



SYNOD 2024

The 170th Annual Session of Synod

SUPPLEMENTARY PAPER

1. Motions arising from Reports
 - a) Supplementary motion re Constitution (Membership of Diocesan Council)
2. Questions
3. Nominations for Diocesan Council Clergy Vacancy
4. Drafting Committee Certificate: Please note that there are 2 measures to amend the Constitution (not a combined measure).
5. Information on Conferences – Contemplative Dialogue Purpose and Process
6. Open Discussion Submissions



1. Motions Arising from Notice Paper and Reports and Accounts

Leave of Synod will be sought to put the legislation at Item 23 in an amended form as the change to the Diocesan Council Ordinance 2007 can only be considered if Synod first agrees to the Measure to alter the Constitution

23a CONSTITUTION

Moved by Katherine Dellit

Seconded by Kevin Stracey

This Synod agrees in principle to a Measure to amend the Constitution

(Constitution: Membership of Diocesan Council Measure appears in Notice Paper on P114, the Explanatory Memorandum on P112 sets out the purpose of the Measure. The amendment is the insertion of a new sub clause 21(4))

23b DIOCESAN COUNCIL ORDINANCE 2007

Moved by Katherine Dellit

Seconded by Kevin Stracey

This Synod agrees in principle to a Measure to amend the Diocesan Council Ordinance 2007

(Measure appears in Notice Paper on P113, Explanatory Memorandum on P112)

24 CONSTITUTION

Moved by Katherine Dellit

Seconded by Joe Thorp, Secretary of Synod

This Synod agrees in principle to a Measure to amend the Constitution

(Constitution: Voting By Orders Measure appears in Notice Paper on P121. The Explanatory Memorandum on P119 and 120 is to be replaced with the attached Explanatory Memorandum)

Amended EXPLANATORY MEMORANDUM

Constitution Amendment (Voting by Orders) Measure 2024

The purpose of this Measure is to change the circumstances in which a 'Vote by Orders' can be required at Synod

Currently, any member of the Synod can before vote is taken require a vote by orders. Responding to a resolution of the 169th Session of Synod, Diocesan Council issued a discussion paper, received feedback and has now resolved to change the circumstances in which a 'Vote by Orders' can be required at Synod.



It is proposed that either

- the President of the Synod; or
- at least 10 members of the lay members of the Synod; or
- at least 10 members of clergy (not general licence clergy) who are present at the Synod

This change brings the Adelaide Synod in line with the principles applying at General Synod.

Clause Notes

Part 1 deals with necessary preliminary matters.

Clause 1 provides for the short title of the Measure.

Clause 2 is a relatively standard provision stipulating that the measure will come into operation when it is confirmed at a subsequent Synod.

Clause 3 provides for the amendment of the Constitution in the manner set out in Part 2 of the Measure.

Part 2 contains the amendments proposed to the Constitution.

Clause 4 provides for a new section 18(3) to allow for a vote by orders by either the President of the Synod; or at least 10 members of the lay members of the Synod; or at least 10 members of clergy (not general licence clergy) who are present at the Synod; and amends section 18(4) to now provide that, in the event of a vote by orders, the requisite majority will be determined according to who is present and votes.

Clause 5 amends section 30(b) to include the requirement that a measure to amend the Constitution can only be passed if agreed to by two thirds of those present “and voting” of each house.



2. Questions

1. Attendance Data – Reverend Mike Russell

“We are thankful for the Diocesan attendance data provided. It gives real and sobering insight. Yet the report could do even better by helping us account for where the data is incomplete. Can a further brief report be provided, cleaning the data appropriately, so a clearer picture of Diocesan attendance changes can be discerned?”

For example, for some years, where data is unavailable, a best estimate of attendance in a parish could be used, using other data available for that parish to make educated estimates. Or a parish could be removed from the data altogether if its data is too sparse.

