

51st Synod of the Diocese of Sydney

2nd Ordinary Session

Minutes of Proceedings of the Synod for Tuesday 23 October 2018

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Bible study

The Rev John Lavender led the Bible study.

3. Prayers

Prayers were read by the Registrar, Mr Doug Marr.

4. Minutes

The President signed the minutes for Monday 22 October 2018.

5. Procedural motions from members

5.1 Recommendations from the Order of Business Committee

Mr Daniel Glynn moved –

‘Synod –

- (a) agrees to reschedule items of business as shown in marked form on the Timetable for Synod Business,
- (b) notes that the motion at M2 (the Most Rev Dr Peter Jensen) has been removed from the schedule and may now be taken on the call over, and
- (c) agrees that the motion at M58 (Implementation of recommendations of the Royal Commission) may be called on the call over notwithstanding it is scheduled for tonight’s session.’

Seconded and carried

5.2 Arrangements for considering the motion concerning Appointment of assistant ministers and employment of stipendiary lay workers

Mr Daniel Glynn moved –

‘Synod, noting that –

- (i) consideration of the motion at M13 (Appointment of assistant ministers and employment of stipendiary lay workers) commenced on Tuesday 16 October but was not concluded, and
- (ii) Canon Sandy Grant’s amendment to that motion recorded on today’s amendment sheet was moved at that time,

agrees to the following arrangements to recommence debate –

- (a) the mover of the principal motion may speak to the motion for up to three minutes, and
- (b) Canon Grant may speak to his amendment for up to three minutes,

- (c) debate will then resume on the motion,
and suspends so many business rules as would prevent these arrangements.'

Seconded and carried

5.3 Arrangements for considering the motion concerning Remarriage of divorced persons

The Rev Mark Tough moved –

'Synod agrees to schedule debate on the motion at M21 (Remarriage of divorced persons) following the motion at M1 in this evening's session, unless it is passed on the call over, and suspends so many business rules as would prevent these arrangements.'

Seconded and carried

5.4 Modification to the dinner break

The Rev Mark Tough moved –

'Synod agrees to reduce the dinner break for today's session, from 5:45-7:00 pm to 5:45-6:30 pm, and bring forward the scheduled matters in this evening's session to commence from 6:30 pm.'

Seconded

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

Mr Tough's motion therefore lapsed.

5.5 Arrangements for the close of this session

Mr Daniel Glynn moved –

'Synod agrees that the following three motions without notice may be moved by 9:10 pm, and suspends so many business rules as would prevent these arrangements –

- “(A) Synod records its appreciation of the preaching and leadership of the Rev John Lavender for the Synod Service and the Bible studies during this session.
- (B) Synod records its appreciation of –
 - (a) the President for his chairmanship, and
 - (b) the Chair and Deputy Chairs of Committees for their work in the Committee stages of ordinances, and
 - (c) the members who helped during the session by giving advice and serving the Synod, especially the Order of Business Committee, and
 - (d) the services given by the Secretary, the staff of the SDS, the Archbishop's Office and Anglican Media, the music team and all those who have helped with the arrangements for sittings.
- (C) Synod authorises the President to sign the minutes of 23 October 2018 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.”

Seconded and carried

6. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or those motions to be considered at a time fixed by the Synod.

6.1 The Most Rev Dr Peter Jensen

Bishop Chris Edwards moved –

'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.'

Seconded and carried

Dean Kanishka Raffel led the Synod in a prayer of thanks for Dr Jensen.

6.2 Synod business rules concerning moving amendments to motions

Mr Michael Meek SC moved –

'Synod –

- (a) encourages Members to provide comments regarding the trial arrangements concerning moving amendments to motions, and any other matters concerning the conduct of Synod business, 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,

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.'

Seconded and carried

6.3 Religious Freedom

Dean Kanishka Raffel moved –

'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.'

Seconded and carried

6.4 Reporting on the National Redress Scheme

Mr Garth Blake AM SC moved –

'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.'

Seconded and carried

6.5 Implementation of recommendations of the Royal Commission

Having been granted leave, Mr Garth Blake AM SC moved –

'Synod, noting that an independent review of the position of the Diocese of Sydney with respect to the final recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (available on the Synod this year page of the SDS website) is being considered by the Safe Ministry Board and the Standing Committee's Royal Commission Steering Committee, requests that a full report be provided to the next ordinary session of Synod in relation to the implementation of the recommendations of the Royal Commission addressed to the Anglican Church, including –

- (a) any sources of funding which may enable their implementation, and
- (b) any draft ordinances or policies still required to facilitate their implementation.'

Seconded and carried

7. Motions

7.1 Rouse Hill: Reclassification as a Parish

Bishop Ivan Lee moved –

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

Seconded and carried by acclamation

Bishop Lee led the Synod in prayer for the parish of Rouse Hill.

7.2 Appointment of assistant ministers and employment of stipendiary lay workers

Debate on the Bishop Chris Edwards' motion and Canon Sandy Grant's amendment, which had commenced on Tuesday 16 October 2018, resumed.

