

**2<sup>nd</sup> Ordinary Session of the 51<sup>st</sup> Synod**

**Daily Papers**

**17 October 2018**

**Business Paper**

**Proposed Policy on Voluntary Relinquishment  
of Incumbency**

(marked to show amendments accepted by the mover)

**Amendment Sheet**

**Anglican Church Diocese of Sydney**



# Anglican Church of Australia Diocese of Sydney

## 2<sup>nd</sup> Session of the 51<sup>st</sup> Synod

### Business Paper: Wednesday 17 October 2018

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- *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. Declaration of contested election**

The Archbishop will declare the result of the contested election.

**3. Minutes of 16 October 2018**

**4. Recommendation from the Order of Business Committee**

Synod –

- agrees to reschedule items of business as shown in marked form on the Timetable for Synod Business,
- agrees that the Bill at B1 is to be taken no later than 8:00 pm tonight, followed by the Bill at B2,
- agrees to schedule a callover on Tuesday 23 October at 7:00 pm in addition to the afternoon callover,
- agrees to consider the motion at M14 (Gender representation on Diocesan boards and committees) at any suitable time, including on the callover, from Monday 22 October,
- notes that the following matters are not scheduled, and agrees to consider these as a matter of priority at a suitable time as available –
  - B11: Sydney Anglican Use of Church Property Ordinance 2018,
  - B12: Property Use Policy,
- requests the President not to read aloud answers to questions today or any future day of this session of Synod, as would otherwise be required by business rule 6.3(5), and
- notes that answers to questions will be posted –
  - on the noticeboard in the foyer prior to the dinner break, and on the SDS website shortly after the commencement of the afternoon session of Synod today, and
  - on the noticeboard and the SDS website prior to the commencement of the sessions on Monday 22 October and Tuesday 23 October (if required),

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

(Mr Daniel Glynn / Dr Robert Tong AM)

## **5. Answers to questions**

### **5.1 Non-conformity with Diocesan Governance Guidelines**

The Rev Christopher Braga asked the following question –

Which Diocesan organisations have boards with a membership larger or smaller than the number recommended by the Governance Policy for Diocesan Organisations Policy Guidelines, what is the number of board members of each such board, and what explanation has been given by the chair of each such organisation for the non-conformity?

### **5.2 Subsidisation of public liability insurance**

Mrs Sarah Manning asked the following question –

What evidence is there that the ACPT funds spent subsidising public liability insurance over the last 4 years has led to conversions or increase in attendance in our churches?

### **5.3 Implementation of 16/15 regarding the Doctrine Commission report, “A theology of Christian assembly”**

Dr David Oakenfull asked the following question –

What steps have been taken to implement Resolution 16 passed by the 2015 session of Synod requesting the Diocesan Doctrine Commission to revisit its report “A theology of Christian assembly” (4 September 2008), noting that this report makes no reference to prayer or worship?

### **5.4 Anglicare’s Mobile Pantry Program**

Mr Matthew Robson asked the following question –

With regard to Anglicare’s Mobile Pantry Program –

- (i) In what year was the program established?
- (ii) What is required of a parish to take part in the program?
- (iii) How many clients does the program engage annually?
- (iv) How many mobile pantries are in operation, and how many visits to parishes occur annually?
- (v) Are the vans deployed in disaster relief circumstances?
- (vi) What is the current cost of the program per annum?
- (vii) Is the program subsidised by any State or Federal funding?
- (viii) Does the program receive support from the private sector or other non-profit organisations?

### **5.5 Synod Resolution 31/17 - Assistance for authorised employees in parish ministry**

Mr Matthew Robson asked the following question –

Noting that the Clergy Assistance Program has been operational for two years and that Synod Resolution 31/17 (f) requested the Standing Committee to “...bring to the next ordinary session of the Synod, a report examining the feasibility of expanding the eligibility criteria of the program...” –

- (a) Has Standing Committee discussed the resolution at any of its meetings?
- (b) What action has Standing Committee taken to examine the feasibility of expanding the program as requested?
- (c) When can the Synod expect to receive the report as requested?