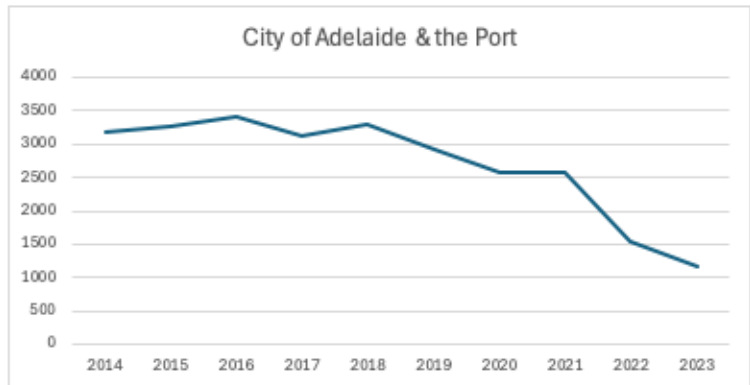
If resources are not available in synod office for such a task, may I (Mike Russell) be given permission, given my actuarial and statistical training, to complete the task?”

Answer

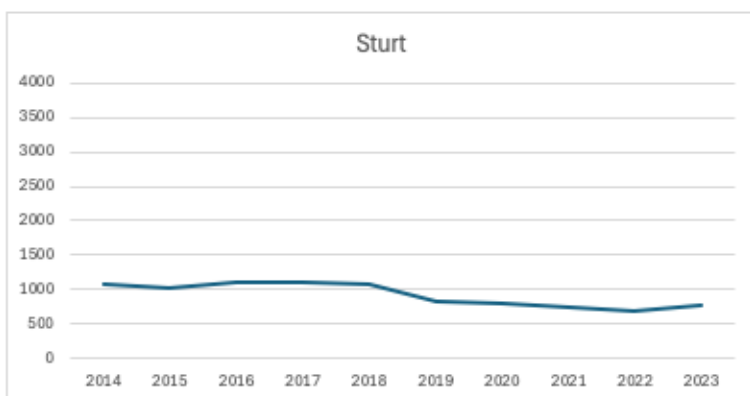
The data has been smoothed to address missing or incomplete data. In addition, the graphs have now been produced using the same scale. As a result, the new graphs are set out below:



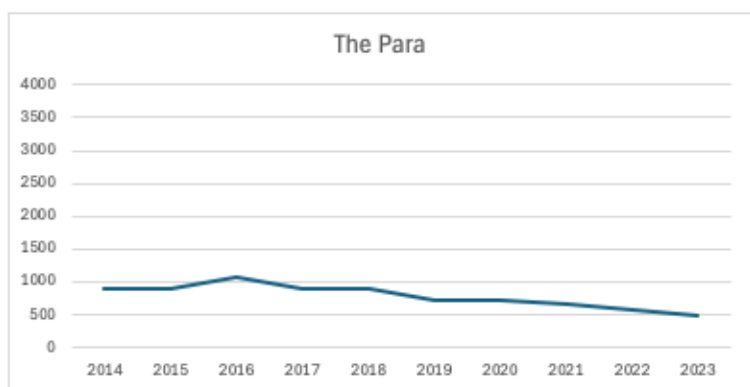
Year	Average Worshippers	Archdeacon Region
2014	3182	City of Adelaide & the Port
2015	3260	
2016	3405	
2017	3116	
2018	3301	
2019	2930	
2020	2579	
2021	2591	
2022	1543	
2023	1158	



