

3rd Session of the 52nd Synod
Daily Papers
19 September 2022

Business Paper

Anglican Church Diocese of Sydney

Anglican Church of Australia Diocese of Sydney

Third Session of the 52nd Synod Business Paper: Monday 19 September 2022

- 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 303 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 Bishop Jay Behan.
3. Minutes of 14 September 2022
4. Answers to questions asked in accordance with Standing Order 6.3(2)(a)

4.1 Development of the new Archbishop’s Residence

The Rev Dr Antony Barraclough asked the following question –

Could the Archbishop inform the Synod of the progress in the construction and expected availability of the new Archbishop’s residence in Catherine St. Forrest Lodge?

5. Answers to questions asked on Tuesday 13 September

5.1 Palliative care

Professor Penelope Coombes asked the following question –

Book 2 Page 118.

We have left no stone unturned in broadcasting our opposition to voluntary assisted dying and made it clear to all we are not for turning.

But what for palliative care?

I was delighted to read in Book 2 page 118

“We must be vigilant to maintain an emphasis on palliative care so that people can have quality to the end of their lives.”

But is there a compelling plan and vision for palliative care?

5.2 The King’s School

Mr Chris Pettett asked the following question –

My question relates to the circumstances surrounding the Department of Educations’ (both Commonwealth and NSW) recent correspondence to The King’s School about their concerns of recurrent use of government funding under the Education Act and it is in a number of parts:

- (a) When did the Commonwealth Department of Education communicate to the School regarding the Department’s concerns of recurrent use of government funding under the Education Act? What was the date?
 - (b) When did the NSW Department of Education to the School regarding similar concerns? What was the date?
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- (c) Could the School please disclose to the Synod the contents of the letter sent by the Commonwealth Department of Education?
- (d) Could the School please disclose to the Synod the contents of the letter sent by the NSW Department of Education?
- (e) Are these correspondences referred to previously either privileged or confidential?
- (f) What has been the lessons learnt for the School and the School's Council in responding to this matter that could benefit and edify the Synod and other Diocesan organisations?
- (g) Was there anything reported publicly, whether through the media or other channels, that the School wish to correct the record on regarding this and related matters?
- (h) Does the Headmaster retain the confidence of the School's Council?
- (i) Does the School's Council retain the confidence of the Archbishop?
- (j) What could members of Synod pray for the Kings School with regard to its ministry?

6. Answers to questions asked on Wednesday 14 September

6.1 Vacant parishes

The Rev Dr Raj Gupta asked the following question –

In regards to the number of vacant parishes –

- (a) How many vacant parishes are there at this point in time?
- (b) How many vacant parishes were there at the year end (31 December) for each of the last five years?
- (c) In the last two years, how many rectors have resigned, without the reasons being retirement or the taking up of another rector role in the Diocese of Sydney?
- (d) How many deacons are at some stage of the Presbyter application process at this point in time?
- (e) What steps are being proactively taken, by any and all organisations related to the Diocese of Sydney, to recruit more to serve as rectors in the Diocese of Sydney?

6.2 Enrolments at Moore College

The Rev Dr Raj Gupta asked the following question –

In relation to Moore College enrolments:

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

6.3 Non-Disclosure Agreements and similar instruments

The Rev Dr Matthew Wilcoxon asked the following question –

My question relates to Non-Disclosure Agreements (NDAs), deeds of release with confidentiality clauses, and any similar legal instrument, and their use in the termination of employment relations at the parish and diocesan organisation levels:

- (a) Are NDAs, deeds of release with confidentiality clauses, or any similar legal instruments, used in the termination of employment relations at the parish and diocesan organisation levels?

- (b) Is the Archbishop informed when an NDA, a deed of release with a confidentiality clause, or any similar legal instrument is used in the termination of employment relations at the parish and diocesan organisation levels?
- (c) Has there been an increase in recent years of the use of NDAs, deeds of release with confidentiality clauses, or any similar legal instrument, in the termination of employment relations at the parish and diocesan organisation levels?
- (d) Is the Archbishop aware of any instances where an NDA, a deed of release with a confidentiality clause, or any similar legal instrument, used in the termination of employment relations, has had a deleterious impact on the future employment prospects of young clergy or ministry workers?
- (e) Can the Archbishop advise the Synod if there is a biblical or theological basis for the use of NDAs, deeds of release with confidentiality clauses, or any similar legal instrument, in the termination of employment relations at the parish and diocesan organisation levels?

6.4 Asbestos remediation

Mr Robert Gifford asked the following question –

My question relates to the asbestos assessment and remediation conducted by Greencap amongst the parishes recently and is in several parts –

- (a) How much did the diocese pay Greencap to conduct the inspections and report.
- (b) How many parishes were selected for inspection.
- (c) How many parishes received remediation notices.
- (d) What is the total estimated cost of remediation across the parishes.
- (e) What was the total cost of supervision by Greencap in those estimates.
- (f) How many parishes have not yet completed the remediation.
- (g) How many parishes used the services offered by Greencap to complete the remediation.
- (h) How many parishes were able to arrange independent Worksafe approved remediation.

6.5 Child Sexual Abuse

Mr Craig Moore asked the following question –

I am conducting research on the professional understanding and construction of Child Sexual Abuse post the Royal Commission into Institutional Responses to Child Sexual Abuse (CSA). Research informs us that 80% of Child Sexual Abuse occurs in the family context. Research also informs us that there is a high correlation between Domestic Violence and Child sexual Abuse.