## **5.6 Membership of the Inter-Church Commission on Religious Education in Public Schools (NSW)**

Mr Matthew Robson asked the following question –

Noting that the Standing Committee has agreed to apply to “re-join” the Inter-Church Commission on Religious Education in Public Schools (NSW) Inc (ICCOREIS) (4.9, Book 1, p.13):

- (a) In what year did the Diocese withdraw as a member of ICCOREIS?
- (b) What were the reason/s for withdrawing at the time?
- (c) What are the reason/s for re-joining?
- (d) Have the reasons for withdrawing been addressed?
- (e) Noting that the membership of ICCOREIS includes the Catholic, Uniting, Seventh Day Adventist and Salvation Army Churches, what steps will be taken to ensure that the Diocese will be able to participate without compromising our evangelical doctrine and heritage?
- (f) Will the Diocese incur membership fees in re-joining ICCOREIS?
- (g) If the answer to question (f) is ‘yes’, what is the annual cost of membership?
- (h) If the answer to question (f) is ‘yes’, which organisation will bear the responsibility for payment?

## **5.7 Operation of the *Assistant Ministers Ordinance 2017***

The Rev Graeme Marks asked the following question –

*Operation of the Assistant Ministers Ordinance 2017*

- (a) How many Assistant Ministers and Senior Assistant Ministers are currently licensed in the Diocese?
- (b) How many Assistant Ministers and Senior Assistant Ministers have been given notice of termination in accordance with Clause 3 of the Assistant Ministers Ordinance 2017?

How many Assistant Ministers and Senior Assistant Ministers, given such notice, have indicated, either formally or informally, that they believe the termination process was unfair?

## **5.8 What or Who of Synod**

The Rev James Warren asked the following question –

- (a) Is this Synod an “it” or an “us”?
- (b) Should we or it change the “it” in the Synod Prayer to an “us”?

## **5.9 Consultation with parishes by the Mission Property Committee**

The Rev Nigel Webb asked the following question –

What consultation was conducted by the Mission Property Committee (MPC) with existing local Anglican churches that would be affected by future church plants in those parishes prior to the purchase of land by MPC in the following suburbs –

- (a) Oran Park
- (b) Leppington
- (c) Marsden Park
- (d) Stanhope Gardens

## **5.10 Consultation with parishes by Evangelism and New Churches**

The Rev Nigel Webb asked the following question –

What consultation was conducted by Evangelism & New Churches (ENC) with existing local Anglican churches that would be affected by future church plants in those parishes prior to those church plants being set up in the following suburbs –

- (a) Oran Park
- (b) Leppington

#### **5.11 The Ministry in Socially Disadvantaged Areas Committee**

The Rev Mark Tough asked the following question –

My questions are about the Ministry in Socially Disadvantaged Areas Committee. How has this committee fulfilled its Terms of Reference over the last 3 years? What plans does this have committee have for the future?

#### **5.12 Ministry wives who have had to leave their marriages due to domestic abuse**

The Rev Mark Tough asked the following question –

What support, both financial and non-financial, could ministry wives who have had to leave their marriages due to domestic abuse expect to receive from the diocese? How would they apply for such support?

#### **5.13 Increases to parish network costs**

Mr John Russell asked the following question –

Is it true that the increase in the Net Operating Receipts (network cost) for 2019 is 23% and that it will increase over the 3 year budget period by 48% at least?

#### **5.14 Calculation of increases to levies and charges to parishes**

The Rev Brian Tung asked the following question –

What models or projections to calculate parish income and cash flow over the next triennium were used in working out the increases to levies and charges to parishes by the Diocese? If no modelling was done, how was the impact on local ministry determined in calculating these increases?

#### **5.15 Use of Lifelong Ministry Development by diocesan bishops**

Mr Daniel Armishaw asked the following question –

In light of Synod's adoption last year of the Lifelong Ministry Development Guidelines (resolution 41/17), how many of our diocesan bishops have signed up to [www.mtd.org.au/lmd](http://www.mtd.org.au/lmd) as of the 30th September 2018?