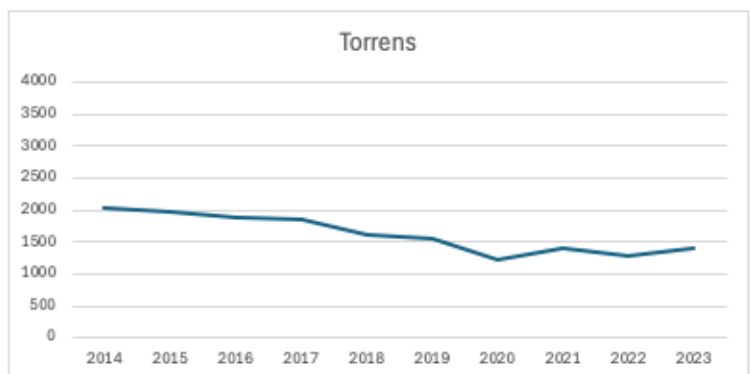
Year	Average Worshippers	Archdeacon Region
2014	1070	Sturt
2015	1039	
2016	1098	
2017	1100	
2018	1071	
2019	836	
2020	798	
2021	747	
2022	680	
2023	769	



Year	Average Worshippers	Archdeacon Region
2014	908	The Para
2015	914	
2016	1082	
2017	915	
2018	902	
2019	736	
2020	730	
2021	673	
2022	584	
2023	493	



Year	Average Worshippers	Archdeacon Region
2014	2032	Torrens
2015	1965	
2016	1886	
2017	1857	
2018	1617	
2019	1561	
2020	1211	
2021	1417	
2022	1270	
2023	1414	





2. Holy Trinity Assessment – Reverend David Covington-Groth

Upon receiving the notice papers for the 3rd session of the 45 Synod of Adelaide, it is noted that the notice paper does not include Motion 39b from the 2nd session of the 45 Synod of Adelaide.

That this synod directs the Secretary of Synod, in accordance with S.4(1) of Assessment Ordinance, to make a determination of the amount of the assessment for the parish of Holy Trinity for the current financial year and subsequent years that reflects the definition of “Parish income” S.18(1) Assessment Ordinance whereby

*(a) the total amount of money raised by or contributed or payable to a parish or to any congregation forming part of a parish ... **provided that in no case shall parish income be less than the total remuneration** paid to the parish priest, to any person licensed as assistant to the parish priest, and to any other person employed or engaged by a Church body for a purpose or purposes in connection with or associated with the purposes, activities or ministry of or conducted in connection with the parish.*

That this determination be not less than \$280,000 based on an Assessment income of not less than \$2,000,000 and notify the Parish of Holy trinity S.4.(3) as to the assessment determination that will be payable to the Diocese.

Moved by: Rev’d David Covington-Groth

Seconded by: Mr John Henshall

Due to insufficient time at the last synod the Members of Synod resolved by motion “That so much of Standing Orders be suspended to transfer this motion to the next Synod.” While it is understood that Diocesan Council has taken action to start to address the underlying issue of the motion and we see this reflected in the increased assessment contribution made by Holy Trinity, it is noted their declared income still falls significantly below the estimated expense for the employment of 7 clergy and support staff.

It seems the Diocesan Council has reversed the decision of the last session of Synod to place this motion on the notice paper for discussion at the 2024 session of Synod. While the Diocesan Council is empowered to act on behalf of Synod between the sessions of Synod, it is a clear overreach of its authority to decide to change a decision of the Synod albeit a procedural motion. The matter was not referred to the Diocesan Council *but rather the Synod decided to debate the matter at its next meeting.*

Can Motion 39b please be placed on the notice paper as it was decided by the members of Synod? This will then allow Synod to decide if they are of a mind that Diocesan Council has sufficiently dealt with the matter and if Synod wishes to move to the next order of business or give opportunity for Members of Synod to ask questions and debate the motion as intended.

Answer

The motion does not appear on the Notice paper because Diocesan Council dealt with this matter in accordance with its powers.

Diocesan Council openly and transparently reported its deliberations to the Diocese through the Diocesan Council Update following its August meeting and again in the Information Update accompanying the issuing of the Synod Notice Paper on 27th September. That communication is set out again below:



Holy Trinity Assessment

Keen observers and those with good memories will recall that at the last gasp of the 169th Session of Synod it was resolved to carry over an item dealing with Holy Trinity Assessment to the notice paper for this session of Synod.

