time at college?

3.3 Clergy retirement

The Rev Tom Melbourne asked the following question –

Regarding our clergy –

- (a) What is the estimated number of age-based Rector retirements in the Diocese across the next 4 years (2019-2022)?
- (b) What is the estimated number of age-based Assistant Minister / Senior Assistant Minister retirements in the Diocese across the next 4 years (2019-2022)?
- (c) How many Rectors have left parish ministry for reasons other than retirement in the past 4 years (2015-2018)?

- (d) How many Assistant Ministers in the Diocese are currently seeking ordination to the presbyterate through MT&D?
- (e) How many Assistant Ministers were ordained as deacons in the diocese in the past 4 years (2015-2018)?
- (f) What percentage of Ordination Candidates graduating from MTC in the past 4 years were not able to find an Assistant Minister position in the Diocese?

3.4 Average length of service for rectors who resigned an incumbency

The Rev Tom Melbourne asked the following question –

What was the average length of service, per incumbency as a Rector, for Rectors who resigned an incumbency in each of the following time periods?

- (a) 1991-1995
- (b) 1996-2000
- (c) 2001-2005
- (d) 2006-2010
- (e) 2011-2015
- (f) 2015-present

4. Procedural motions

4.1 Receipt of letter from the Archdeacon Brett Watterson, Diocese of Bathurst

Synod receives the attached letter dated 19 October 2018 from Archdeacon Brett Watterson, Vicar General of the Diocese of Bathurst.

(Daily papers page 16)

(Mr Doug Marr / Mr Daniel Glynn)

4.2 Recommittal of motion regarding Implementation of Property Receipts Levy

Synod agrees to recommit consideration of the motion at M32 concerning the Implementation of Property Receipts Levy, and suspends so many of the business rules as would prevent this.

(Bishop Chris Edwards / The Rev Craig Roberts)

4.3 Arrangements for reconsidering the motion regarding the Implementation of the Property Receipts Levy

Synod agrees, for the purposes of the debate on the motion at M32 (Implementation of the Property Receipts Levy), if the procedural motion at 4.2 is passed –

- (a) to recommit the amendment proposed by Ms Nicola Warwick-Mayo (appearing in amended form on the amendment sheet in today's papers),
- (b) to limit debate to the amendment proposed by Ms Nicola Warwick-Mayo, and and suspends so many of the business rules as would prevent these arrangements.

(Bishop Chris Edwards / The Rev Craig Roberts)

4.4 Recommendations from the Order of Business Committee

Synod agrees –

- (a) to reschedule items of business as shown in marked form on the Timetable for Synod Business, and
- (b) that the motion at M3 (Voluntary Relinquishment of Incumbency) may be called on the callover notwithstanding its presence on the Timetable for Synod Business, and suspends so many of the business rules as would prevent this.

(Mr Daniel Glynn / Dr Robert Tong AM)

4.5 Consideration of the motion regarding Carrying forward deductions to subsequent years within the Property Receipts Levy

Synod agrees to allow consideration of the motion at M55 (Carrying forward deductions to subsequent years within the Property Receipts Levy), and suspends so many business rules as would prevent this.

(Mr Robert Gifford / Mr Raoul Odell-Moore)

4.6 Arrangements for consideration of two motions regarding implementation of the Property Receipts Levy

Synod agrees, if the procedural motion at 4.5 is carried, to consider the motion at M55 (Carrying forward deductions to subsequent years within the Property Receipts Levy), as a further amendment to the motion at M32.

(Mr Daniel Glynn / Mr Doug Marr)

4.7 Consideration of motion regarding Dr Robert Mackay

Synod agrees to allow consideration forthwith of the following motion, noting that the mover and seconder do not intend to speak to the motion –

‘Synod notes and endorses the following resolution of Standing Committee, made on 24 September 2018, concerning Dr Robert Mackay —

"Standing Committee notes with sadness the death of Dr Robert Mackay, on Monday 3 September 2018.

Dr Mackay was elected to the Standing Committee on 29 May 2017, filling a casual vacancy for a lay person elected by the whole Synod. At his first meeting, Dr Mackay was appointed to a committee to review the governance policy and formal processes for appointing board members in the Diocese. He was subsequently appointed Chair of the group tasked to consider the merits of a Growth Trust, and then the Chair of the committee responding to Synod resolution 3/17 (Coordinating the Planting of Churches), which has gone on to propose the establishment of the Anglican Church Growth Corporation.

Dr Mackay had a long association with Crusaders ministries, served on the Council of The King's School since 1995 (ultimately chairing the Council until the time of his death), served since 1996 as a Nominated Lay member (Part 8) of Synod, chaired the Council of Robert Menzies College and was a member of the Northern Regional Council.

Standing Committee gives thanks to God for the life and loving service of Rob, and assures his wife Helen, and children Alex and Emma, of its prayers.”

and suspends so many of the business rules as would prevent these arrangements.

(Dr Robert Tong AM / Dr Laurie Scandrett)

4.8 Consideration of motion regarding the National Redress Scheme

Synod agrees to allow consideration of the following motion –

‘Synod requests that Sydney Anglican (National Redress Scheme) Corporation and other diocesan organisations that become a Participating Institution under the National Redress Scheme report all applications received to the Director of Professional Standards to enable an annual report, with appropriate protections of confidentiality, to be provided to each ordinary session of the Synod throughout the life of the National Redress Scheme that includes –

- (a) the number of applications for redress which have been received,
- (b) the number and total and average amount of redress offers made,
- (c) the number and total and average amount of redress offers accepted, and
- (d) the number of persons to whom a direct personal response has been provided.'

(Mr Garth Blake AM, SC / Mr Doug Marr)

4.9 Notice of withdrawal of motions

Synod notes that the following motions have been withdrawn by the request of their movers –

- (a) M53 Changes to the *Conduct of the Business of Synod Ordinance 2000* (see M31), and
- (b) M56 Property Receipts Levy reduction for parishes with listed heritage buildings (see M32)

(Mr Daniel Glynn / Mr Doug Marr)

- 5. Calling of motions on the business paper, in the Schedule attached.**
- 6. Consideration of motions on the business paper, in the Schedule attached.**

Timetable for Synod Business

A notation "B#" refers to Bills and proposed policies, and "M#" refers to motions, which are provided in the attached schedule: Bills, proposed policies and motions for the consideration of the Synod. This timetable shows proposed arrangements in tracked form (see item 4.4).

Monday 22 October 2018	
3.15 – 4:30 pm	Bible Study/prayer Formal matters M36: Donald William Bradley Robinson AO M5: Surry Hills: Reclassification as a parish M6: Rouse Hill: Reclassification as a parish <u>M32: Implementation of the Property Receipts Levy</u> <u>B7: Policy on Voluntary Relinquishment of Incumbency</u> <u>M3: Voluntary Relinquishment of Incumbency (if not passed on the callover)</u> Thereafter, other business
4:30 - 5.40 pm	<u>B11: Sydney Anglican Use of Church Property Ordinance 2018</u> <u>B12: Property Use Policy</u> <u>M40: Religious Freedom</u> <u>M11: Same-Sex Attraction: A pastoral guide</u> Thereafter, other business
5:40 – 5:45 pm	M4: The Archbishop of Sydney's Bishop for International Relations
7.00 – 8.00 pm	Mission Hour
8.00 pm +	B6: General Synod – Safe Ministry to Children Canon 2017 Adopting Ordinance 2017 Amendment Ordinance 2018 B3: Ministry Standards Ordinance 2017 Amendment Ordinance 2018 M7: Gender Identity Guidelines Thereafter, other business

Tuesday 23 October 2018	
3.15 – 5:45 pm	Bible Study/prayer Formal matters Youthworks presentation M31: Synod business rules concerning moving amendments to motions M13: Appointment of assistant ministers and employment of stipendiary lay workers M38: Committee to review the Ministry Standards Ordinance 2017 and the Assistant Ministers Ordinance 2017 <u>M14: Gender representation on Diocesan boards and committees</u> Thereafter, other business
7.00 pm +	M1: GAFCON 2018: A Letter to the Churches from the GAFCON Assembly 2018 M2: The Most Rev Dr Peter Jensen Other business.