### **6. Questions**

### **7. Procedural motions**

#### **7.1 Arrangements for the consideration of amendments not appearing on the Amendment Sheet**

Synod agrees to the following arrangements with regard to the moving of amendments to motions, or to the text of Ordinances or Policies in Committee, for the remainder of this Synod –

- (a) the mover of any amendment that does not appear on the day's Amendment Sheet is restricted to a maximum speech length of 1 minute with no extension allowed,
- (b) the mover of any amendment that that does not appear on the day's Amendment Sheet is required to give two written copies to the President, or the Chairman of Committees (as the case may be), in sufficient time for the amendment to appear on the electronic screen before they speak to the amendment,

- (c) if (b) is not complied with then the President, or the Chairman of Committees (as the case may be), is to rule the amendment out of order before the mover commences to speak to the amendment,
- (d) any amendment that is ruled out-of-order under (c) is not to be re-considered, and
- (e) this change in procedure is to commence with immediate effect upon the passing of this motion.

(Dr Laurie Scandrett / The Rev Craig Roberts)

**7.2 Arrangements for a speech supporting Synod's resolution regarding the Archbishop of Sydney's Bishop for International Relations**

Synod, noting its resolution passed on the callover on Monday 15 October concerning Bishop Peter Tasker's role as the Archbishop of Sydney's Bishop for International Relations, agrees to Dr Robert Tong speaking for up to 3 minutes on the substance of the motion prior to the dinner break on Monday 22 October while Bishop Tasker is present in the Synod.

(Mr Clive Ellis / Dr Robert Tong AM)

**7.3 Arrangements for considering the proposed Policy on Voluntary Relinquishment of Incumbency**

Synod agrees, for the purposes of considering the text of the proposed policy at B7, to substitute the form of policy attached to today's business paper incorporating amendments accepted by the mover (shown in marked form), for the form of the policy shown at page 347 of Book 3, and suspends so many of the business rules as would prevent these arrangements.

(Dr Robert Tong AM / The Rev Phil Wheeler)

- 8. The President invites members to give notice of other motions**
- 9. Calling of motions on the business paper, in the Schedule attached.**
- 10. 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). Items of business which are in slightly amended order, but still proposed to be considered within the same session are not marked.

Wednesday 17 October 2018	
3.15 – 4.30 pm	Bible Study/prayer Formal matters Presentation regarding the Residence for the Archbishop M46: Residence and ministry space for the next Archbishop of Sydney <u>B7: Policy on Voluntary Relinquishment of Incumbency</u> <u>M3: Voluntary Relinquishment of Incumbency</u> Thereafter, other business
4.30 – 5.45 pm	M17: Indigenous ministry in the Diocese M42: Recruitment of Christians as teachers (including Anglican Education Commission presentation) Thereafter, other business
7.00 – 8:00 pm	B10: Sydney Anglican Policy on Responding to Domestic Abuse M12: Responding to Domestic Abuse: Policy and Good Practice Guidelines
8:00 pm +	<u>B1: Synod Appropriations and Allocations Ordinance 2018</u> <u>B2: Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance 2018</u> <del>B6: General Synod – Safe Ministry to Children Canon 2017 Adopting Ordinance 2017 Amendment Ordinance 2018</del> M37: Administration of the Anglican National Super Fund M21: Remarriage of Divorced Persons <u>M23: The nature of marriage</u> Thereafter, other business

Monday 22 October 2018	
3.15 – 5.45 pm	Bible Study/prayer Formal matters <u>M36: Donald William Bradley Robinson AO</u> M11: Same-Sex Attraction: A pastoral guide M5: Surry Hills: Reclassification as a parish M6: Rouse Hill: Reclassification as a parish <del>M14: Gender representation on Diocesan Boards and Committees</del> Thereafter, other business
7.00 – 8.00 pm	Missionary Hour
8.00 pm +	<del>M1: GAFCON 2018: A Letter to the Churches from the GAFCON Assembly 2018</del> <del>M2: The Most Rev Dr Peter Jensen</del> <u>B6: General Synod – Safe Ministry to Children Canon 2017 Adopting Ordinance 2017 Amendment Ordinance 2018</u> <u>B3: Ministry Standards Ordinance 2017 Amendment Ordinance 2018</u> 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 <u>M13: Appointment of assistant ministers and employment of stipendiary lay workers</u> <u>M38: Committee to review the Ministry Standards Ordinance 2017 and the Assistant Ministers Ordinance 2017</u> Thereafter, other business
7.00 pm +	<u>M1: GAFCON 2018: A Letter to the Churches from the GAFCON Assembly 2018</u> <u>M2: The Most Rev Dr Peter Jensen</u> 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

