



## Synod Conferences

1. Discipling New Generations
2. Wellbeing and Culture
3. Developments in the Worldwide Anglican Communion
4. The President's Address

### 1. DISCIPLING NEW GENERATIONS

The 169<sup>th</sup> Session of Synod in October 2023 resolved:

#### 39.a DISCIPLING NEW GENERATIONS

**Moved by Ms Lilly Bures**

**Seconded by The Rev'd Ben Woodd**

This Synod, recognising the value of young people in the Adelaide diocese and the vital importance of discipling new generations of faith, requests Diocesan Council:

1. prepare and distribute a report detailing a comprehensive picture of the current youth and kids' ministries within the diocese;
2. research and report on available resources for training and equipping churches for ministry with young people;
3. convene a forum to discuss those reports and share the experience and knowledge of those involved in youth and kids' ministries within the diocese and beyond; and
4. produce a proposal, before the next session of Synod, to be considered by the next session of Synod, for the growth and development of youth and kids' ministry within the diocese.

The proposal might include, but not be limited to:

- a) the creation of partnerships between youth and kids' ministries and others within the diocese,
- b) the provision of training and resources to equip churches to minister to young people, and
- c) consideration of the renewal of a diocesan youth event and the role of diocesan youth and kids ministry co-ordinator.

There are two reports attached for Synod's consideration:

- 1a) Discipling New Generations Proposal which followed the Report and the Forum on 17<sup>th</sup> August 2024
- 1b) Discipling New Generations Report which contains information about current activities, learning resources and background research and was considered at the Forum on 17<sup>th</sup> August

Diocesan Council has received the report and resolved to submit the proposal for the consideration of Synod.

- Q1. How are you called to contribute to the growth and development of children and young people?



- Q2. In what ways could having Synod endorse creating and resourcing the role of a Diocesan Discipling New Generations Facilitator support you in your ministry.

## 2. WELLBEING AND CULTURE

The 169<sup>th</sup> Session of Synod in October 2023 resolved:

### 34. PROMOTING WELLBEING IN THE ANGLICAN DIOCESE OF ADELAIDE

**Moved by The Rev'd Assoc Prof Matthew Anstey**

**Seconded by The Rev'd Andrea McDougall**

This Synod:

- (a) acknowledges the introduction in 2023 of the Ministry Wellbeing Framework, which facilitates practices of supervision, professional development and ministry review, as a positive and necessary development for individuals (clergy and various lay roles);
- (b) recognises, furthermore, that individuals are significantly influenced by organisational culture, ethos, and practices, given the well-established correlation between organisational wellbeing and individual performance;
- (c) recognises also the paramount importance of organisational culture in shaping the environment necessary for strategy to succeed and in fostering unified alignment with our shared Diocesan Vision;
- (d) recognises thus the need for organisations to evaluate regularly their culture, wellbeing, and practices, using both robust quantitative metrics and qualitative data, in order to establish benchmarks for such, identify specific areas of concern and priorities for future cultural change, measure progress over time, and provide actionable insights for the executive leadership;
- (e) notes the value of engaging experts to provide external, independent assessments of such, in order
  - I. to deliver processes where individuals can provide clear, honest, and fulsome feedback in a confidential and safe manner; and
  - II. to collate and analyse such de-identifying data in constructive and unbiased ways;
- (f) accordingly, asks Diocesan Council to undertake an external independent assessment of our wellbeing and culture and to report back findings and recommendations to the 2024 Synod.

There are two reports attached for Synod's consideration:

- 2a) Organisational Culture Review Report developed by independent consultant Justine Trelease, MSc Psych which was commissioned specifically in response to the Synod resolution
- 2b) Anglican Model of Clergy Wellbeing developed by BeWellCo researchers Dr Matthew Iasiello and Dr Joep van Agteren which was planned prior to Synod last year by Ministry Wellbeing Coordinator Ms Kat Pugh as part of Synod's investment in better understanding and supporting wellbeing alongside the Ministry Wellbeing Framework.