Bills, proposed policies and motions for the consideration of the Synod

- A notation “B#” refers to Bills and proposed policies, 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 arrangements for the consideration of business as follows –*
 - *within square brackets indicates proposed special arrangements*
 - *without square brackets indicates agreed special arrangements*
- *Legend*
 - *an unscheduled matter (motions (M#) may be called on the callover if there are no amendments)*
 - *a matter which is proposed to be scheduled for consideration at a particular time*
 - *a matter which the Synod has agreed to schedule for consideration at a particular time*

22 October 2018

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

- **B3 Ministry Standards Ordinance 2017 Amendment Ordinance 2018**
Monday 22 October, following B6 (from 8:00 pm)

Synod permits the introduction of the Ministry Standards Ordinance 2017 Amendment Ordinance 2018 in a form incorporating the following amendment –

“Insert a new cl. 2(l) (with consequent re-lettering) as follows –

‘(l) by deleting the word “or” and inserting instead the matter “, or is satisfied” in clause 48(1);’.

(Pages 310, 537)

(Mr Michael Easton / Mr Garth Blake AM SC)

- **B6 General Synod – Safe Ministry to Children Canon 2017 Adopting Ordinance 2017 Amendment Ordinance 2018**
Monday 22 October, 8:00 pm.

Synod permits the introduction of the General Synod – Safe Ministry to Children Canon 2017 Adopting Ordinance 2017 Amendment Ordinance 2018 in a form incorporating the following amendments –

(a) in the Long Title, delete the words “Amendment Ordinance 2018”, and

(b) in cl. 2, delete the words “Amendment Ordinance 2018”.

(Pages 350, 524)

(Ms Michelle England / The Rev Dr Andrew Ford)

- **B7 Policy on Voluntary Relinquishment of Incumbency**

That the Policy on Voluntary Relinquishment of Incumbency pass as a Policy of the Synod.

(Daily papers page 19)

(Dr Robert Tong AM / The Rev Phil Wheeler)

●○ **B11 Sydney Anglican Use of Church Property Ordinance 2018**

[Monday 22 October, from 4:30 pm.]

Synod permits the introduction of the Sydney Anglican Use of Church Property Ordinance 2018 incorporating the amendments shown in marked form in today's business paper.

(Page 421, Daily papers page 25)

(Bishop Michael Stead / Mrs Melinda West)

●○ **B12 Property Use Policy**

[Monday 22 October, following B11. (Afternoon session.)]

That the Property Use Policy, incorporating the amendments shown in marked form in today's business paper, be approved in principle.

(Page 421, Daily papers page 21)

(Bishop Michael Stead / Mrs Melinda West)

If the Property Use Policy is approved in principle, the motion that it pass as a Policy of the Synod will be moved in the following form –

'Synod passesThat the Property Use Policy ~~pass~~ as a Policy of the Synod, and requests –

- (a) Synod members to provide feedback on the policy, and
- (b) Standing Committee to review the policy and bring recommendations to the next ordinary session of the Synod.'

(Bishop Michael Stead / Mrs Melinda West)

II. Other motions by request of the Standing Committee

●○ **M1 GAFCON 2018: A Letter to the Churches from the GAFCON Assembly 2018**

Tuesday 23 October, 7:00 pm.

Synod, noting the *Letter to the Churches from the GAFCON Assembly 2018* –

- (a) gives thanks for the gathering of 1950 Anglicans (316 Bishops, 669 other clergy and 965 laity) from 50 countries at the Global Anglican Future Conference held in Jerusalem 17-22 June 2018,
- (b) welcomes the conference statement, 'Letter to the Churches', and commends it to the clergy and people of the Diocese for their study, encouragement and prayers,
- (c) gives thanks for the establishment of nine strategic networks (Theological Education, Church Planting, Global Mission Partnerships, Youth and Children's Ministry, Mothers' Union, Sustainable Development, Bishops' Training Institute, Lawyers Task Force, Intercessors Fellowship) to enhance fellowship and advance the work of the gospel across the Anglican Communion,
- (d) gives thanks for the formation of the Synodical Council, comprising the Primates and a Panel of Advisors of bishops, clergy and laity,
- (e) gives thanks for the prayers and financial contributions of parishes, clergy and people providing bursaries for delegates to the conference who would not otherwise have been able to attend,
- (f) commends Sydney delegates to the conference for their generous contribution in numerous and varied ways including as volunteers, presenters, and Networks facilitators,
- (g) congratulates Canon Daniel Willis for his outstanding contribution as Conference Coordinator, and
- (h) thanks the Archbishop of Sydney for his leadership at the conference including serving as Chair of the Statement Committee, and
- (i) stands in fellowship with Anglicans within the GAFCON movement independent of their 'recognition' by the Archbishop of Canterbury.

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(Dean Kanishka Raffel / The Rev Craig Roberts)

●○ **M2 The Most Rev Dr Peter Jensen**
Tuesday 23 October, following M1 (from 7:00 pm).

Synod –

- (a) gives thanks to God for the faithful, generous and ~~at times~~ courageous service of the Most Rev Dr Peter Jensen as General Secretary of the Global Anglican Future Conference for more than a decade, and
- (b) notes his unwavering commitment to the priority of the gospel of Christ, the authority of Scripture and the fellowship of the Anglican Communion; and his personal, prayerful and gracious engagement with Anglican leaders across the globe which have fostered deeper fellowship in Christ and fruitful partnerships in gospel mission, for the glory of God.

(Bishop Chris Edwards / Dean Kanishka Raffel)

●○ **M3 Voluntary Relinquishment of Incumbency**
[Monday 22 October following B7, unless passed on the callover.]

Synod, noting the report *Voluntary Relinquishment of Incumbency* –

- (a) gives thanks for the efforts of clergy serving in the diocese and for the efforts of the Voluntary Relinquishment of Incumbency proposal drafting team for producing a report and policy designed to create a honourable and dignified pathway out of an incumbency,
- (b) requests the Standing Committee –
 - (i) to notify all parishes of the policy, highlighting the financial expectations upon parishes in such circumstances,
 - (ii) to notify all Anglican Schools of the policy, indicating –
 - (A) appreciation for the generosity of schools which have willingly continued school fee discounts to the children of clergy whose fathers relinquished their orders, and
 - (B) that if there is a school family utilising this policy, the Regional Bishop or his delegate will be in contact to request that the school continue the provision of any existing discounts for the ‘agreed period’,
 - (iii) to vary the terms of the Clergy Assistance Program to continue to provide access for the Agreed period, and
 - (iv) to review the policy after 3 years or the 10th ‘relinquishment payment’, whichever comes sooner, and
- (c) requests the Archbishop to authorise the Diocesan share of funding to be provided initially from the Archbishop’s Discretionary Trust, which may be reimbursed through a new element of the fixed ministry cost recovered through the PCR charge,
- (d) authorises the Standing Committee to make amendments to the policy unless before such amendment is made, any 3 members of the Standing Committee request in writing that the amendment be referred to the Synod and provided any amendment made by the Standing Committee is reported to the next ordinary session of the Synod, and
- (e) requests the Standing Committee to review the operation of and need for the *Parish Relationships Ordinance 2001* in light of the Policy and, as appropriate, amend or repeal (or bring recommendations to the Synod to amend or repeal) the Ordinance.