The Rev Michael Doyle moved as an amendment to Bishop Edwards' motion –

'At the end of the motion following the original paragraph (d), insert the following matter as a new paragraph –

- “(e) requests the Standing Committee to provide appropriate human resources expertise to support bishops, rectors, wardens and church staff.”

Mr Doug Marr moved as an amendment to Mr Doyle's amendment –

'Omit the word "provide" and insert instead the matter "consider providing".'

The Rev Mark Layson moved as an amendment to Bishop Edwards' motion –

'Omit the entire sub-paragraph (b)(i).'

After a time for debate the President asked –

"Does the Synod consider that sufficient time has been allowed for debate?"

The majority of members present answered in the affirmative.

Mr Layson's amendment was not carried.

The amendments of Canon Grant, Mr Doyle and Mr Marr were carried.

Bishop Edwards' motion, as amended, was carried in the following form –

'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 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,
- (d) 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,
- (e) requests wardens and rectors to use the standard-form letters issued by SDS for the employment of Lay Ministers and appointment of Assistant Ministers, and
- (f) requests the Standing Committee to consider providing appropriate human resources expertise to support bishops, rectors, wardens and church staff.'

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

The Rev Michael Doyle moved –

'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.'

Seconded

The Rev Dr Raj Gupta moved as an amendment to Mr Doyle's motion –

'Omit all matter (including subsequent paragraphs) after the words "appoint a committee" in the first paragraph 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."

Mr Michael Meek SC moved as an amendment to Dr Gupta's amendment –

'Omit the matter "misconduct within a staff team" and insert instead the matter as follows –

"failure to follow proper practices with regard to staff management".'

After a time for debate the President asked –

"Does the Synod consider that sufficient time has been allowed for debate?"

The majority of members present answered in the affirmative.

Having been granted leave, Dr Gupta moved his amendment in an amended form incorporating Mr Meek's amendment in the following form –

'Omit all matter (including subsequent paragraphs) after the words 'appoint a committee' in the third line and insert instead the matter as follows –

"to consider if further mechanisms are required to deal with issues of failure to follow proper practices with regard to staff management, and make any appropriate recommendations."

Mr Meek's amendment lapsed as a consequence of Dr Gupta accepting his amendment.

Dr Gupta's amendment, as amended, was carried.

Mr Doyle's motion, as amended, was carried in the following form –

'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 to consider if further mechanisms are required to deal with issues of failure to follow proper practices with regard to staff management, and make any appropriate recommendations.'

7.4 Property Use Policy

Bishop Michael Stead moved –

‘Synod passes the Property Use Policy as a Policy of the Synod, and requests –

- (a) Synod members to provide feedback on the policy to the Diocesan Secretary by 28 February 2019, and
- (b) Standing Committee to review the policy and bring recommendations to the next ordinary session of the Synod.’

Seconded

Having been granted leave, Mr John Sandeman moved as an amendment to Bishop Stead’s motion –

‘At the end of the motion to pass the policy insert the matter as follows –

“Synod apologises to the First Peoples of Australia for the unintentional offence caused in relation to smoking ceremonies, and asks Standing Committee to arrange for wide consultation with representative of the Aboriginal communities on these issues in the future.”

The Rev Canon Sandy Grant moved as an amendment to Bishop Stead’s motion –

‘In paragraph (b) of the motion to pass the policy, after the matter “review the policy” insert the matter as follows –

“, including with further reference to Resolution 8/17,”.’

The Rev Nigel Fortescue moved as a procedural motion –

‘That the amendment of Mr Sandeman not be voted on.’

The President asked –

“Does the Synod wish the debate on Mr Sandeman’s amendment to continue before the procedural motion is put to the Synod.”

The Synod answered in the negative.

Mr Fortescue’s procedural motion was put and was carried.

Mr Sandeman’s amendment lapsed.

Canon Grant’s amendment was carried.

Bishop Stead’s motion, as amended, was carried in the following form –

‘Synod passes the Property Use Policy as a Policy of the Synod, and requests –

- (a) Synod members to provide feedback on the policy to the Diocesan Secretary by 28 February 2019, and
- (b) Standing Committee to review the policy, including with reference to Resolution 8/17, and bring recommendations to the next ordinary session of the Synod.’

Adjournment

At 5.58 pm, Mr Doug Marr moved –

“That the Synod adjourn and resume at 7.00 pm tonight.”

Seconded and carried

Resumption

The Synod resumed at 7.00 pm.

8. Youthworks presentation

A video presentation was given regarding the work of Youthworks Year 13.

9. Prayer

Bishop Peter Hayward led the Synod in prayer for the Rev Steve Stanis and his family.

10. Calling of motions on the business paper

The President called the remaining motions in the order in which they appeared on the business paper according to the Timetable for Synod Business for Tuesday 23 October 2018 agreed to by the Synod at the commencement of today's proceedings.

No motions were passed.