- (a) What steps are to be taken to raise the issue of domestic CSA to a diocesan level so that the appropriate resources are allocated to address it?
- (b) Given the work being done in Domestic Violence, can this work be expanded to include CSA?
- (c) What steps are being developed to train our ministers, church workers, chaplains, etc. in:
 - (i) Understanding and identifying CSA in their congregations and ministries they are involved with for the Diocese?
 - (ii) Responding to disclosures of CSA?
 - (iii) Training their congregations about domestic CSA?
 - (iv) Empowering children in our care to see our ministers, church workers, chaplains and teachers as safe people to disclose CSA in the family context?

6.6 Committee to review use of Non-Disclosure Agreements

The Rev Dr Michael Jensen asked the following question –

Can you confirm that the Standing Committee has set up a committee to conduct a review of the use of non-disclosure agreements and the like in the Diocese? If so, who is on the committee and what are its terms of reference? And was anyone from Uphold (formerly known as the Gospel Workers Advocacy Group) consulted before setting this committee up?

6.7 Workers' Compensation Claims

Mrs Kim Hinkley asked the following question –

- (a) How many workers' compensation claims have been made by employees of the diocese in the last 10 years?
- (b) And, of those claims in Q1, please provide the nature of the workplace injuries sustained (i.e.: whether the injuries were classified as physical injuries or psychological injuries); and how many for each classification. And, of these claims of each classification how many did the insurance company accept liability for and how many resulted in the Workers Compensation Commission/Personal Injury Commission order the diocese organisation to pay lump sum compensation and was there any additional negligence or other payment made?
- (c) How many workers' compensation claims have been made by employees of diocese organisations in the last 10 years?
- (d) And, of those claims in Q3, please provide the nature of the workplace injuries sustained (i.e.: whether the injuries were classified as physical injuries or psychological injuries) and how many for each classification and, of these claims of each classification how many did the insurance company accept liability for and how many resulted in the Workers Compensation Commission/Personal Injury Commission order the diocese organisation to pay lump sum compensation and was there any additional negligence or other payment made?

6.8 Administrative support for parishes

The Rev Martyn Davis asked the following question –

- (a) How many Rectors in the Sydney Diocese are the only paid staff member at the church?
- (b) Has Standing Committee considered the administrative support needs of Churches and the workload placed on Rectors in Parish, without paid administration staff?
- (c) Has the SDS or the Bishops or Standing Committee considered providing administration staffing services to churches, on an opt in basis, where by they pay for certain hours of work? Eg: ENC's centralised administration arrangement with its churches.

6.9 Statement of support for the Christian ethos and charter of a school

The Rev Dr Richard Wenden asked the following question –

This question relates to the Governance policy for Diocesan Organisations – statement of support for the Christian ethos and charter of a school.

The Standing Committee minutes at point 7.7 in the report state that:

“Noting that the guidelines had included an exception that ‘a person who is elected or appointed as an alumni representative on a school board before 1 July 2020 may sign a statement of support for the Christian ethos and charter of the school as an alternative to signing a statement of personal faith’, we amended the Guidelines to remove that exception and the associated appendices.”

My question is this: Given that this was a matter that went before the Synod in 2014 and that it was strongly debated, is there a reason why the decision by Standing Committee to remove the exception for alumni did not go before Synod again?

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, noting that out of respect for Her Majesty Queen Elizabeth II on the occasion of her funeral, there is to be no evening session on Monday 19 September 2022, agrees –

- (a) to adopt the expedited procedural rule at Standing Order 4.19(2)(b) for Monday 19 September 2022 only, thereby extending the afternoon session to 6:00 pm, and

- (b) as a consequence of the extended afternoon session, to commence consideration of M4 (Review of Diocesan Investment Strategy) at 4:45 pm (being 15 minutes later than previously scheduled),

and noting the remaining items on the Schedule to the Business Paper, further agrees –

- (c) to adopt the expedited time limits at Standing Order 4.19(1)(c) for the remainder of this session, thereby reducing the time allowed for certain speeches as follows –
- (i) a mover of a motion (other than procedural motions or amendments) may speak for up to 8 minutes (rather than 10 minutes), and up to 4 minutes in reply (rather than 5 minutes),
 - (ii) a member moving a motion to amend a motion may speak for up to 4 minutes (rather than 5 minutes), and
 - (iii) other members speaking in a debate when Synod is not “in committee” may speak for up to 4 minutes (rather than 5 minutes),

noting that there is no change to the time allowed for speeches associated with ordinances, or matters “in Committee”, nor to the special agreements for the debate regarding the motion at M4 (Review of Diocesan Investment Strategy),

- (d) to consider the following motions on Monday 19 September if time allows, and if not, to Schedule these for consideration following M8 on Tuesday 20 September –
- (i) M21 (Religious Freedom),
 - (ii) M23 (Gospel Foundation Fund of the Diocese of North West Australia), and
 - (iii) M44 (Congratulations to The Rev Darrell Parker on election as the Bishop of North West Australia), and
- (e) notwithstanding paragraph (d), allows M21 (Religious Freedom) to be put on the callover, and if passed, allows the seconder of the motion to lead the Synod in prayer regarding Religious Freedom at a time determined by the President,
- (f) to adopt the further changes to the scheduling of matters shown in tracked form on the timetable,

and suspends so many of the Standing Orders as would prevent these arrangements.

(Mr Daniel Glynn / Archdeacon Anthony Douglas)

8.2 Recommittal of M45 Synod in the Greenfields of the Northwest of Sydney

Notice of this procedural motion was provided by the mover on Wednesday 14 September 2022. The effect of the procedural motion will include allowing the motion as amended at M45 to be put on the callover during today's session.