## 17 October 2018

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

- **B1 Synod Appropriations and Allocations Ordinance 2018**  
*[Wednesday 17 October, from 8:00 pm.]*
- Synod permits the introduction of the Synod Appropriations and Allocations Ordinance 2018.
- (Page 335) (Bishop Peter Hayward / Mr John Pascoe)
- **B2 Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance 2018**  
*[Wednesday 17 October, following B1 (from 8:00 pm)]*
- Synod permits the introduction of the Parochial Cost Recoveries and Church Land Acquisition Levy Ordinance 2018.
- (Page 358) (Bishop Peter Hayward / Mr John Pascoe)
- **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.
- (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.
- (Pages 350, 524) (Ms Michelle England / The Rev Dr Andrew Ford)

●○ **B7 Policy on Voluntary Relinquishment of Incumbency**  
*[Wednesday 17 October, following M46 (afternoon session).]*

That the Synod resolves itself into the Synod in Committee to consider further the text of the Policy on Voluntary Relinquishment of Incumbency.

(Page 347 / attached to today's business paper) (Dr Robert Tong AM / The Rev Phil Wheeler)

●○ **B10 Sydney Anglican Policy on Responding to Domestic Abuse**  
*Wednesday 17 October, 7:00 pm.*

Synod, noting the report *16/17 Implementation of the Domestic Abuse Response*, confirms that Section 1 (the Policy section) of the "Responding to Domestic Abuse: Policy and Good Practice Guidelines" as revised, should no longer be considered provisional but adopted as a policy of the Synod.

(Page 429) (Canon Sandy Grant / Archdeacon Kara Hartley)

○○ **B11 Sydney Anglican Use of Church Property Ordinance 2018**  
*Following this matter, B12 is to be considered.*

Synod permits the introduction of the Sydney Anglican Use of Church Property Ordinance 2018.

(Page 421) (Bishop Michael Stead / Mrs Melinda West)

●○ **B12 Property Use Policy**  
*To be considered following B11. Following this matter, M40 is to be considered.*

That the Property Use Policy be approved in principle.

(Page 421) (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.

(Page 62)

(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**

*[Wednesday 17 October, following B7 (afternoon session).]*

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.

~~(a)(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 10<sup>th</sup> 'relinquishment payment', whichever comes sooner, and

~~(b)(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-;

~~(e)(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

~~(d)(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.

(Pages 347)

(Dr Robert Tong AM / The Rev Phil Wheeler)

**M5 Surry Hills: Reclassification as a Parish***[Monday 22 October, following M11 (afternoon session).]*

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

(Page 98)

(Bishop Michael Stead / The Rev Toby Neal)

**M6 Rouse Hill: Reclassification as a Parish***Monday 22 October, following M5.*

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

(Page 266)

(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 formal matters and M36.]*

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 Crosweller)

**M12 Responding to Domestic Abuse: Policy and Good Practice Guidelines***Wednesday 17 October, following B10 (from 7:00 pm).*

Synod, having passed the *Sydney Anglican Policy on Responding to Domestic Abuse* as a policy of the Synod –

- (a) requests Standing Committee to ensure that the “Responding to Domestic Abuse: Policy and Good Practice Guidelines” be professionally laid out and prepared for publication and distribution to all ministers and parish councils for their attention, along with assistant ministers and lay ministers, with a request that parishioners be made aware of the policy,
- (b) requests that all parishes be encouraged to consider adopting the suggested parish policy statement (from the Resource section) as their own parish policy on domestic abuse, or to revise their existing policy in light of revisions to the Synod’s “Responding to Domestic Abuse: Policy and Good Practice Guidelines”,
- (c) 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 –
  - (i) made in consultation with the Professional Standards Unit and the Anglicare Domestic Violence Adviser, and
  - (ii) reported to the next ordinary session of the Synod., and
- (d) requests the Standing Committee to review the “Responding to Domestic Abuse: Policy and Good Practice Guidelines” after four years’ operation following the passing of the

Policy by the Synod and provide a report on the outcome of the review to the 1st ordinary session of the 53rd Synod in 2023.