As reported in The Diocesan Council Update for August 2024, Diocesan Council has in accordance with its powers now dealt with this matter of Assessment for Holy Trinity carried over from the last session of Synod.

Diocesan Council is satisfied that Holy Trinity's income has been assessed by Secretary of Synod in accordance with the Assessment Ordinance and its contribution is among the top three parishes in the Diocese.

Diocesan Council has noted its appreciation of the efforts of Holy Trinity to grow disciples through its family and youth ministry and its church planting activities and noted the positive engagement of the Trustees of Holy Trinity with the Secretary of Synod and the Chancellor on behalf of Diocesan Council regarding Assessment.

Diocesan Council further resolved to publish the income and assessment of every parish in the annual Reports and Accounts book for Synod every year henceforth.

The attention of Synod members is drawn to page 74 of the Reports and Accounts book.



3. Nominations for Diocesan Council Casual Vacancy (clergy member of Synod)

Nominees for Election as Clergy member of Diocesan Council

There are **two** nominees for **one** position:

- 1 The Rev'd Stephen Bloor
- 2 The Rev'd Helen Phillips

Ballot papers will be issued to members on Synod at the registration desk on Saturday morning.

Voting opens at 10.30am and concludes at 4.00pm pm Saturday.



4. Drafting Committee Certificate: Please note that there are 2 measures to amend the Constitution (not a combined measure).

Report of the Drafting Committee - Synod October 2024

In the opinion of the Drafting Committee, the Synod has power to pass the following measures, and the drafting of the measures is consistent with the Constitution and the Ordinances:

Professional Standards (Disclosure of Information) Amendment Ordinance 2024

Anglican Funds – South Australia Ordinance Amendment Ordinance 2024

Diocesan Council (Governance) Amendment Ordinance 2024

Constitution (Membership of Diocesan Council) Amendment Measure 2024

Constitution (Voting by Orders) Amendment Measure 2024



Chair of the Drafting Committee



5. Information on Conferences – Contemplative Dialogue Purpose and Process

Contemplative Dialogue Process for Synod 2024

Preparation

The Archbishop and Diocesan Council have decided to conduct four conferences to explore key themes arising from reports prepared in response to resolutions from Synod 2023 and the President's Report 2024.

It will be very important that you have read the papers on

- Discipling New Generations
- Wellbeing and Culture
- Developments in the Worldwide Anglican Communion

before Synod begins. The propositions to be addressed in the conferences assume you are familiar with their context.

Facilitators

Expressions of interest were sought from Synod representatives, chaplains and Spiritual Supervisors and Directors and 27 people registered for the training. This training was conducted by Angela Hazebroek OAM, an experience facilitator and spiritual director, who has used the Contemplative Dialogue process in national and organizational consultations.

Each table will be guided by one of these facilitators, who have been trained in the process to ensure a safe environment for respectful sharing and synthesis.

Please respect your facilitator who has volunteered to set aside their own perspective to enable a broad range of views to be expressed and received without judgement.

Steps in Process

1. When you begin in your group, the facilitator will invite you to introduce yourself and respond to a scene setting question using the practice of allowing a short period of silence after each person has spoken and not responding verbally to what others have said.
2. Your facilitator will refer you to the questions/propositions for the theme of the conference and invite you to consider your response in a few minutes of silence. When invited to share someone will begin and speak briefly following the Guidelines. There is no expectation that everyone will share, however, your facilitator will check with the group whether anyone else would like to contribute before moving to the next question.
3. As each person speaks, everyone else listens and notices what people are saying. Our goal for each conference is to be able to summarise what the group, as a whole, is saying about this subject. You are looking to find the areas you hold in common and the areas of difference. You are NOT looking for consensus, a vote or a numeric expression of pros and cons.