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

Synod agrees to recommit consideration of the motion regarding Synod in the Greenfields of the Northwest of Sydney (passed during the calling of motions on 14 September 2022), to allow consideration of the motion in amended form shown at M45 in the Schedule, and suspends so many of the Standing Orders as may prevent this.

(Bishop Michael Stead / Mrs Patricia Jackson)

8.3 Notice of withdrawal of motion M20 (Diocese of the Southern Cross)

Synod notes that motion M20 (Diocese of the Southern Cross) has been withdrawn by the mover and seconder.

(Dr Robert Tong AM / Dr Laurie Scandrett)

8.4 Notice of withdrawal of motion M53 (Younger members' dinner)

Synod notes that motion M53 (Younger members' dinner) has been withdrawn by the mover and seconder.

(Mr Tristan Anlezark / Mr Daniel Glynn)

8.5 Mr Martin Thearle

Synod accepts the following notice of motion –

'Synod, noting that Mr Martin Thearle plans to retire as Manager, Diocesan Finance with SDS in 2023, acknowledges with thanks his committed service over the past 21 years supporting Synod – faithfully overseeing voting, elections and screen presentations, among other responsibilities; and also his support for parishes, particularly in his advice to parish treasurers and wardens, his financial circulars and explanations of complex financial matters – not least the circulars advising parishes regarding access to government financial support packages associated with COVID-19 during 2020 and 2021. Synod congratulates Martin on his retirement, and assures him and his wife Janet of its prayers.'

and suspends so many of the Standing Orders as would prevent this.

(Mr Daniel Glynn / Canon Phil Colgan)

8.6 Mrs Catherine Rich, Registrar of the Diocese of Sydney

Synod accepts the following notice of motion –

'Synod notes with great thanks that Mrs Catherine Rich has been appointed by Archbishop Kanishka Raffel to the Office of Registrar and Keeper of the Acts and Records in and for the Diocese of Sydney, with effect from 21 September 2022. Synod congratulates Catherine upon this appointment and expresses its appreciation for her willingness to take up this responsibility and for her dedicated service as Deputy Registrar, having served in that capacity for over twenty-five years; and assures her and her husband James of its prayers.'

and suspends so many of the Standing Orders as would prevent this

(Bishop Michael Stead / Mr Daniel Glynn)

8.7 Motions of thanks

Synod accepts the following notice of motions, with the names of movers and seconders to be provided on the business paper for tomorrow –

'Leadership of Bible studies

Synod records its appreciation for the preaching of the Rev Stuart Starr at the Synod Service and the encouraging Bible Studies of Bishop Jay Behan during this session.

Committees and Officers of the Synod

Synod records its appreciation for –

- (a) the President and his chairmanship, and
- (b) the Chair and Deputy Chairs of Committee and their work in the consideration of the text of ordinances, and
- (c) for the members who helped during the session by giving advice and serving the Synod, especially the Chancellor and Deputy Chancellors, Deputy Registrar, Archdeacon to the Archbishop, Acting Registrar, and Chair of

- Committee, the Synod Secretary and Secretary-designate, as well as the Order of Business and Minute Reading Committees, and
- (d) the services given by the staff of SDS and the Archbishop's Office, Anglican Media, the music team, Bible readers, Wesley staff, and all those who have helped facilitate this session of Synod.

Minutes of 20 September 2022

Synod authorises the President to sign the minutes of 20 September 2022 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.'

and agrees to consider these motions at a time to be determined by the President on Tuesday 20 September 2022, and suspends so many of the Standing Orders as would prevent these arrangements.

(Mr Daniel Glynn / Archdeacon Simon Flinders)

9. 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 either a bill for an ordinance or a matter which is scheduled for consideration at a particular time).

19 September 2022

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

There are no proposed ordinances or policies under this heading.

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 Review of Diocesan Investment Strategy

Monday 19th at 4.45 pm

On Monday 12 September 2022 the Synod agreed the following arrangements for this item –

- following the speech of the mover of the Motion (and without a seconder’s speech), the President will invite the following persons to speak for or against the Motion in the order shown, for up to 5 minutes each –*
 - Ms Evelyn Horton (in favour),*
 - Mrs Melinda West (against),*
 - Bishop Michael Stead (in favour),*
 - The Rev David Ould (against),*
- following these speeches, there will be a time of up to 10 minutes for questions about the Motion, which may be answered by any of the previous speakers at the discretion of the President,*
- following the time for questions, consideration of the Motion will continue in the usual manner, and*
- at the conclusion of the debate on the Motion, the mover may speak for up to 5 minutes in reply.*

Synod, noting the report ‘Review of Diocesan Investment Strategy’, requests the Standing Committee to establish the Glebe Administration Board as the centralised investment vehicle for the Diocese, including responsibility for the assets of the Diocesan Endowment, the Diocesan Cash Investment Fund and the Long Term Pooling Fund.