(Page 347)

(Dr Robert Tong AM / The Rev Phil Wheeler)

●○ **M4 The Archbishop of Sydney’s Bishop for International Relations (Resolution)**
Passed by the Synod on Monday 15 October. To be spoken to, Monday 22 October at 5:40 pm.

Synod –

- (a) notes that 7 June 2019 will mark the 10th anniversary of the appointment of Bishop Peter Tasker as the Archbishop of Sydney’s Bishop for International Relations,
- (b) thanks Peter for his industrious ministry in this role as he has travelled extensively to develop and maintain close personal relationships with Diocesan Bishops and others in various provinces, especially in Asia and Africa,

- (c) *thanks Peter's wife, Joan, for the support she has given to Peter as he has undertaken these tasks, often involving extensive travel in difficult circumstances and considerable absences from home,*
- (d) *encourages Peter to remain in this role for as long as he and the Archbishop consider it appropriate,*
- (e) *expresses its appreciation to the then Archbishop, Dr Peter Jensen for creating this role and making this appointment,*
- (f) *encourages the Archbishop, together with the Standing Committee as appropriate, to consider how the ministry of the Diocese of Sydney can be enhanced by appointment of skilled persons to innovative ministry roles.*

(Dr Robert Tong AM / Mr Clive Ellis)

●○ **M5 Surry Hills: Reclassification as a Parish**

Monday 22 October, following M36 (afternoon session).

Synod assents to the reclassification of Surry Hills as a parish with effect from 1 January 2019.

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(Bishop Michael Stead / The Rev Toby Neal)

●○ **M6 Rouse Hill: Reclassification as a Parish**

Monday 22 October, following M5 (afternoon session).

Synod assents to the reclassification of Rouse Hill as a parish with effect from 1 January 2019.

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(Bishop Ivan Lee / The Rev Graeme Howells)

●○ **M7 Gender Identity Guidelines**

Monday 22 October, following B6 and B3 (from 8:00 pm).

Synod, noting Synod resolutions 23/17 and 24/17, adopts the revised form of the Initial Principles of Engagement contained in the report *23/17 Gender Identity Initial Principles of Engagement / 24/17 Development of a final form of diocesan policy for gender identity issues* as the framework from which the Gender Identity guidelines will be developed.

(Page 68)

(Bishop Peter Hayward / Mrs Emma Penzo)

●○ **M11 Same-Sex Attraction: A pastoral guide**

[Monday 22 October, following M40 (afternoon session).]

Synod, noting the report *Human Sexuality Pastoral Guidelines* –

- (a) encourages rectors to provide the guidelines “Same-Sex Attraction: A pastoral guide” to people who are involved in pastoral care in their parishes, and
- (b) requests the Standing Committee to consider how the guidelines might be published in a form that would be helpful to a wider audience.

(Page 241)

(The Rev Dominic Steele / The Rev Jim Crowweller)

●○ **M13 Appointment of assistant ministers and employment of stipendiary lay workers**

Tuesday 23 October, following M31 (afternoon session).

Synod, noting the report *22/17 Appointment of Assistant Ministers and Stipendiary Lay Workers* –

- (a) encourages Rectors to undertake training in staff management,
- (b) requests the Standing Committee to amend the *Assistant Ministers Ordinance 2017* by –
 - (i) omitting the words “where a genuine and recorded performance management program or similar has been unsuccessful in resolving the issue or issues” in clause 3(3)(b)(i),
 - (ii) inserting a new clause to state that if the Parish requires the Assistant Minister to live in a certain location, that the housing arrangements for the Assistant Minister must be approved as suitable by the Archbishop,

- (iii) inserting a new clause to require Rectors to consult with the Regional Bishop before making a communication to the parish about the termination of the appointment of an Assistant Minister licensed to the Parish, and
- (c) requests the Archbishop-in-Council to consider approving under clause 7 of the *Assistant Ministers Ordinance 2017*, the attached guidelines with respect to terminating the appointment of Assistant Ministers, and
- (d) requests wardens and rectors to use the standard-form letters issued by SDS for the employment of Lay Ministers and appointment of Assistant Ministers.

(Page 214)

(Bishop Chris Edwards / Ms Yvette McDonald)

●● **M14 Gender representation on Diocesan boards and committees**
[Tuesday 23 October following M38 (afternoon session).]

Synod, noting the report 27/17 *Gender representation on Diocesan boards and committees*, requests the Standing Committee consider implementing the recommendations contained in the report.

(Page 232)

(The Rev Zac Veron / Dr Claire Smith)

III. Motions by request of a regional council

There are no motions under this heading.

IV. Motions received by the Secretary of the Synod within the notice period

○○ **M21 Remarriage of divorced persons**

Synod, noting that it is the prerogative of the Archbishop or a Regional Bishop, in accordance with the laws of this Church, whether or not to approve the remarriage of a divorced person, requests the Archbishop and Regional Bishops to consider approving the remarriage of a divorced person, where that person has been abused physically or emotionally by their former spouse.

(Ms Lyn Bannerman / The Rev Philip Bradford)

○○ **M22 St Bartholomew's Pymont**

~~That this~~ Synod notes the upcoming fiftieth anniversary of the decision of the Diocese ~~in~~ on 16 December 1968 to sell the land and buildings comprising a church, parsonage and hall ~~church building~~ at St Bartholomew's Anglican Church, 22 Point Street, Pymont, NSW 2009.

Synod also notes that by the *St Barnabas Sydney (St Bartholomew's Pymont) Variation of Trusts and Land Sale Ordinance 1968* the proceeds of eventual sale were directed for the benefit of the St Barnabas Sydney Building Fund.

Under the *St Barnabas Sydney Ordinance 1978* (20 November 1978) the sale proceeds were made available for the purchase of other property "providing accommodation for students and others". This other property consisted of houses on Glebe Point Road that were being used for the work of the St Barnabas Hostels but which was intended to be sold. The future of the St Barnabas Hostels was thus secured.

Synod thanks God for the fruitful evangelistic and pastoral ministry conducted through the hostels for several decades.