(Page 429)

(Canon Sandy Grant / Archdeacon Kara Hartley)

●○ **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**  
[Not to be considered until Monday 22 October.]

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)

●○ **M17 Indigenous Ministry in the Diocese**  
Wednesday 17 October, 4:30 pm.

Synod commends to the prayers and interest of Synod members the parishes, Diocesan schools, organisations, committees and individuals involved in ministry with Indigenous people, and in particular the prioritisation to raise up the next generations of Indigenous Christian leadership.

Synod –

- (a) requests the Diocesan Doctrine Commission, in consultation with Indigenous Christian leaders nominated by the Sydney Anglican Indigenous Peoples' Ministry Committee (SAIPMC), to bring a report to the next session of Synod on a theological framework for reconciliation, with special reference to the Indigenous peoples of Australia (providing progress reports to the task force established by the Synod in paragraph (b)),
- (b) hereby establishes a task force consisting of three Indigenous Christians appointed by the SAIPMC, and Dean Kanishka Raffel, the Rev Stuart Crawshaw and the mover (Mr Tony Willis), with power to co-opt, and
- (c) requests the task force to work with the Social Issues Committee to report to the 1<sup>st</sup> ordinary session of the 52<sup>nd</sup> Synod detailing an appropriate out-working of the Bible's teaching on reconciliation, and providing recommendations as to how the Diocese as a whole, including organisations, parishes and individuals, might –
  - (i) acknowledge past failures in relationships with this nation's First Peoples, and

- (ii) find ways to become more intentionally involved with the ministry of the gospel to and with Indigenous peoples.

(Mr Tony Willis / Mr Michael Paduch-Duckett)

### 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

*[Wednesday 17 October, following M37 (evening session).]*

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 Pyrmont

That this Synod notes the upcoming fiftieth anniversary of the decision of the Diocese in December 1968 to sell the land and church building at St Bartholomew's Anglican Church, 22 Point Street, Pyrmont, NSW 2009.

(Mr Peter M G Young / Mr Michael Rowe)



#### M23 The nature of marriage

*[Wednesday 17 October, following M21 (evening session).]*

Synod, noting that it has been sadly aware for some years of the ~~use by some husbands of the current doctrine on marriage in this Diocese~~ misuse by some husbands of the biblical teaching on marriage to justify abuse of their wives, requests the Diocesan Doctrine Commission –

- (a) to acknowledge the extreme urgency of addressing prevention of domestic abuse of women within our Diocesan churches; and therefore
- (b) to bring to Synod in 2019, and no later, its conclusions on the referral to it, by Standing Committee, concerning how “the Biblical material on..... the nature of marriage, including the relevance of submission and headship, intersects with domestic abuse, its prevention, and the care of victims in our minds”.

~~Synod further requests that the Commission include in its considerations an egalitarian view of marriage which is based on the Christian principles of love, respect, honour and support of each other, noting that Synod endorsed, in 2012, such a Form of Marriage (see “Common Prayer: Resources for gospel-shaped gatherings”, pages 117 – 122).~~

(Mrs Susan Hooke / Professor Bernard Stewart AM)



#### 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 (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)

### ●○ 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. 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)



**M37 Administration of the Anglican National Super Fund**

*[Wednesday 17 October, following B1 and B2 (from 8:00 pm).]*

Synod –

- (a) thanks AMP for its service in supporting the Anglican National Super Fund from 2004 to 2018, and
- (b) notes the unanimous decision by the Board of Anglican National Super to move the administration of the Fund to Mercer.