(Bk 2 p.77)

(Dr Laurie Scandrett / Ms Nicola Warwick-Mayo)



M7 Approach to meetings of, and financial contributions to, the General Synod

Tuesday 20th (afternoon session) following formal matters

Dr Laurie Scandrett will move the motion in the following form (marked to show changes) –

The Synod of the Diocese of Sydney notes with godly grief the deep breach of fellowship in the Anglican Church of Australia~~our church~~ exposed at the eighteenth session of General Synod on matters of doctrine and human sexuality, and –

- (a) gives thanks to God for the clear majority of General Synod members who voted for Biblical marriage at the eighteenth session of the General Synod,
- (b) notes with thankfulness; our Archbishop’s leadership in publicly expressing our ongoing commitment as a diocese to contending for the Reformed Evangelical Faith from within the Anglican Church of Australia; while also extending the hand of fellowship to the Diocese of the Southern Cross,
- (c) commits to praying for the repentance of those Bishops who voted against Biblical marriage at the eighteenth session of the General Synod,
- (d) commits to prayerfully support orthodox Anglicans both within the Anglican Church of Australia and within the new Diocese of the Southern Cross,
- (e) requests the Standing Committee to consider our future approach as a Diocese to meetings of the General Synod, and report on the outcomes of this consideration prior to the nineteenth session of General Synod, and
- (f) requests the Standing Committee to consider how our financial contributions to the national church may be directed more effectively towards faithful and orthodox gospel ministry, and report on the outcomes of these considerations to the Synod prior to the nineteenth session of General Synod.

(Dr Laurie Scandrett / Mr James Flavin)

Proposed amendments

- (1) Omit paragraph (f).

(The Rev David Morgan / Miss Norma Esler)

- ~~(2) Amend the motion as follows –~~

- ~~(a) in the opening stanza~~

- ~~(i) omit the words “breach of fellowship” and insert instead the words “theological differences”, and~~

- ~~(ii) remove the words “our church” and to insert the words “the Anglican Church of Australia”,~~

- ~~(b) in paragraph (c), omit “the repentance of those Bishops who voted against Biblical marriage at the eighteenth session of the General Synod,” and insert instead, “all Bishops of the Anglican Church of Australia, particularly at their upcoming meeting in October,” and~~

- ~~(c) omit paragraph (f).~~

(Withdrawn by The Rev Michael Armstrong / The Rev Dr Max Wood)

**M8 Obedience to Jesus’ Great Commission**

Tuesday 20th (afternoon session) following M7

The Synod of the Diocese of Sydney notes the broken state of our national church and, humbly acknowledging and repenting of our own sins, resolves to invest wisely, in faithful obedience to Jesus’ Great Commission, all across the country, in –

- (a) the raising up of Christian leaders who can proclaim the gospel clearly and are prepared to go out in mission, and
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- (b) establishing and supporting churches that faithfully proclaim the gospel and defend the truth of God's word.

(Bishop Rick Lewers / Dean Sandy Grant)

Proposed amendments

- (1) Amend the motion as follows –
- (a) in the opening paragraph –
- (i) ~~omit the matter “notes the broken state of our national church and,”~~
- (ii)(i) after the words “invest wisely” insert the words “and lawfully within the scope of the ordinances and resolutions of this Synod”₂
- (b) ~~in paragraph (b), omit the words “establishing and” and insert instead the word, “prayerfully”.~~

(The Rev Michael Armstrong / The Rev Dr Max Wood)

 **M12 Review of the Nomination Ordinance 2006**

Monday 19th (afternoon session) following M31

Synod, noting the report ‘Review of the *Nomination Ordinance 2006*’, requests that the Standing Committee implement the changes to the *Nomination Ordinance 2006* and nomination process generally suggested in the report.

(Bk 2 p.105)

(Canon Craig Roberts / Mrs Kirsty Bucknell)

Proposed amendments

- (1) Omit all the matter following ‘Standing Committee’ and insert instead the matter, ‘bring a Bill for an Ordinance entitled “Nomination Ordinance 2006 Amendment Ordinance 2023” to the next ordinary session of Synod as scheduled for that year.’

(Professor Bernard Stewart AM)

 **M20 Diocese of the Southern Cross**

Tuesday 20th (afternoon session) following M8

~~Synod welcomes the establishment of the Diocese of The Southern Cross as an Anglican extra-provincial Diocese under the auspices of the Gafcon Primates’ Council and encourages the Standing Committee to foster, nurture and strengthen the bonds of fellowship with the Diocese of The Southern Cross in the common goal of proclaiming Christ to Australia.~~

(Withdrawn by Dr Robert Tong AM / Dr Laurie Scandrett)

Proposed amendments

- (1) ~~Amend the motion as follows –~~
- (a) ~~omit the word ‘welcomes’ and insert instead the words ‘recognises with godly grief’, and~~
- (b) ~~after the words ‘fellowship with the Diocese of The Southern Cross’, insert the matter, ‘while at the same time, striving in accordance with our Lord’s commandment concerning those of the household of faith, to~~

~~contribute to resolution of differences between dioceses that have prompted formation of Diocese of the South Cross’.~~

(Lapsed – Professor Bernard Stewart AM / Ms Lyn Bannerman)

~~(2) Amend the motion as follows –~~

- ~~(a) omit the word ‘welcomes’ and insert instead the word ‘notes’,~~
- ~~(b) omit the words ‘as an Anglican extra-provincial Diocese’, and~~
- ~~(c) after the words ‘strengthen the’ insert the word ‘ecumenical’.~~

(Lapsed – The Rev Dr Max Wood / The Rev Michael Armstrong)

M21 Religious Freedom

Following consideration, even if passed on the callover, the seconder to lead the Synod in prayer