(Mr Peter M G Young / Mr Michael Rowe)

○○ **M28 Amendments to the *Marriage Act 1961***

Synod –

- (a) notes that a majority of voters in last year's Marriage Postal Survey were in favour of changing the definition of marriage to include two persons regardless of biological sex;

- (b) laments, nevertheless, that the marriage law of Australia no longer reflects God's good pattern for marriage revealed in Scripture;
- (c) gives thanks to God for the courageous leadership of the Archbishop and senior clergy, in particular, Bishop Michael Stead, in upholding the historic and biblical understanding of marriage during the national debate and postal survey;
- (d) affirms once again the goodness and wisdom of God's pattern for marriage as a covenantal relationship between one man and one woman voluntarily entered into for life, which is God's gracious provision for all people;
- (e) gives thanks to God that the new legislation provides protections to ministers of religion to remain faithful to the doctrines, tenets and beliefs of our church;
- (f) recognises that the Anglican Church of Australia has no authorised liturgy for the conduct of, or blessing of, same sex unions, and that this reflects the doctrine of marriage in the *Book of Common Prayer* as confirmed by the General Synod at its meeting in September 2017;
- (g) encourages the Archbishop, senior clergy, Standing Committee, and Social Issues Committee to engage in public and policy debates so that freedom of speech and religion concerning the biblical doctrine of marriage and human sexuality is preserved;
- (h) commits to pray for the good of all people, and to ensure our churches are welcoming communities where all people and all families can experience the love of Christ and hope of the gospel.

(Dean Kanishka Raffel / The Rev Nigel Fortescue)

○○ M30 Survey regarding the appointment of a woman as Archbishop

Synod notes that at or about the time of its deliberations in anticipation of changes then-proposed to the Marriage Act 1961~~(Cth)~~, the Synod was made aware of the results of a survey conducted through the Diocese to ascertain the views of our people on this matter through an IT-based enquiry to 20 (or there about) recognised congregational members in each of a large number of Parishes.

Encouraged by the consideration that the mechanics of this type of survey may be repeated with the benefit of technical and other experience gained earlier, and in light of recent events within the National Anglican Church, the Synod asks Standing Committee to undertake a similar survey of members of our churches to ascertain individual responses on a "yes/no/don't know" basis to the declaration "Regardless of credentials or recognition which an individual may have, I believe that appointment of a woman as Archbishop is contrary to God's law as revealed by the Bible."

(Professor Bernard Stewart AM / Ms Lyn Bannerman)

V. Motions received by the Synod

●○ M31 Synod business rules concerning moving amendments to motions

Tuesday 23 October, first item of business unless passed on the callover on that day.

Synod –

- (a) encourages Members to provide comments regarding the trial arrangements concerning moving amendments to motions to the Diocesan Secretary by 30 November 2018, and
- (b) requests the Standing Committee, in light of comments received from Synod Members, to consider bringing a Bill to amend the *Conduct of the Business of Synod Ordinance 2000* to the next ordinary session of Synod having the effect of incorporating the arrangements for the consideration of amendments to motions that were trialled at this session.

(Mr Michael Meek / Mr Daniel Glynn)

**M32 Implementation of Property Receipts Levy**

[Monday 22 October, following formal matters. See item 4.2]

Motion as passed by Synod on Tuesday 16 October 2018 –

Synod, noting the report Property Receipts Levy: Form of calculation and mechanism for debate at Synod, requests the Standing Committee –

- (a) *to include on the Property Income Worksheet for the calculation of the Property Receipts Levy, a deduction for the property insurance component of the PCR charge based on the formula proposed in the report, and*
- (b) *to amend the Property Income Worksheet to reduce the levy on income \$10,000 - \$50,000 to zero.*

(Bishop Michael Stead / The Rev Craig Roberts)

**M36 Donald William Bradley Robinson AO**

Monday 22 October, following formal matters.

This Synod gives thanks to God for the life and ministry of Donald William Bradley Robinson AO, Lecturer and Vice Principal at Moore Theological College (1952–1972), Bishop in Parramatta (1973–1982) and Archbishop of Sydney (1982–1992), who was taken to be with Christ on 7 September 2018. Nurtured as a member of Sydney University Evangelical Union (President 1946), Donald participated as a representative of Inter-Varsity Fellowship Australia (now AFES) in the foundation of the International Fellowship of Evangelical Students in August 1947 at Harvard University.

His biblical fidelity, personal integrity, strength and creativity of mind, scholarly depth, courage, godly humility and Christ-like leadership have all left a lasting mark on the Diocese of Sydney. His insight into the text and theology of the Bible, demonstrated most clearly in his approach to God’s unfolding purpose from promise to fulfilment, and his understanding of the church as those gathered around Christ in heaven, and on earth in local congregations by his Spirit and through his word, continues to shape his students and the students of his students. His efforts in the production of An Australian Prayer Book (1978), and in the preservation of apostolic order in the churches, have put generations of Australian Anglicans in his debt. His courageous leadership on the international stage, offering the hand of fellowship to the faithful in the Church of England in South Africa and to those who were even then beginning to suffer at the hands of revisionists in The Episcopal Church of the USA (ECUSA), and taking a stand on biblical truth at the Lambeth Conference of 1988, is less well-known but long-lasting in its benefit to God’s people. Donald Robinson was a remarkable and extraordinary gift of God to this Diocese and the church of God. He had a delightful sense of humour. He was kind and loving and a man for whom loyalties ran deeply. He was able soberly to reflect on his past and he loved the Lord Jesus because the Lord Jesus had loved him. We give thanks for him and pray for God’s sustaining grace for his family in their loss.

(The Rev Dr Mark Thompson / Dr Robert Tong AM)

**M38 Committee to review the Ministry Standards Ordinance 2017 and the Assistant Ministers Ordinance 2017**

Tuesday 23 October, following M13 (afternoon session).

Synod, in light of the recommendation at point 4 of the Explanatory Report on the *Ministry Standards Ordinance 2017 Amendment Ordinance 2018*, requests the Standing Committee to appoint a committee consisting of 1 bishop, 2 rectors, 2 assistant ministers, the Director of PSU and 1 other layperson with experience in human resources.

As part of its work, the committee is to conduct a survey of the diocese’s bishops, rectors and staff members (both former and current), to gather information regarding failures in employment practices in our diocese. The survey should be anonymous and omit other identifying details.

The information gathered should include –

- (i) a description of what happened, and in which year,
- (ii) where the respondent thought our processes succeeded,

- (iii) where the respondent thought our processes failed,
- (iv) suggestions for improvements, and
- (v) if the respondent feels they have been mistreated, what suggestions they have for healing past hurts.

In addition, the committee is to seek from clergy and lay staff members further suggestions for desirable amendments to the *Ministry Standards Ordinance 2017* and the *Assistant Ministers Ordinance 2017*.

The committee is to report to Synod at its next session, with their findings to include –

- (a) a review of the adequacy of current processes for dealing with the issues raised by the survey,
- (b) recommendations for improvements, including potential ordinances to amend the *Ministry Standards Ordinance 2017* and the *Assistant Ministers Ordinance 2017*, and
- (c) recommendations concerning the appropriate method or methods for dealing with historical mistreatments.

(The Rev Michael Doyle / The Rev Anthony Douglas)

●○ **M40 Religious Freedom**

Monday 22 October, following B12 (afternoon session).