4. As each conference has more than one question, your facilitator will sometimes just do one round of sharing to capture initial responses. For at least one question in each conference, however, your facilitator will lead you through three rounds of sharing, as follows:
 - First Round: What is my response to this question?
 - Second Round: What have I heard others saying that I am wondering about? (this is not about debating or challenging what someone has said but potentially about building on it or speaking honestly about your reaction).
 - Third Round: What have you heard members of the group saying? You are invited to say I noticed some of us had similar ideas about x AND we had some different views about y.

Reporting Back

Your facilitator will work with the group in the last ten minutes to complete a summary of your group's responses:

- Areas of common ground/similarity
- Areas of divergence/ difference
- Proposals or Recommendations to Synod.

Each Facilitator will then provide a brief verbal report back to the whole Synod so that Synod will get a good sense of where we are on the topic.

Contemplative Dialogue Purpose

1. Contemplative Dialogue is about engaging meaningful conversations that are rooted in **deep** receptive listening.
2. In this type of dialogue, you do not take your own position as final, but instead relax your grip on certainty and **listen to the possibilities** that surface from being in relationship with others.
3. Throughout the process you are invited to **become aware of the WE space that is created through our presence together** and make that space conscious and sacred.
4. Ask: What is the meaning unfolding among us that is shared by some of us? What new possibilities are rising? **We are not seeking consensus. We are seeking to hold different views with respect.**

Guidelines for Contemplative Dialogue Practice

Speaking

1. **Speak briefly**, use an economy of words, share the distilled version of your thought in no more than a few sentences, **share what matters**
2. **Avoid** sharing past knowledge, quoting something you have read, giving an automatic rapid response, using long involved thought patterns/ stories/ examples, **overcontributing or under-contributing**.
3. **Pay attention to what has deep meaning** for you. Speak of what matters most to you.
4. Hold your own understandings lightly, tentatively; **If in a conversation you say what you already know, the new cannot come.**
5. **Speak slowly** from an inner attitude of quiet contemplation
6. Move slowly through the dialogue, **allowing for silence after a person speaks**



Listening

1. As you listen, **look at the person who is speaking**
2. **Listen without thinking about what you will say**, letting your next thoughts emerge from the silence
3. Allow what another has said to stimulate your thinking in order to **build bridges of connection in the circle to create shared meaning**
4. **Keep spacious hospitality** to explore differences.



6. Open Discussion Submissions

There were no submissions in response to the call for Open Discussion items.

Up to 500 words only about the nominee to assist members of the Synod to vote effectively. This information will be publicly available online.

It would be helpful to address the Competency & Diversity Matrix criteria.

(Please stick to the word limit - only the first 500 words will be published)

I currently serve as the Rector of Christ Church North Adelaide; as such, I am chair of Christ Church North Adelaide Inc. This role has given me significant governance experience, including overseeing board operations and ensuring compliance with corporate governance standards. Additionally, I have served on the CMS-SA/NT General Committee and was President of the St. Andrew's School Past Students Association, further enhancing my governance competencies.

In finance and asset management, Christ Church holds substantial financial resources and assets for which I am responsible. My experience in this area extends to overseeing the building of a new hall at Bateau Bay, where I was intricately involved in managing property and financial assets. Similarly, my tenure as Parish Priest at Salisbury and Parafield Gardens required extensive property management, including ensuring the profitability of parish-run businesses and asset management.

Risk management is another area where I have extensive experience. I have been involved in implementing Workplace Health and Safety (WHS) protocols across all the parishes I have served, including Bateau Bay. At Christ Church, I ensure our WHS policies are up-to-date and effectively implemented, providing a safe environment for all parish activities. This includes managing risks related to safe ministry practices, legal compliance, and reputation management.

Effective communication is crucial in the ministry, and I have utilised various channels to reach internal and external stakeholders. Whether through newsletters, direct conversations, emails, or social media, I have consistently communicated complex matters in accessible ways to diverse audiences. For example, I've leveraged social media at Christ Church North Adelaide to extend our church's reach and engage with a broader community.