Synod –

- (a) expresses its disappointment that there is still no NSW or Commonwealth legislation prohibiting religious discrimination, and therefore that it continues to be lawful to discriminate against people on the basis of their religious belief or religious activity in New South Wales,
- (b) calls on the NSW Government and the Commonwealth Government to reaffirm their commitment to religious freedom as set out in international law including Article 18 of the Universal Declaration of Human Rights and Article 18 of the International Covenant on Civil and Political Rights, and to take all practical steps necessary to ensure that the following six freedoms are protected in Australia within the constraints of the civil and criminal law generally applicable and consistent with Australia’s obligations under international law –
 - (i) freedom to manifest a religion through religious observance and practice,
 - (ii) freedom to preference the employment of persons of faith to organisations run by faith communities,
 - (iii) freedom to teach and uphold moral standards within faith communities and organisations run by faith communities,
 - (iv) freedom of conscience to differentiate between right and wrong,
 - (v) freedom to teach and propagate religion, and
 - (vi) freedom of a person to change their religion,
- (c) notes that Australia’s obligations under Article 18 of the International Covenant on Civil and Political Rights to uphold freedom of religion is, in part, acquitted by means of legislative exemption clauses for religious bodies, and that that these exemption clauses only apply where "an act or practice conforms to the doctrines[, tenets, beliefs or teachings] of that religion" or words to that effect,
- (d) notes the 2020 Majority Opinion of the Appellate Tribunal in both the Wangaratta and Newcastle references sought to distinguish between “doctrine” in the technical sense in which that word is used in the Constitution of the Anglican Church of Australia (limited to those matters that which are required of necessity to be believed for salvation) and “doctrine” in the broader sense generally used in the Church,
- (e) recognises that, for the avoidance of doubt, it is expedient to affirm that past statements of this Synod about our Church’s “doctrine” of marriage use the word in the generally accepted broader sense, and therefore that these statements continue to describe the “doctrines” of our Church,
- (f) in particular, this synod continues to affirm that our doctrine of marriage is determined by the teaching of Christ that, “from the beginning the Creator made them male and female”, and in marriage, “a man will leave his father and mother and be united to his wife, and the two will become one flesh” (Matt 19:4-5), and that it would not conform to the doctrine, tenets, beliefs or teachings of our Church for clergy to solemnise or bless a marriage between two people of the same sex,
- (g) affirms that when a Sydney Anglican Diocesan School seeks to teach and uphold the doctrine of Christ on marriage and human sexuality it does not thereby discriminate against

students, parents and others in the school community who do not hold to these teachings; further, Synod laments the harm caused both among our school communities and the wider community by the propagation of suggestions to the contrary and supports the ongoing commitment of Anglican Schools to the inclusion, pastoral care and support of all members of their school communities,

and therefore calls upon both the NSW Government and the Commonwealth Government to give priority to the passage of legislation that respects the six freedoms listed above, and to do this in such a way that does not further polarise the community on these issues; and requests the Diocesan Secretary to communicate this resolution to NSW and Federal Attorneys-General and shadow Attorneys-General.

(Bishop Michael Stead / Mr Gavin Jones)

 **M23 Gospel Foundation Fund of the Diocese of North West Australia**

Monday 19th (if time permits), otherwise Tuesday 20th (afternoon session) following M21

The movers have provided notice (in accordance with Standing Order 4.1(d) and (e)) that they intend to make a joint presentation, with visuals.

Dr Scandrett will move the motion in the following form (marked to show changes) –

Synod commends to the attention of members the Gospel Foundation Fund of the Diocese of North West Australia (<https://www.anglicandnwa.org/>) and requests that Standing Committee consider making budgetary provision for support of this fund in the Synod budget for the next funding triennium. Synod further requests that, if funds are provided, then a report be provided identifying the projects and organisations funded under the Gospel Foundation Fund by the Diocese of North West Australia, how much each project/organisation received, and for what specific purpose(s).

(Dr Laurie Scandrett / Dr Robert Tong AM)

Proposed amendments

~~(1) Insert a new sentence at the end of the motion as follows –~~

~~‘Synod further requests that a report be provided to each ordinary session of Synod identifying the projects and organisations funded under the Gospel Foundation Fund by the Diocese of North West Australia, how much each project/organisation received, and for what specific purpose(s).’~~

(Withdrawn by Ms Lyn Bannerman)

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

 **M24 The practice and understanding of baptism**

Tuesday 20th following M8

Synod –

- (a) sincerely thanks the Doctrine Commission for its very thoughtful and detailed report, received by the Synod at its 1st ordinary session in May 2021, “A Theology of Baptism”,
 - (b) recognises that “baptising in the name of Jesus Christ” or “baptising in the name of the Lord Jesus”, rather than “baptising in the name of the Father and of the Son and of the Holy Spirit” better reflects the practice revealed in the Acts of the Apostles, and
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- (c) recognises, though this is not a conclusion of the report, that it is possible, upon a careful exegesis of Matthew 28:19, 20b, that, “baptising them in the name of the Father, and of the Son and of the Holy Spirit” could be understood metaphorically to refer to something like, “immersing them in that which pertains to the person of the Father, and of the Son and of the Holy Spirit”.

(Dr Barry Newman / The Rev Nathan Walter)

Proposed amendments

- (1) Delete paragraphs (b) and (c), with consequential re-lettering.