11. Motions

11.1 **GAFCON 2018: A Letter to the Churches from the GAFCON Assembly 2018**

Dean Kanishka Raffel moved –

'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, and especially on the Conference Organising Committee,
- (g) congratulates Canon Daniel Willis for his outstanding contribution as Conference Director, 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.'

Seconded and carried

11.2 Remarriage of divorced persons

Bishop Peter Lin led the Synod in prayer for the consideration of this matter.

The President advised the Synod that Archdeacon Kara Hartley and Bishop Chris Edwards were available for prayer and support in the Wesley Centre foyer during consideration of this motion.

Ms Lyn Bannerman moved –

'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.'

Seconded

The Rev Dr Raj Gupta moved as a procedural motion –

"That the motion be not be voted on."

The President initially asked –

"Does the Synod wish the debate on the principal motion to continue before the procedural motion is put to the Synod."

After a time for debate of the question the President asked –

"Does the Synod consider that sufficient time has been allowed for debate of the question?"

The majority of members present answered in the affirmative.

The Synod answered the initial question of the President in the negative.

Dr Gupta's procedural motion was put and was not carried.

Prior to Ms Bannerman's motion being put, having been granted leave, the Rev Dominic Steele moved as an amendment to Ms Bannerman's motion –

'Amend the motion as follows –

(a) omit the matter "requests the Archbishop and Regional Bishops to consider approving the remarriage" and insert instead the matter as follows –

"requests the Doctrine Commission to prioritise its consideration of the remarriage", and

(b) insert at the end "and bring a report to Synod in 2019".'

Dean Kanishka Raffel moved as a procedural motion –

'That the President invite the Chair of the Domestic Violence Task Force, the Rev Canon Sandy Grant, to speak.'

The Rev Stephen Semenchuk moved as an amendment to Dean Raffel's procedural motion –

'Insert at the end of the procedural motion, prior to the full stop –

"; and to give Ms Lyn Bannerman a right of reply"

Having been granted leave, Dean Raffel accepted the amendment of Mr Semenchuk and incorporated the amendment into his procedural motion.

Mr Semenchuk's amendment lapsed.

Dean Raffel's procedural motion was put and was carried in the following form –

'That the President invite the Chair of the Domestic Violence Task Force, the Rev Canon Sandy Grant, to speak; and to give Ms Lyn Bannerman a right of reply.'

Mr Paul Fitzpatrick moved as a procedural motion –

"That the Synod permit debate on the principal motion to continue, and suspends so many business rules as would prevent this."

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

Mr Fitzpatrick's procedural motion therefore lapsed.

The Rev Canon Sandy Grant addressed the Synod followed by a reply from Ms Bannerman.

Dr Robert Tong AM moved as a procedural motion –

"That a secret ballot of the whole Synod be taken if Mr Steele's amendment is not carried."

8 members stood in their place to request the vote be taken by secret ballot.

Mr Steele's amendment was put but was not carried, with 227 votes for and 257 votes against the amendment.

Ms Bannerman's motion, without amendment, was taken by secret ballot.

12. Procedural motion

12.1 Further calling of motions

Having been granted leave, Bishop Michael Stead moved as a procedural motion –

'That the motions at M7 (Gender Identity Guidelines) and M11 (Same-Sex Attraction: A pastoral guide) be called over.'

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

13. Calling of motions on the business paper

13.1 Gender Identity Guidelines

Bishop Peter Hayward moved –

'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.'

Seconded and carried

14. Closure

14.1 Leadership of Bible studies

Bishop Chris Edwards moved –

“Synod records its appreciation of the preaching and leadership of the Rev John Lavender for the Synod Service and the Bible studies during the remainder of this session.”

Seconded and carried

Bishop Edwards led the Synod in prayer for Mr Lavender.

14.2 Officers of the Synod

Bishop Peter Hayward moved –

‘Synod records its appreciation of –

- (a) the President for his chairmanship, and
- (b) the Chair and Deputy Chairs of Committees for their work in the Committee stages of ordinances, and
- (c) the members who helped during the session by giving advice and serving on committees especially the Order of Business Committee, and
- (d) the services given by the Secretary, the staff of SDS, the Archbishop's Office and Anglican Media, the music team and all those who have helped with the arrangements for sittings.’

Seconded and carried

14.3 Minutes of 23 October 2018

Mr Daniel Glynn moved –

“Synod authorises the President to sign the minutes of 23 October 2018 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.”

Seconded and carried

14.4 Hymn and Benediction

Members joined in the singing of the hymn “Hallelujah, Sing to Jesus” after which the President gave the Benediction.

14.5 Adjournment

At 9.46 pm Mr Doug Marr moved –

“Synod adjourns without appointing another day of meeting.”

Seconded and carried

15. Results of vote by secret ballot

15.1 Remarriage of divorced persons

Subsequent to the close of the session, the results of the secret ballot were announced as follows –

For	325
Against	161
Informal	1

Ms Bannerman's motion was therefore carried without amendment.

We certify that, to the best of our recollection, these minutes are a correct record of the Synod's proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

12 November 2018

DRAFT