Staying informed about legal and regulatory issues is essential for responsible church leadership. I understand these matters through my Christian Ministry Advancement Ltd (CMA) membership, which provides regular training and updates on legal and regulatory changes relevant to the ministry.

Leadership and people management are integral parts of my role. I have led teams in every parish I have served and overseen over ten Christ Church North Adelaide staff members. My leadership approach emphasises collaboration, performance evaluation, and fostering a positive organisational culture, ensuring our ministry teams are well-equipped and motivated to fulfil our mission.

Strategic mission planning has been a cornerstone of my ministry. I have been involved in various mission initiatives, including introducing Messy Church at Bateau Bay and Christ Church North Adelaide. I also oversaw the establishment of contemporary services at Bateau Bay and Salisbury. One of my most significant mission projects was founding Welcome Salisbury, which met the needs of refugees in the area by offering English classes, community meals, and advocacy for those in community detention.

With over 15 years of ordained ministry, my experience in theology and ministry is extensive. I have served in Middle Anglican Parishes, where I have consistently sought opportunities to innovate and broaden the church's mission through parallel ministries. These initiatives have strengthened our church community and had a measurable impact in the broader community, particularly in refugee support through Welcome Salisbury.




Nomination Form

Diocesan Council – Clergy Member

Nominee name and contact details. (Your name will be publicly available, and your contact details will not)

Name The Rev'd Helen Phillips
Address 15a Davis Street
Woodville South 5011
Email Address h.phillips@adelaideanglicans.com
Telephone Number 0438 700 611
Signature Helen Phillips

Nominated by (must be a Member of Synod)

Name The Rev'd Dr Joan Riley
Signature 

The Reverend Helen Phillips **Flourishing Communities Facilitator**

Helen has extensive experience in ministry, leadership, management and governance, in church, school and health sectors, including the following:

- Over 28 years of ordained ministry in 4 dioceses
- 7.5 years as archdeacon in the Anglican Diocese of Melbourne overseeing three deaneries, incorporating some twenty parishes (26 churches), Authorised Anglican Congregations, a Church Plant and a Sudanese congregation. This wide-reaching area included parishes across the theological and liturgical spectrum - thriving multi-staff parishes, a number of smaller parishes, and a few very small struggling communities. The role of archdeacon in ADoM is a Missional Leader, who supports and equips clergy & lay leaders for ministry & mission, strategic planning, as well as oversight of all compliance, risk management and governance.
- Member Melbourne Anglican Diocesan Corporation – 4 years
- Member Archbishop in Council (DC) Diocese of Melbourne – 6 years
 - Member Diocesan Property Committee
 - Chair Diocesan Building Committee
 - Member Diocesan Authorisations Committee
 - Participant Diocesan structural and systems review process
 - Participant Diocesan risk management review process
- Australian Business Registry Services Director ID# 036 92209 81198 07
- Member Australian Institute of Company Directors
- Director Benetas Board (Anglican Aged Care Victoria) - 7 years (including through COVID in Victoria)
 - Member Governance Committee
 - Member Quality & Compliance Committee
 - Board member designated for annual CEO reviews
 - Board member designated for annual Board Chair reviews
- Member Senior Leadership Team – 3 Anglican Schools
- Member Education Leadership Team – 3 Anglican schools
- Head of Religious and Values Education 3 schools (developing, overseeing and teaching curriculum P – 12)
- Team member of EPIC Training Programme (Equipping Priests in Charge) 15 years
- Proven communicator
- NDIS Worker Clearance & Training
- Certificate in Bowen Family Systems Theory
- Broad experience in change management, strategic planning and implementation at various levels
- Commitment to missional thinking and theological reflection in leadership
- Passionate about enabling parishes, communities and organisations to flourish
- Extensive training and experience in conflict management