(Mr James Flavin / Mr Malcolm Purvis)



**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**

*To be considered following B12.*

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)



#### **M42 Recruitment of Christians as teachers**

*Wednesday 17 October, following M17 (from 4:30 pm).*

Synod –

- (a) endorses the recruitment of Christians as teachers as an essential priority of the Anglican Education Commission (Anglican EdComm),
- (b) requests Anglican schools to partner with Anglican EdComm and support their work in recruiting Christians as teachers,
- (c) encourages the continuing dialogue between Anglican EdComm, Moore Theological College, Youthworks College and other educational providers with a view to developing programs and qualifications that prepare pre-service or trained teachers for work in Anglican both public and independent schools,
- (d) draws the attention of the Archbishop and the Principal of Moore Theological College to the need to provide a stream of chaplains who have been trained and equipped to function effectively in a school context, and
- (e) notes the urgency of the need to resolve any ambiguity surrounding the interpretation of Section 83C of the NSW Education Act with respect to Anglican schools financial association with Anglican EdComm.

(Bishop Chris Edwards / The Rev Dr Mark Thompson)



#### **M45 Resignation of Mr Tony Willis as Anglican Schools Corporation Chairman**

Synod gives thanks to God for the committed and faithful service of Mr Tony Willis as the Corporation Chairman of Anglican Schools Corporation from 2008 until June 2018. Prior to his election as Corporation Chairman, Mr Willis served as a director of the Board of the Corporation, as well as serving on several of the Board's committees.

Synod acknowledges the continuing growth in the number of students enrolled in the Corporation's schools and directly exposed to the gospel of Jesus Christ – currently with more than 14,000 students across 17 schools with 19 campuses.

Synod prays that God's continued blessings might rest on Tony, and his wife, Judy, as they continue to serve the Lord through Tony's support of the Bishop of Wollongong, as well as through involvement in their local parish.

(Bishop Chris Edwards / Mr Ross Smith)

●○ **M46 Residence and ministry space for the next Archbishop of Sydney**

*Wednesday 17 October, following formal matters.*

Synod –

- (a) thanks the Endowment of the See (EOS) committee for its work in progressing the development of a new residence and ministry space for the Archbishop of Sydney,
- (b) thanks Allen Jack + Cottier for their work and presentation today,
- (c) notes that the proposed plan is broadly to do the preliminary work in 2018 (Design, DA's etc...), construction in 2019 and, depending on the time involved in obtaining the necessary approvals, open the building in time for it to become the residence for the next Archbishop of Sydney,
- (d) asks the Standing Committee to provide all possible support to the EOS Committee to ensure the residence as built provides the best possible facilities for the long term purposes of the Archbishop and the Diocese as a whole, and
- (e) asks the EOS Committee to provide an update to Synod in 2019.

(The Rev Dr Antony Barraclough / Mrs Amanda Garlato)

○○ **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)

○○ **M48 Missional support for the Diocese of Bathurst**

Synod –

- (a) gives thanks to God for our brothers and sisters in the Diocese of Bathurst, who are committed to proclaiming the crucified and risen Lord Jesus to the people of Central and Western NSW,
- (b) commits to pray, and calls on the parishes of the Sydney Diocese to join Synod in praying for the salvation of many souls in Central and Western NSW through this gospel proclamation,
- (c) requests Moore Theological College to offer one mission team annually, over the next 6 years, to serve with the Diocese of Bathurst during Moore College Mission week, in order to learn alongside and assist that diocese in this proclamation of the crucified and risen Lord Jesus.

(The Rev David Morgan / Lynette Ferguson)

## Proposed Policy on Voluntary Relinquishment of Incumbency

(marked to show amendments accepted by the mover)

1. ~~Where appropriate~~ After all other options have been exhausted, ~~rectors~~ a rector should be encouraged to relinquish voluntarily ~~their~~ his licence if he having accessed the Clergy Assistance Program (either acting on his own initiative or in response to encouragement from others), the Archbishop and the parish council agree this would be in the best interests of all concerned.
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 a representative/s 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 individual 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 individual to remain in the parish residence (either rent free or at a rental set to just recover 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 individual'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) request, where appropriate, the Anglican School where the individual's children are enrolled to continue to provide the existing discount for the children for the 'agreed period' after they relinquish their licence,
    - (ii) ensure continued access to the Clergy Assistance Program to the individual 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.
- 5.6. 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 calculated as the sum of~~ 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 individual or a member of his immediate family where that ill health has led to the relinquishment of his incumbency,<sub>1</sub>subject to adjustment on a pro rata basis where a rector is part time.