Synod –

- (a) gives thanks to God for the remarkable freedoms which we have enjoyed to live out the Christian faith, and notes the terrible contrast with the persecution faced by so many of our brothers and sisters around the world and within the Anglican communion,
- (b) recognises the importance of religious freedom to the good work done by our churches, schools and Anglicare, and to the ability of people in our nation with very different beliefs to live together well,
- (c) thanks the Expert Panel chaired by the former attorney-general Philip Ruddock reviewing religious freedom in Australia for their hard work in considering the adequacy of legal protections for religious freedom,
- (d) calls on churches in the Diocese to keep praying for federal parliamentarians to be wise in the laws that are made so that 'we may live peaceful and quiet lives in all godliness and holiness' (1 Timothy 2.2),
- (e) thanks the Religious Freedom Reference Group chaired by Bishop Stead and Freedom for Faith and its Executive Director Michael Kellahan for their advocacy, and
- (f) asks the Secretary of the Synod to convey this motion to the Prime Minister and the Leader of the Opposition.

(Dean Kanishka Raffel / Bishop Michael Stead)

○○ **M47 St Andrew's Cathedral Anniversaries**

Synod notes that St Andrew's Day, 30 November, 2018 will mark 150 years since our cathedral was consecrated by Bishop Barker. Furthermore, Synod notes that 31 August, 2019 is 200 years since the original foundation stone for the cathedral was laid by Governor Macquarie. With these milestones in mind, Synod praises God that the ministry of St Andrew's Cathedral has –

- (a) remained a centre where the word of God has been faithfully preached,
- (b) used its civic responsibilities as opportunities to proclaim the gospel,
- (c) been a place where the fellowship between the various parishes of the Diocese has been expressed,
- (d) been used by God to bring many people into His Kingdom.

Synod encourages the Dean and all those involved in the ministry of the cathedral to faithfully continue this heritage and values the important contribution the cathedral makes to our Diocese and city.

(The Rev Dr Ed Loane / The Rev Peter Tong)

○○ M49 Working With Children Check clearances

Synod notes –

- (a) the Working With Children Check (WWCC) clearances introduced by the NSW Government in 2013 have a 5 year currency and the renewal process has commenced,
- (b) all those who are involved with ministry to children as well as those who hold a licence or authority from the Archbishop are required to hold a current WWCC clearance and therefore original clearances need to be renewed as they fall due,
- (c) it greatly assists parish Safe Ministry Representatives, the Diocesan Registry and others, if expiring clearances are renewed as soon as possible within the 90 day timeframe,
- (d) the Archbishop has an obligation to suspend or revoke licences or authorities for anyone who does not have a current WWCC clearance.

(Mr Doug Marr / Mr Lachlan Bryant)

○○ M50 Pastoral care in our churches

Synod –

- (a) ~~acknowledges~~ affirms that all people, regardless of gender and sexual orientation, are made in the image of God and deeply loved by him,
- (b) recognises that all desire and sexuality in this world has been distorted by the Fall and awaits a re-ordering in the New Creation,
- (c) recognises that psychological practices such as 'reparative therapy' or 'gay conversion therapy', which seek to re-orient sexual attraction to heterosexuality, have been highly ineffective for those who experience exclusive same-sex attraction, and have caused distress to many who have participated in such therapy,
- (d) notes that the Anglican Church in the Diocese of Sydney does not practise, recommend or endorse 'gay conversion therapy',
- ~~(b)(e)~~ recognises that Christ's teaching in Matthew 19, which requires either faithfulness in marriage or abstinence in singleness, is a particular struggle for those with desires that cannot be ~~appropriately~~ faithfully expressed ~~in sexual ways~~, and therefore
- (f) calls upon our churches to be safe places for all people, and to provide appropriate pastoral care for all, and
- ~~(e)(g)~~ values prayer for same-sex attracted Christians who wish to live celibate lives, noting that prayer is not a form of 'gay conversion therapy'.

(Bishop Chris Edwards / The Rev Peter Tong)

○○ M51 Appreciation for SDS staff

Synod records its deep thanks to the Synod Secretary, Daniel Glynn and his support staff in SDS for working late into the night to prepare answers to Synod questions and also to prepare the Business Paper for the next day of sitting.

(Dr Robert Tong AM / Dr Laurie Scandrett)

○○ M52 Ministry of Anglican chaplains serving in the Australian Defence Force

Synod –

- (a) gives thanks to God for the ministry of Anglican chaplains serving in the Australian Defence Force as both full-time chaplains and reservists,
- (b) gives particular thanks and praise for –
 - (i) the appointment of Chaplain Rob Sutherland, CSC, Assistant Minister at St John's Gordon, as Principal Chaplain Army (Anglican) and Army Archdeacon,
 - (ii) the appointment of Chaplain Andrew Lewis, RAN, a minister from this diocese, as Navy Archdeacon, and
 - (iii) the continued ministry of Chaplain Kevin Russell, CSC, a minister from this diocese, as Air Force Archdeacon.

Synod notes that a service to collate Chaplain Sutherland and Chaplain Lewis as Archdeacons is to be held at 1700hrs on 6 December 2018 at the ANZAC Memorial Chapel of St Paul, Duntroon, ACT.

(The Rev Tim St Quintin / Bishop Chris Edwards)

●○ **M53 Changes to the *Conduct of the Business of Synod Ordinance 2000***
[To be withdrawn. See 4.9]

Synod requests that the question regarding the reception and debate of amendments in relation to the conduct of Synod business (raised in motion 7.1 on 17 October 2018 Business Paper) be referred to a committee established by the Standing Committee, to report to the 2019 Synod, including recommendations for any changes to the *Conduct of the Business of Synod Ordinance 2000*.

(Dr Karin Sowada)

○○ **M54 Safe Ministry Training in languages other than English**

Synod requests that the Safe Ministry Board investigate and implement as soon as possible Safe Ministry Training in languages other than English.

(Mrs Lynette Ferguson / Miss Norma Ester)

○○ **M55 Carrying forward deductions to subsequent years within the Property Receipts Levy**

Synod requests the Standing Committee to amend the Property Income Worksheet to allow undeducted expenses for an income producing property to be carried forward to the next and subsequent years.

(Mr Robert Gifford / Mr Raoul Odell-Moore)

●○ **M56 Property Receipts Levy reduction for parishes with listed heritage buildings**
[To be withdrawn. See 4.9]

Synod requests Standing Committee to consider a Property Receipts Levy reduction of up to 10% for those parishes with locally or state listed heritage buildings.

(Mrs Nerida Ewings / The Rev Nigel Fortescue)



Anglican Church in Central & Western NSW Diocese of Bathurst

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19th October 2018

TO THE SYNOD OF THE DIOCESE OF SYDNEY

Dear brothers and sisters in Christ,

Psalm 133 (NIV) declares, How good and pleasant it is when God's people live together in unity! It is like the precious oil poured on the head, running down on the beard, running down on Aarons beard, down on the collar of his robe. It is as if the dew of Hermon were falling on Mount Zion. For there the Lord bestows his blessing, even life forever more.

The words of this beautiful and well-known Psalm came immediately to mind as I thought of how best to communicate the gratefulness and gratitude that our Diocese, the Anglican Church in Central & Western NSW, the Diocese of Bathurst, has experienced because of your generous act of love, support and encouragement in financially supporting the Mission of God in our region.

As the people of God in this vast part of the state of NSW we have been through a very difficult five years or so. This journey has been a great burden for all of us, but especially for our Bishop Ian Palmer, Registrar Karen Trafford and other members of the Bishop's Leadership Team and Bishop in Council. This has been a very lonely journey, even with the verbal and prayerful support of the wider Anglican Church of Australia.