(Archdeacon Anthony Douglas / Mrs Stacey Chapman)

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

 **M28 Ministry Wellbeing and Development**

Not to be considered prior to 5.00 pm on any day of the session

Synod –

(a) notes –

- (i) recommendations 16.5, 16.44 and 16.45 for national mandatory standards for professional development, professional/pastoral supervision and performance appraisals of bishops, clergy, and lay personnel of the Anglican Church of Australia in any form of ministry of pastoral care or service in the final report of the Royal Commission into Institutional Responses to Child Sexual Abuse,
 - (ii) the resolution of the General Synod on 9 May 2022 encouraging dioceses to fully implement the Ministry Wellbeing and Development policy, guidelines and resources document to enhance the wellbeing and professional development of clergy and some paid church workers,
 - (iii) the Pastoral Consultation (Professional Supervision) Recommendation dated 27 July 2022 tabled at this session of the Synod (the Recommendation), and
 - (iv) the lifelong ministry resources developed by Ministry Training & Development,
- (b) affirms the importance of implementing a mandatory system for the professional development, professional/pastoral supervision and performance appraisals of clergy and lay church workers providing pastoral care or service to enhance their ministry wellbeing and development,
- (c) notes the subcommittees of the Standing Committee referred to in paragraphs 8 and 139 of the Recommendation are developing proposals for a system of mandatory professional/pastoral supervision and performance appraisals for licensed and stipendiary or paid clergy, and stipendiary or paid lay church workers providing pastoral care or service including any proposed legislation and policies, and requests a report be provided to the 1st ordinary session of the 53rd Synod, and
- (d) requests the Standing Committee to establish a committee with a gender balance and appropriate expertise –
- (i) to develop proposals for a system of mandatory professional development for licensed and stipendiary or paid clergy, and stipendiary or paid lay church workers providing pastoral care or service including any proposed legislation and policies, and
 - (ii) to report to the 1st ordinary session of the 53rd Synod.

(Mr Garth Blake AM SC / Mr Chris Lock)

M29 Archbishop Desmond Tutu

Tuesday 20th, following M28. Following consideration of this motion, the Archbishop will lead the Synod in prayer.

Synod gives thanks to God for the life and work of Archbishop Desmond Tutu, acknowledging in particular his declaration of the Gospel basis for his repudiation of apartheid and his commitment to the welfare of the poor in South Africa.

(Professor Bernard Stewart AM / The Rev John Stanley)

Proposed amendments

- (1) Following the words ‘Archbishop Desmond Tutu’, omit the matter ‘, acknowledging in particular’ and insert instead the matter ‘. While noting that Archbishop Tutu’s theology significantly differs from the theology espoused by this Diocese, we acknowledge’.

(The Rev Christopher Braga / The Rev Joseph Wiltshire)

M31 Gaming Machine Reform for NSW Parliament

Monday 19th (afternoon session) following formalities

Dean Grant will move the motion in the following form (marked to show changes) –

Synod notes that –

- (i) Australia has the world’s worst rate of gambling losses per capita, with gaming machines (“the pokies”) causing the significant majority of those losses, being home to less than half a percent of the world’s population but with 20 percent of its pokies,
- (ii) gaming machines alone cause half the losses of all forms of gambling in Australia,
- (iii) the Productivity Commission reported over a decade ago that about 40% of all losses on gaming machines come from problem gamblers,
- (iv) recent research sponsored by federal, state and territory governments reported that the prevalence of problem gambling has doubled over the last decade,
- (v) NSW has almost double (or worse) the rate per capita of gaming machine losses compared to every other state and territory,
- (vi) the worst gaming machines losses ~~are~~ tend to be concentrated in the poorest LGAs ~~in Sydney~~, and
- (vii) NSW Treasury budget papers project gambling taxes on gaming devices alone in clubs and hotels to grow to over \$2 billion in the next financial year, with an average annual growth rate of 12.55% over the next four years, while gambling taxation also increases as a share of NSW Government revenue.

So Synod laments that NSW and its government has the biggest and most destructive gambling addiction in the world and a growing reliance on a regressive form of taxation.

Synod also notes that the Bible says “Whoever oppresses the poor shows contempt for their Maker, but whoever is kind to the needy honours God” (Proverbs 14:31), and it also reminds rulers to “Speak up and judge fairly; defend the rights of the poor and needy” (Proverbs 31:9).

Therefore in light of the enormous losses on gaming machines, Synod urges the NSW State Parliament to consider urgently –

- (a) implementation of \$1 bet limits on all poker machines (recommended by Productivity Commission),
- (b) implementation of a cashless gaming smart card system (commended by the Bergin Inquiry),
- (c) more extensive compulsory shut down periods for all poker machines, for example between midnight and 10am,
- (d) limiting the maximum number of gaming machines in clubs,
- (e) giving local councils the right to limit the number of gaming machines in their LGA, and
- (f) as an immediate initial step, mandating that all future electronic gaming device technology (including the gaming devices themselves and any gambling card technology) be capable of implementing such measures.

Synod requests the Diocesan Secretary to advise all members of the NSW Parliament of the terms of this resolution.

Synod further requests the Dean of Sydney to communicate the terms of this resolution directly to the Premier and Opposition Leader of NSW and to urge a bipartisan approach towards reforms that ensure more effective harm minimisation from problem gambling on gaming machines.

(Dean Sandy Grant / Mr Jim Wackett)

Proposed amendments

- ~~(1) In paragraph (vi)~~
 - ~~(a) omit the word, 'are', and insert instead the words, 'tend to be', and~~
 - ~~(b) omit the words, 'in Sydney'.~~

(Withdrawn by Canon Mark Smith / Mrs Stacey Chapman)

VI. Motions received by the Synod

M39 National School Chaplaincy Program

Synod notes –

- (a) its thankfulness to successive Australian Governments for the National School Chaplaincy Program over the last 15 years,
- (b) that school chaplains are qualified to support the social, emotional and spiritual wellbeing of both public and independent school communities across Australia and that for many schools, having Christian pastoral care has proven invaluable over this season of droughts, floods, bushfires and COVID,
- (c) that over 322 public schools take part in the program in NSW, including the Rev Neil Scott, rector of Park Rail Anglican Church, who serves as a chaplain at his local school, and
- (d) that the program is currently being evaluated, with an online questionnaire open until midnight Tuesday 13th September and available here: https://dandolopartners.syd1.qualtrics.com/jfe/form/SV_5pyqFknmzew89tY

Synod continues to pray for our school communities, our chaplains who serve in them, and all those in their care.