## Proposed Amendments: Wednesday 17 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.

B1 <i>Synod Appropriations and Allocations Ordinance 2018: Committee stage</i>																											
1.	Book 3  <b>Page 345</b>	Insert at the end of line 6 after the words, 'USE OF FUNDS" the following matter –  ' , subject to the amendments shown in marked up form below –  <table><tr><td></td><td>2019</td><td>2020</td><td>2021</td></tr><tr><td>(A) Anglican Education Commission</td><td><del>424</del> <u>61</u></td><td><del>424</del> <u>62</u></td><td><del>428</del> <u>64</u></td></tr><tr><td>Evangelism &amp; New Churches*</td><td><del>264</del> <u>321</u></td><td><del>268</del> <u>330</u></td><td><del>274</del> <u>338</u></td></tr></table> <p>*The increased funds (net of CPI increase) for Evangelism &amp; New Churches in 2019 are to work to see the 'Priority 1' of Mission 2020 brought to reality, that we 'Reach all the lost in our Diocese with the life-giving gospel of Christ.</p> <table><tr><td></td><td>2019</td><td>2020</td><td>2021</td></tr><tr><td>(B) Supporting Gospel ministry outside the Diocese</td><td><del>309</del> <u>234</u></td><td><del>327</del> <u>250</u></td><td><del>334</del> <u>255</u></td></tr><tr><td>Ministry Training &amp; Development*</td><td><del>378</del> <u>453</u></td><td><del>387</del> <u>464</u></td><td><del>397</del> <u>476</u></td></tr></table> <p>*The increased funds (net of CPI increase) for Ministry Training &amp; Development for leadership development of existing rectors.'</p> <p>(The Rev Dominic Steele)</p>			2019	2020	2021	(A) Anglican Education Commission	<del>424</del> <u>61</u>	<del>424</del> <u>62</u>	<del>428</del> <u>64</u>	Evangelism & New Churches*	<del>264</del> <u>321</u>	<del>268</del> <u>330</u>	<del>274</del> <u>338</u>		2019	2020	2021	(B) Supporting Gospel ministry outside the Diocese	<del>309</del> <u>234</u>	<del>327</del> <u>250</u>	<del>334</del> <u>255</u>	Ministry Training & Development*	<del>378</del> <u>453</u>	<del>387</del> <u>464</u>	<del>397</del> <u>476</u>
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<b>B3 Ministry Standards Ordinance 2017 Amendment Ordinance 2018: Committee stage</b>		
1.	Book 3 <b>Page 318</b> Line 42	<p>Insert a new cl. 2(l) (with consequent re-lettering) as follows –</p> <p>‘(l) by deleting the word “or” and inserting instead the matter “, or is satisfied” in clause 48(1);’.</p> <p><b>[Accepted by the mover]</b> (Mr Michael Easton)</p>

<b>B7 Policy on Voluntary Relinquishment of Incumbency: Committee stage</b>		
5.	Book 3 <b>Page 349</b>	<p>Amend of the proposed policy as follows –</p> <p>(a) omit the matter 4(a)(iv), and</p> <p>(b) omit in paragraph 4(b)(iii) the matter, '50%' and insert instead '100%'.</p> <p>(The Rev Ian Millican)</p>

<b>B12 Property Use Policy: Passing stage</b>		
1.	Business Paper Schedule	<p>At the end of the motion, insert the following matter –</p> <p>‘and 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’.</p> <p>[Accepted by the mover] <span style="float: right;">(Mr Robert Wicks)</span></p>

<b>M13 Appointment of assistant ministers and employment of stipendiary lay workers</b>		
1.	Business Paper Schedule	<p>Following paragraph (d), insert the following matter –</p> <p>‘(e) requests the Standing Committee to provide appropriate human resources expertise to support bishops, rectors, wardens and church staff.’</p> <p style="text-align: right;">(The Rev Michael Doyle)</p>

<b>M14 Gender representation on Diocesan boards and committees</b>		
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 style="text-align: right;">(Ms Lyn Bannerman)</p>

<b>M28 Amendments to the <i>Marriage Act 1961</i></b>		
1.	Business Paper Schedule	<p>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>’.</p> <p style="text-align: right;">(Professor Bernard Stewart AM)</p>