Your act of caring support speaks to us far more than money in this our time of need. It embodies what Psalm 133 gives voice to, the generous love of our Father in Heaven who gives so freely to the point of giving His own Son, Jesus our Lord and Saviour upon the cross, to live, die and be raised to new life! So, that we might have new life through His victory over sin and death!

This is the Good News! This is why we are grateful for your support. It enables us to continue to speak of God's great love! To declare it from the mountain tops, so that others too will come to know Jesus as Lord!

Thank you and God Bless, Your brother in Christ

The Venerable Brett Watterson
Vicar General, on behalf of the Right Reverend Ian Palmer and the people of God-The
Anglican Church in Central & Western NSW-the Diocese of Bathurst.

Proposed Amendments: Monday 22 October 2018

- Page references are to the pages in Synod Book 1 (pages 1-103), Book 2 (pages 201-270), Book 3 (301-497) and Book 4 (501-579).
- A notation “B#” refers to Bills and proposed policies, and “M#” refers to motions, which are provided in the attached schedule: Bills, proposed policies and motions for the consideration of the Synod.

M13 Appointment of assistant ministers and employment of stipendiary lay workers		
1.	Business Paper Schedule	<p>Insert a new paragraph (c) with the following matter (with subsequent re-lettering) –</p> <p>‘(c) requests the Standing Committee to give further consideration regarding options for mechanisms for appropriate consequences when there is a failure in the termination of an Assistant Minister to follow due process specified under the Assistant Ministers Ordinance 2017, to enact such changes by amending the ordinance if thought appropriate, and to report back to the next session of Synod.’</p> <p>(Moved) (The Rev Canon Sandy Grant)</p>
		<p>Following the existing paragraph (d), insert the following matter as a new paragraph (e) –</p> <p>‘(e) requests the Standing Committee to provide appropriate human resources expertise to support bishops, rectors, wardens and church staff.’</p> <p>(The Rev Michael Doyle)</p>

M14 Gender representation on Diocesan boards and committees		
1.	Business Paper Schedule	<p>Omit the word ‘noting’ and insert instead the following matter –</p> <p>‘while noting with reservations some arguments advanced in’.</p> <p>(Ms Lyn Bannerman)</p>
2.		<p>Omit all matter following the words ‘27/17 Gender representation of Diocesan boards and committees’, and insert instead the matter as follows –</p> <p>‘(a) thanks the Committee for its work,</p> <p>(b) requests the Standing Committee to implement the recommendations contained in the report in so far as possible,</p> <p>(c) noting that the 52nd Synod commences in 2020, requests that the Standing Committee report to the Synod in 2019 as to progress on implementation of the recommendations, and</p> <p>(d) requests that the 2019 report to Synod identify a pathway for gender targets that will enable women to comprise a minimum of one third of members on a board or committee by a given future date, recognising the need for gender balance as per Clause F(a)(i) of Appendix 1: Governance Standards of the <i>Governance Policy for Diocesan Organisations</i>.’</p> <p>(Dr Karin Sowada)</p>

M28 Amendments to the *Marriage Act 1961*

1.	Business Paper Schedule	Following the matter in clause (g), 'our churches are welcoming communities where all people', insert the matter, 'irrespective of their status under the <i>Marriage Act 1961</i> '. (Professor Bernard Stewart AM)
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M31 Synod business rules concerning moving amendments to motions

1.	Business Paper Schedule	In paragraph (a) after the word 'motions' insert the matter as follows – ' , and any other matters concerning the conduct of Synod business,' (Dr Karin Sowada)
2.		Following paragraph (b) insert as a rider to the motion – 'and requests the Standing Committee to identify training needs and provide resources to further equip members in their understanding of, and engagement with, the business of Synod.' (Professor Penny Coombes)

M32 Implementation of Property Receipts Levy

1.	Business Paper Schedule	<u>Insert a new paragraph (c) as follows -</u> '(c) to amend the Property Income Worksheet so that in the calculation of the Property Receipts Levy, deductions <u>from income-producing properties</u> are applied against total property income instead of on a property-by-property basis.' (Ms Nicola Warwick-Mayo)
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M38 Committee to review the Ministry Standards Ordinance 2017 and the Assistant Ministers Ordinance 2017

1.	Business Paper Schedule	Omit all matter (including subsequent paragraphs) after the words 'appoint a committee' in the second line and insert instead the matter as follows – 'to consider if further mechanisms are required to deal with issues of misconduct within a staff team, and make any appropriate recommendations.' (The Rev Dr Raj Gupta)
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Proposed Policy on Voluntary Relinquishment of Incumbency

1. After all other options have been exhausted, a rector may be encouraged privately by the Archbishop to relinquish voluntarily his licence. If the rector so wishes, he can progress the matter to the Parish Council for their consideration.
2. Where the rector, the Archbishop and the Parish Council agree on such action, the preferred outcome should be to identify a suitable opportunity for the rector to be re-deployed in other ministry.
3. However, where ministry re-deployment is not considered appropriate, the rector, the Archbishop and the Parish Council should negotiate a voluntary relinquishment of incumbency and/or Holy Orders that incorporates a 'relinquishment payment', calculated with regard to the 'agreed period' as defined below.
4. Where the rector, the Archbishop and the Parish Council or representatives appointed on their behalf, with the agreement of the Archbishop, negotiate such a voluntary relinquishment of incumbency –
 - (a) The parish should –
 - (i) arrange for the rector to take substantially all of his accrued long service leave entitlement (and therefore receive the corresponding sabbatical allowance) prior to relinquishing his licence;
 - (ii) pay the accrued annual leave entitlement;
 - (iii) permit the rector to remain in the parish residence (either rent free or at a rental set to recover just outgoings) or continue to pay any existing housing benefit, for the 'agreed period'; and
 - (iv) contribute 50% of the 'relinquishment payment' by continuing to pay that portion of the rector's former stipend and allowances which equates to the parish's contribution towards the 'relinquishment payment' over the 'agreed period'.
 - (b) The Archbishop will –
 - (i) where appropriate, request the Anglican School, where the rector's children are enrolled, to continue to provide the existing discount for the children for the 'agreed period' after the rector relinquishes his licence;
 - (ii) ensure continued access to the Clergy Assistance Program by the rector and his wife for the 'agreed period' after he relinquishes his licence; and
 - (iii) agree to pay 50% of the 'relinquishment payment', funded in the first instance from the Archbishop's Discretionary Trust, but on the understanding that the Archbishop's Discretionary Trust may later be reimbursed from a new element of the fixed ministry cost recovered through the PCR charge.
 - (c) The rector will fully cooperate in good faith with the negotiated arrangement.
5. A person may only receive one relinquishment payment under this Policy.
6. Definitions –
 - (a) The 'agreed period' is generally expected to be about 6 months, but may be varied to suit individual circumstances.
 - (b) The 'relinquishment payment' is to be negotiated to include any or all of the following –
 - (i) the recommended minimum stipend for the 'agreed period';
 - (ii) the fixed component of the recommended travel benefit for the 'agreed period';
 - (iii) up to \$8,000 (for outplacement services); plus
 - (iv) an amount to assist with medical expenses incurred as a result of the ill health of the rector or a member of his immediate family where that ill health has led to the relinquishment of his incumbency,subject to adjustment on a pro rata basis where a rector is part time.

I Certify that the Policy as printed is in accordance with the Policy as reported.

Chair of Committees

I Certify that this Policy was passed by the Synod of the Diocese of Sydney
on 2018.