(Mr Matthew Robson / Mr James Flavin)

M41 Support and encouragement for the Heads of schools

Tuesday 20 September 2022 following M29, unless taken on the callover

In light of the weighty responsibility of the Principals of our Anglican Schools to honour Christ and His mission while –

- (i) providing an excellent education in a place that is safe and dedicated to the well-being of students, and
- (ii) ensuring excellence and development of all teachers and staff who work in our schools,

and because we honour them and long for their well-being – spiritually, emotionally and physically, this Synod –

- (a) expresses its thanks to all Principals of our Anglican Schools,
- (b) acknowledges the enormity and complexity of their role, and the personal sacrifices made in the arenas of family and church life,
- (c) recognises the pressure from many stakeholders – students, parents, teachers, communities, governors, the Synod, NESAs and media outlets, and
- (d) encourages all Principals to have a spiritual mentor or coach, outside their spheres of influence (primarily school and family), who is committed to their well-being and growth in the Christian faith.

(Mrs Nicola Fortescue / The Rev David Mears)

M43 Online determination of motions

Synod requests Standing Committee to draft a bill for an Amending Ordinance to the *Standing Orders Ordinance 2019* to provide for online voting by Synod members of any motion so notified by (a) ten members of Standing Committee or (b) one hundred members of Synod, at any time out of session but with reasonable caveats concerning time before the next scheduled session of Synod and with all other provisions concerning the determination of motions remaining operable where relevant.

(Professor Bernard Stewart AM)

M44 Congratulations to The Rev Darrell Parker on election as the Bishop of North West Australia

Monday 19th (if time permits), otherwise Tuesday 20th (afternoon session) following M23

Synod congratulates the Rev Darrell Parker on his election as the next Bishop of the Diocese of North West Australia. Mr Parker is a graduate of Moore Theological College and is currently Senior Minister at St Paul's, West Tamworth. Darrell and his wife Elizabeth have spent 25 years serving God in the Armidale Diocese. Synod notes that Darrell will be consecrated in St Andrew's Cathedral on Friday 3 February 2023 and commits to pray for Darrell and Elizabeth as they embark on this strategic gospel ministry.

(Dr Robert Tong AM / ~~Dr Laurie Scandrett~~ Bishop Rick Lewers)

M45 Synod in the Greenfields of the Northwest of Sydney

This motion was passed on the callover on Wednesday 14 September 2022; however, on the same day, Bishop Michael Stead gave notice of a procedural motion to recommit the matter in order to consider an amendment, which has been since accepted by the mover and incorporated into the motion below.

Mrs Jackson will move the motion in the following form (marked to show changes) –

Given the great success of the Greenfields visit on the first day of Synod 2022 in moving us to see what is happening in the Southwest, Synod recommends that the

Standing Committee consider duplicating requests that we duplicate this visit next year for the Greenfields of the Northwest of Sydney.

(Mrs Patricia Jackson / The Rev Geoff Bates)

●● **M46 Livestream of meetings of the Synod**

Synod requests that arrangements be made to livestream meetings of Synod for the benefit of members who are unable to attend.

(The Rev Richard Blight / The Rev Tim Mildenhall)

●● **M47 The Rev Craig and Mrs Annie Segart**

Synod gives thanks to God for the life and work of Rev Craig and Annie Segart at St Nicolas' Church, Coogee, as they retire at the end of this year; and in particular for their patient, loving stewardship establishing a Christian Preschool from next to nothing, fostering the Intergenerational Study as seen on the ABC program "Old People's Home For 4 Year Olds", indigenous scholarships to the preschool, and many other community ministries.

(Mr Chris Hamam / Bishop Michael Stead)

●● **M51 Youthworks College Centre for Christian Education**

Synod, noting –

- (a) with thanks to God the enrolment growth experienced by diocesan and Schools Corporation schools,
- (b) the consequent need for an increased supply of qualified, skilled and passionate teachers, and
- (c) the need for a sufficient quantity of godly Christian teachers with well-formed theological convictions in order to ensure the mission of each Christian school is maintained and strengthened,

thanks God for the Youthworks College 'Centre for Christian Education', which, from 2023, will offer a 'Diploma of Theology' for Christian teachers either before, during or after their university studies, and welcomes the invitation from Bishop Edwards, the Diocesan Bishop for Education, to celebrate the launch of the Centre for Christian Education on Wednesday 2 November 2022 at Moore College.

(The Rev Chris Braga / Canon Craig Roberts)

●● **M52 Request for Doctrine Commission report on the relationship of church and state, and religious freedom**

Given the impact of the COVID-19 governmental restrictions on church gatherings, weddings and funerals, and in light of changing attitudes in society to free speech, especially on issues of sexuality, compelled by our Lord's call that all people come to repentance and faith, Synod requests a Doctrine Commission report be brought to the 2023 session of Synod which considers –

- (a) the relationship of church and state, and in particular the extent to which Christians and church leaders are beholden to obey government directives that are contrary to the word of God and Christian conscience, particularly those concerning –
 - (i) the conduct of church gatherings,
 - (ii) the exclusion of a person from our public gatherings,
 - (iii) the removal of, or the prohibition of, an otherwise suitable person to ministry positions, and
 - (iv) forced compliance with certain forms of speech,including consideration of when it would be right and proper to disobey such directives, and

- (b) what responsibilities does the wider Christian community have in defending believers who, in Biblical conscience, have made costly decisions to disobey directions to limit Christians' freedom to assemble, and freedom to speak and assert Biblical truths.