Diocesan Council was asked to report back findings and has received the Organisational Culture Review Report, acknowledged the findings, and has resolved to further explore and address these priorities:

1. Establishment of agreed and codified values



2. Processes for reporting and addressing bullying, supported by skills equipping
3. Opportunities for giving and receiving feedback, supported by skills equipping
4. Recognising and encouraging progress
5. Upholding the Synod's commitment to diversity and inclusion
6. Creating more opportunities for fellowship

In addition, Diocesan Council has received the Anglican Model of Wellbeing report, acknowledged its findings and has tasked the Ministry Wellbeing Coordinator, the Archbishop and Pastoral Leadership Team to undertake further consideration on the basis that the issues are less about policy and organisation, rather of ministry development, equipping and the shape of pastoral support.

Diocesan Council also resolved to include this report in the papers for the Synod Conference to provide further insights and context for the conference on Wellbeing and Culture.

**Synod in conference might consider the reports and the six priorities and discuss:**

Considering the six priorities that Diocesan Council has resolved to further explore and address:

- 1) Establishment of agreed and codified values
- 2) Processes for reporting and addressing bullying
- 3) Opportunities for giving and receiving feedback
- 4) Recognising and encouraging process
- 5) Upholding the Synod's commitment to diversity and inclusion
- 6) Creating more opportunities for fellowship.

Q1. What positive changes to our organisational culture could occur in the future if these priorities were addressed?

Q2. What measurable action would make the most significant, positive difference to our culture?



### **3. DEVELOPMENTS IN THE WORLDWIDE ANGLICAN COMMUNION**

The 169<sup>th</sup> Session of Synod in October 2023 resolved:

#### **28 DEVELOPMENTS IN THE WORLDWIDE ANGLICAN COMMUNION**

**Moved by Ms Meriel Wilson**

**Seconded by The Rev'd Dr Josephine Armour**

This Synod noting that:

- a) the Synod of the Anglican Church of Aotearoa, New Zealand and Polynesia, passed a resolution in 2018 which allows churches in New Zealand to bless same sex relationships;
- b) nine dioceses of the Anglican Church of Canada permit the blessing of same-sex unions;
- c) the General Synod of the Anglican Episcopal Church of Brazil has approved changes to its canons to permit same-sex marriages;
- d) the Episcopal Church in the United States of America has allowed same-sex marriage since 2015 and the Scottish Episcopal Church has allowed same-sex marriage since 2017; and
- e) these decisions for some have been a good development, but they have also caused divisions, costly legal challenges, arguments about finance, infrastructure and much heart ache for many;

asks the Diocesan Council to establish a working party to consider the implications of these developments for the Diocese of Adelaide, making sure to consult all the different views.

Diocesan Council established a Working Group to consider the implications of developments in the worldwide Anglican communion for Adelaide for report back to Synod in 2024 and approves its Terms of Reference as amended; and appointed Ms Meriel Wilson, The Rev'd Dr Jo Armour, Mr Adrian Winskill, The Rev'd Dave McGillivray, The Rev'd Dr Simon Hill to the Working Group to be convened by Archdeacon Sam Goodes.

The report developed by the Working Group is attached for Synod's consideration:

#### **3. Developments in the Worldwide Anglican Communion Report**

Diocesan Council received the report, and agreed with the recommendations of the Working Group to put the following questions to **Synod for consideration in conference**:

- Q1. Considering the outcomes which have occurred in other provinces detailed in the report, what do you notice about what has happened?
- Q2. (a) What potential opportunities do we see in allowing clergy in this Diocese, guided by their conscience, to bless same-sex couples, married under the updated Marriage Act?
- Q2 (b) What potential risks do we see in allowing clergy in this Diocese, guided by their conscience, to bless same-sex couples, married under the updated Marriage Act?
- Q3. How might this decision, one way or the other, shape your community and faith?



#### **4. THE PRESIDENT'S ADDRESS**

The President's address will be delivered on Saturday morning at Synod. Copies will be available on the Synod 2024 website as soon as the address is finished, and a limited number of hard copies will be available from the Synod Administration Desk.

#### **Members of Synod in conference may consider:**

- Q1. What key themes and calls in the address resonate with you?
- Q2. Are there any motions without notice arising from the President's address?