Secretary

Property Use Policy

A Policy of the Synod of the Diocese of Sydney

Introduction

1. The Synod has from time to time passed ordinances and resolutions to articulate the kinds of uses of church property that are (and are not) consistent with the purposes of the Anglican Church of Australia in the Diocese of Sydney.¹ These ordinances and resolutions seek to ensure that church property is not used for inappropriate purposes.
2. The purpose of this policy is to bring these various policy resolutions into a single document, and to clarify the theological rationale.
3. The doctrines, tenets and beliefs of the Diocese include, but are not limited to, the doctrines, tenets and beliefs set out in this policy. A Church body conforms to the doctrines, tenets and beliefs of the Diocese if it undertakes or authorises an act or practice which –
 - (a) is consistent with this policy, or
 - (b) involves not allowing church property to be used for an activity that is inconsistent with this policy.

From time to time there are certain actions and practices that a Church body will need to undertake in order to avoid injury to the religious susceptibilities of a significant proportion of Anglicans in the Diocese. However the Synod, as the governing body representing Anglicans in the Diocese, considers that, as a minimum, these include any act or practice undertaken to conform to the doctrines, tenets and beliefs set out in this policy.

4. On <date>, the Synod approved this policy in respect to Diocesan bodies under the *Sydney Anglican Use of Church Property Ordinance 2018*. The policy also applies to an Anglican body that chooses to adopt it as a policy of the body.

Interpretation

5. In this Policy –

“Anglican body” means a body which has charitable purposes that include purposes for or in relation to the Anglican Church of Australia, which is not a Diocesan body, but is situated in the Diocese and the governing body of the body has resolved to adopt this policy as amended from time to time as a policy of the body.

“Diocese” means the Anglican Church of Australia in the Diocese of Sydney.

“Diocesan body” means –

- (a) a parish,
- (b) any body corporate, organisation, school or association that exercises ministry within or on behalf of the Anglican Church of Australia in the Diocese –
 - (i) which is constituted by ordinance or resolution of the Synod,
 - (ii) in respect of whose organisation or property the Synod may make ordinances, or
 - (iii) which is a trustee of Church trust property.

¹ Examples include:

- (a) The *Anglican Church Property Trust Diocese of Sydney Ordinance 1965* prohibits the corporate trustee of the Diocese from licensing or allowing property to be used for purposes the Synod and Standing Committee may be resolution disapprove (clause 10(1)). The disapproved purposes are set out in the Social Covenants Policy - section 11.2 <https://www.sds.asn.au/sites/default/files/ACPT%20User%20guide.Licensing.and.Licensing.Church.Trust.Property.Current.1.pdf>
- (b) Use of churches by non-Anglican congregations - see s5.6 of the *Parish Administration Ordinance 2008* - only if “the profession of faith of the non-Anglican congregation is Bible-based”
- (c) The Ethical Investment Policy of the ACPT, defines “prohibited activities” as
 - (i) The manufacture or sale of Abortifacient or abortifacient-like contraceptives, or Alcohol, or Armaments, or Pornography, or Tobacco.
 - (ii) Undertaking medical and/or surgical elective abortions.
 - (iii) Undertaking stem cell research involving the destruction of embryos.
 - (iv) Gambling.

The Glebe Administration Board, the trustee of the Diocesan Endowment, is subject to similar ethical investment requirements.

- (d) Yoga and other such activities: <https://www.sds.asn.au/sites/default/files/reports/Y/Yoga.OtherSuchActivities.Rep2015.pdf>

“Church body” means a body that is an Anglican body or a Diocesan body.

“Church property” means –

- (a) Church trust property, and
- (b) the property of an Anglican body.

“Church trust property” has the same meaning as in section 4 of *Anglican Church of Australia Trust Property Act 1917*, being property that is held “for the use, benefit, or purposes” of the Anglican Church of Australia in a particular diocese.

“Synod” includes the Standing Committee of the Synod.

Policy Principles

6. The priority use of church property is for Christian ministry conducted in accordance with the doctrines, tenets and beliefs of the Diocese.
7. Where church property is not suitable for ministry, is temporarily not required for current ministry purposes, or there are periods of time during the week in which a ministry property is not required for ministry purposes, it may be good stewardship of these resources to employ them for the general benefit of the community or for income-producing purposes, provided that all such income is used for the “use, benefit or purposes” of some part of the Diocese.
8. However, it is inappropriate for church property to be used to facilitate, or generate income from, activities which are inconsistent with the doctrines, tenets or beliefs of the Diocese. As a matter of policy, therefore, ***church property must not be used for purposes which contravene the doctrines, tenets and beliefs of the Diocese.*** Without limiting the generality of this principle, the following sections provide a theologically grounded application of this policy to specific examples, in order to provide guidance for wardens, ministers, members of governing boards and others involved in decisions involving the use of church property.
- ~~8-9.~~ The application of this policy is intended to be informed by other policies and guidelines endorsed by the Synod, including
 - Sydney Anglican Policy on Responding to Domestic Abuse
 - Ethical Investment Policy
 - [Gender Identity Initial Principles of Engagement – if passed by the synod]
 - [Human Sexuality Pastoral Guidelines – if passed by the synod]
10. For the avoidance of doubt,
 - (a) This policy does not prevent discussion and debate about contentious issues on church property, including dissent from the doctrinal statements in this policy. As Articles 20 and 21 remind us, Christians have erred in the past “in things pertaining to God”, and therefore as a church we must always be open to reform our doctrine, if that doctrine is contrary to God’s Word written.
 - (b) This policy does not override the terms of residential tenancy or occupancy agreements, commercial leases and contractual and statutory requirements for retirement living or residential aged care. The conformity with the doctrines, tenets and beliefs of the Diocese in relation to leased and licensed property is administered through the inclusion of the relevant “social covenants” in the lease or licence document pursuant to the *Church Trust Property (Declaration of Certain Purposes and Objects) Ordinance 1979*. In relation to the investment of church property, such conformity is administered through the *Investment of Church Trust Property Ordinance 1990*.
 - (c) This policy does not prevent an act or practice on Church property that is necessary for a body or person to comply with the law.

The Application of this Policy

Doctrine of Salvation

~~9-11.~~ We believe in one God, who is Father, Son and Spirit. Our triune God alone is to be worshipped, in the way he requires. There is only one way of salvation, which comes through faith in the atoning work of Jesus Christ. The gospel calls us to turn from sin and abandon our idolatrous or syncretistic worship, and to worship the true God, through Jesus Christ, by the Holy Spirit.

~~10-12.~~ Church property must therefore not be used for the worship of other gods, or to profess and promote a different doctrine of salvation.

~~44-13.~~ The use of a church building by another Christian congregation for the purposes of worship is only allowed if “the profession of faith of the non-Anglican congregation is Bible-based” (section 5.6 of the *Parish Administration Ordinance 2008*). This “Bible-based” profession of faith must (at least) conform to the 4 core principles articulated in the statement of faith required of those who serve on the boards of our diocesan organisations - that is:

- (a) The Christian faith as set forth in the Apostles’ and Nicene Creeds;
- (b) That God's word written, the canonical Scriptures of the Old and New Testaments, is the supreme authority in all matters of faith and conduct;
- (c) That there is only one way to be reconciled to God which is through his Son, Jesus Christ, who died for our sins and was raised for our justification; and
- (d) That we are justified before God by faith only.