Further, Synod invites any Synod members who wish to make submissions to the Doctrine Commission on the above, for consideration by the Doctrine Commission, to do so by 31 January 2023.

(The Rev Andrew Barry / The Rev Matthew Johnston)

●○ **M53 Younger members' dinner**

~~This Synod notes that there will be a dinner for younger Synod members on Wednesday 14 September 2022 for the purposes of shared community, meeting at the Pitt St Entrance of Wesley Theatre at 5:45pm with the intention of travelling to the Galleries food court.~~

~~All Synod members feeling their youth places them in a minority are warmly invited to attend.~~

(Withdrawn by Mr Tristian Anlezark / The Rev Michael Mak)

○○ **M54 Relational distress in the ministry workplace**

Mrs Nicola Fortescue will move the motion in the following form (marked to show changes) –

'Synod requests the Standing Committee to consider ways to resource those experiencing relational difficulty causing distress in a ministry workplace, so they can be empowered to take action to navigate this relational difficulty soon after they experience any such distress.

~~We Synod requests~~ a report to be provided to the next session of Synod on any action taken by the Standing Committee and subsequently, the report or some edited version thereof, thereafter for a suitable form of the report to be provided to all church workers in the Diocese.'

(Mrs Nicola Fortescue / Mr Peter Mayrick)

○○ **M55 Gospel partnerships between parishes**

Synod –

- (a) gives thanks to God for the gospel partnerships that exist already between churches in different demographical areas across the Diocese, and the blessings and growth that they bring to all involved,
- (b) encourages other churches to look for ways to develop these kinds of partnerships to help further grow God's work in and through all Churches involved, and be an expression of the interdependency of the body of Christ in our Diocese, and
- (c) encourages churches to speak to their regional Bishop and/or regional Anglicare Parish Development Officer to help with that process.

(The Rev Craig Hooper / The Rev David Smith)

○○ **M56 Appreciation for Sydney Anglican public school teachers**

Synod gives thanks to God for –

- (a) all Sydney Anglican public school teachers and students ensuring a Christian presence in our public schools, and
- (b) all Sydney Anglican Special Religious Education (SRE) teachers faithfully taking the gospel message to many who do not know Jesus.

(The Rev Jason Veitch / Mr James Flavin)

🕒 **M57 Sydney Anglican Schools partnering in teaching SRE in public schools**

Synod encourages all Sydney Anglican Schools and their Councils to allocate staff member time to partnering with local Parishes in teaching Special Religious Education (SRE) in local public schools as a way of blessing the wider community with the Gospel.

(The Rev Jason Veitch / Mr James Flavin)

🕒 **M58 Official Provincial Memorial Service for Her Majesty, Queen Elizabeth II**

Synod notes that St Andrew's Cathedral will host the Official Provincial Memorial Service for Her Majesty, Queen Elizabeth II on Wednesday 21 September, 11am, in the presence of the Governor of NSW, the Hon. Margaret Beazley AO KC, and state, federal and Commonwealth dignitaries, and other Faith leaders, with the Most Reverend Kanishka Raffel, Archbishop of Sydney, Metropolitan of NSW, preaching; the service will be live-streamed.

Synod also notes other opportunities for the public to mourn Her Late Majesty at Choral Matins (BCP), on Sunday 18 September, 10:30am, with music and prayers suitable to the occasion and by attending our Community Live-site for the Royal Funeral, on Monday 19 September, from 7:15pm, preceded by Choral Evensong at 5:15pm; the TV Commentary will be muted for Christian prayers at 7:45pm, prior to the funeral proper at 8pm.

(Dean Sandy Grant)



Timetable for Synod Business

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

* Motions with asterisk on the business paper may be passed on the calling of motions, in which case the scheduling of that motion will lapse.

Monday 19 September 2022	
3.15 – 4.45 pm	Bible Study/prayer and Formal matters <u>M31: Gaming Machine Reform for NSW Parliament</u> <u>M12: Review of the Nomination Ordinance 2006</u> <i>Thereafter, other business as per the business paper</i>
4.45 – 5.59 pm	M4: Review of Diocesan Investment Strategy <i>Thereafter, other business as per the business paper</i>
5.59 – 6:00 pm	Presentation: Anglican Super
<i>Out of respect for Her Majesty Queen Elizabeth II on the occasion of her funeral, there is to be no evening session on Monday 19 September 2022</i>	

Tuesday 20 September 2022	
3.15 – 5.45 pm	Bible Study/prayer and Formal matters <u>M7: Approach to meetings of, and financial contributions to, the General Synod</u> <u>M8: Obedience to Jesus' Great Commission</u> <i>[*M21, M23 and M44 to be considered at this point if not passed earlier]</i> <u>M24: The practice and understanding of baptism</u> <u>M28: Ministry Wellbeing and Development [after 5.00 pm]</u> <u>M29: Archbishop Desmond Tutu</u> <i>* M41: Support and encouragement for the Heads of schools</i> <i>Thereafter, other business as per the business paper</i>
7.00 – 9.00 pm	<i>Consideration of any scheduled motions not dealt with.</i> <i>Thereafter, other business as per the business paper</i>
9:00 pm	<i>Closure motions and hymn</i>