~~42-14.~~ Some examples of property use which would be inconsistent with the doctrines, tenets and beliefs of the Diocese:

- (a) Use of church property for the promotion of non-Christian religions such as Hinduism, Buddhism and Islam, or for events the purpose of which is to attack, denigrate or undermine Christian beliefs;
- (b) Use of church property by other (Christian) groups, whose basis of faith differs from the four principles articulated above;
- (c) Use of church property for activities which promote a spirituality that is in conflict with true Christian Spirituality. For example, those yoga classes which go beyond mere “positional yoga” and involve spiritual practices such as meditative practices and chants derived from Hinduism; ~~and smoking ceremonies, where the purpose is to cleanse a place from the residual spirits of those who have died.~~

Doctrine of the Human Person

~~43-15.~~ We believe that all human beings are uniquely created in the image of God, loved by God and precious to him. We believe that God created humanity with two complementary sexes – male and female – and that both male and female are equally made in God’s image. We believe that God made people of all races and abilities as equal in his sight, and offers salvation through faith in the atoning work of Jesus Christ to all people without distinction. We believe that God alone determines the beginning and end of life.

~~44-16.~~ Church property must therefore not be used for purposes which destroy human life or devalue the inherent worth of human beings in the image of God.

~~45-17.~~ Some examples of property use which would be inconsistent with the doctrines, tenets and beliefs of the Diocese:

- (a) Abortion advocacy;
- (b) Undertaking or making referrals for medical and/or surgical elective abortions;
- (c) Production of abortifacient or abortifacient-like contraceptives;
- (d) Undertaking stem cell research involving the destruction of embryos;
- (e) Advocacy for, or assistance with, euthanasia;
- (f) Manufacture of armaments or other weapons of war;
- (g) Activities that incite racial hatred;
- (h) Advocacy of or activities that incite discrimination against the disabled;
- ~~(i) Advocacy for transgender ideology (e.g., gender fluidity).~~

Doctrine of Marriage and Human Sexuality

~~46-18.~~ We believe that there are only two expressions of faithful sexuality: marriage between a man and a woman or abstinence in singleness.

~~47-19.~~ Church property must therefore not be used for activities which promote sexual intimacy outside of marriage, or which promote a version of marriage that is inconsistent with God’s plan for marriage. The use of an Anglican Church building for a wedding by those from another denomination is only appropriate where the marriage rites to be used are consistent with authorised Anglican marriage services.

~~48-20.~~ Some examples of property use which would be inconsistent with the doctrines, tenets and beliefs of the Diocese:

- (a) Production or distribution of pornography;

- (b) Commercialisation of sexual services (e.g., a brothel);
- (c) Solemnisation or blessing of a same-sex wedding;
- (d) A reception venue for a same-sex wedding;
- (e) Events for the purpose of advocacy ~~Advocacy~~ for expressions of human sexuality contrary to our doctrine of marriage.

Doctrine of Christian Freedom

21. We believe that the gospel of salvation brings freedom from our captivity to sin. Christian freedom is not a freedom to indulge the sinful nature. Rather, Christians should seek to throw off everything that hinders and the sin that so easily entangles and should seek not to cause others to sin by leading them into temptation.

~~19-22.~~ Church property must therefore not be used for activities which profit from addictive desires, or which will cause others to become entrapped by addictive desires.

~~20-23.~~ Some examples of property use which would be inconsistent with the doctrines, tenets and beliefs of the Diocese:

- (a) The production, promotion or sale by wholesale of tobacco;
- (b) The commercial manufacture, distribution or sale of liquor (other than the sale and consumption of liquor on premises where the liquor is intended to be consumed with food sold on those premises for consumption on those premises);
- (c) Any use in connection with narcotic drugs (including any prohibited drug, prohibited plant or drug of addiction) except as part of the normal trading practices of a registered medical practitioner, accredited residential aged care facility, pharmacist, chemist, dental or veterinary surgeon;
- (d) For the purposes of gambling or betting.

Sydney Anglican Use of Church Property Ordinance 2018

No , 2018

Long Title

An Ordinance to clarify the doctrines, tenets and beliefs of the Diocese for the use of church property.

The Synod of the Diocese of Sydney ordains as follows.

1. Name

This Ordinance is the *Sydney Anglican Use of Church Property Ordinance 2018*.

2. Interpretation

"Diocesan body" means –

- (a) a parish, and
- (b) any body corporate, organisation, school or association that exercises ministry within or on behalf of the Anglican Church of Australia in the Diocese of Sydney –
 - (i) which is constituted by ordinance or resolution of the Synod,
 - (ii) in respect of whose organisation or property the Synod may make ordinances, or
 - (iii) which is a trustee of Church trust property.

"Church property" means property that is under the control or management of a Diocesan body.

"Church trust property" has the meaning set out in section 4 of the *Anglican Church of Australia Trust Property Act 1917*.

"Diocese" means the Anglican Church of Australia in the Diocese of Sydney.

"Doctrines, tenets and beliefs" has the meaning set out in clause 3.

"Policy" means the policy known as the Property Use Policy approved by the Synod, as amended from time to time ~~by resolution of the Synod in accordance with clause 5.~~

"Synod" includes the Standing Committee of the Synod.

3. Doctrines, tenets and beliefs

The doctrines, tenets and beliefs of the Diocese include, but are not limited to, the doctrines, tenets and beliefs set out in the Policy.

4. Use of Church Property

- (1) A Diocesan body must only use or allow the use of Church property for acts or practices which conform to the doctrines, tenets and beliefs of the Diocese.
- (2) A Diocesan body conforms to the doctrines, tenets and beliefs of the Diocese if it undertakes or authorises acts or practices which –
 - (a) are consistent with the Policy, or
 - (b) involve not allowing Church property to be used for an activity that is inconsistent with the Policy.
- (3) Any dispute about whether a use or proposed use of Church property conforms to the doctrines, tenets and beliefs of the Diocese is to be determined by the Archbishop.

~~5. Variation of Trusts~~

~~(1) By reason of circumstances which have arisen after the creation of the trusts on which all church trust property is held for the Diocese, it is inexpedient to carry out and observe those trusts and it is expedient that the trusts be varied in the manner set out in this clause.~~

~~(2) The trusts of all church trust property held for the Diocese are varied to the extent necessary to include that the church trust property is held for purposes which conform to the doctrines, tenets and beliefs of the Diocese.~~

5. Amendment of the Policy

The Policy may be amended –

- (a) by resolution of the Synod, or
- (b) by resolution of the Standing Committee unless before such amendment is made, any 3 members of the Standing Committee request in writing that the amendment be referred to the Synod and provided any amendment made by the Standing Committee is reported to the next ordinary session of the Synod.

6. Application

Notwithstanding any other provision of this Ordinance,

- (a) this Ordinance does not apply to an act or practice on Church property which is permitted or authorised under a lease or licence (or other legally -binding agreement) that is in effect at the date of commencement of this Ordinance, and
- (b) this Ordinance does not prevent an act or practice on Church property that is necessary for a body or person to comply with the law.

I Certify that the Ordinance as printed is in accordance with the Ordinance as reported.

Chair of Committees

I Certify that this Ordinance was passed by the Synod of the Diocese of Sydney
on 2018.

Secretary

I Assent to this Ordinance.

Archbishop of Sydney

/ /2018