

Question: 15 October 2019

1. Ordination status of Heads of Diocesan Schools

Mr Peter M G Young asked the following question –

Regarding the *Synod Membership Ordinance 1995 Amendment Ordinance 2019*:

- (a) How many current Heads of the “Nominated Diocesan Schools” referred to in the Ordinance are ordained?
- (b) Since 1945, how many Heads of the “Nominated Diocesan Schools” referred to in the Ordinance have been ordained?

To which the President replied –

I am informed that the answer is as follows –

- (a) There is no category of “Nominated Diocesan Schools” in the Bill for this Ordinance. The Bill provides for the members of Synod elected by the Standing Committee to include at least three heads of Diocesan Schools, where the Standing Committee is to consider any names recommended by the Heads of Diocesan Schools in consultation with the Archbishop.
- (b) Not applicable.

Question: 15 October 2019

2. General Synod Assessments

Dr Robert Tong AM asked the following question –

In the light of the motion concerning General Synod assessments, as at 31 December 2018, what funds are at the disposal of the General Synod to meet any short fall in receipts of statutory assessments?

To which the President replied –

I am informed that the answer is as follows –

The financial statements of the General Synod for the year ended 31 December 2018 show the General Synod held the following net assets in the relevant funds at that date –

Trust Fund	\$100
Statutory Assessment Account	\$832,127
Special Assessment Account	\$228,170
General Synod Endowment Fund	\$743,065
Reserve Fund	\$3,073,402
Business Account	\$276,717
Total Net Assets of the General Synod per audited financial statements as at 31 December 2018	\$5,153,580

Question: 15 October 2019

3. Church attendance statistics

Dr David Oakenfull asked the following question –

Parishes are required to supply the Diocese with church attendance statistics on a regular basis:

- (a) What was the aggregate church attendance across the Diocese in the years 2015, 2016, 2017 and 2018?
- (b) What does this data reveal about the progress of Mission 2020?

To which the President replied –

I am informed that the answer is as follows –

- (a) Diocesan statistics for the years 2014, 2015, 2016 and 2017 are available on pages 80 to 83 of the *2016 to 2019 Year Book (Year Book)*.

Fifty-nine parishes have not yet submitted all requested statistics for 2018. The Year Book lists the number of churches that did not submit a return for the relevant year.

Based on the details submitted by parishes to date, the total church service attendance for 2018 is 40,820. The figure for 2018 is considerably lower than 2017 (46,776) as a number of parishes have not submitted data.

- (b) As the data is incomplete, it is unreliable for drawing conclusions regarding the progress of Mission 2020.

Question: 15 October 2019

4. Age of previous Archbishops at the date of their election

The Rev Shaun McGregor asked the following question –

Given our discussion of the willingness of Synod to elect an Archbishop younger than 58, and our decision not to limit the term of the Archbishop to 12 years:

- (a) When was the last time Synod elected a man young enough to serve more than 12 years before his 70th birthday?
- (b) How many current Synod members were part of that Synod which elected a man younger than 58?

To which the President replied –

I am informed that the answer is as follows –

- (a) Peter Jensen was elected as Archbishop on 5 June 2001. He served a total term of 12 years and 6 days.
- (b) There is a substantial number of members of current Synod who were part of the 2001 Synod which elected Peter Jensen as Archbishop.

Question: 15 October 2019

5. Diocesan Yearbook

The Rev David Clarke asked the following question –

- (a) What is the future of the Diocesan Yearbook?
- (b) Will future online and printed updates at some point return to being yearly or will they be much less frequent such as in 2019?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Diocesan Year Book is produced in printed form and copies are sent to all members of Synod plus others. An electronic version is also available on the SDS portal and access is being progressively rolled out to all those who appear in the Year Book as well as Wardens, Synod Representatives and other parish office holders.

The usefulness and cost of each version is evaluated each year. It is currently planned to produce a printed and an electronic 2020 Year Book in early 2020.

- (b) Production of the most recent Year Book (2016 to 2019) was delayed because of the time and effort involved in changing from one database to another.

It is expected that future year books will be produced annually.

Question: 15 October 2019

6. Service benchmarks of SDS and other Synod-funded organisations

The Rev David Clarke asked the following question –

- (a) Does Sydney Diocesan Services have benchmarks or KPIs it is aiming for in services provided to parishes in areas such as:
 - (i) percentage of emails and phone enquiries responded to;
 - (ii) length of time taken to respond to enquiries; and
 - (iii) reliability of the information provided?
- (b) Do any other parts of the Diocese funded by the Synod that provide services (such as Registry, PSU, Archives) have service benchmarks?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes. Sydney Diocesan Services (**SDS**) provides various services to parishes on behalf of the Synod and other diocesan bodies under service agreements. These service agreements include detailed key performance indicators (**KPIs**) for each of the services delivered.

From 2019, SDS has also started measuring more directly various aspects of the quality, timeliness and frequency of the support it provides to parishes. During 2019, these measures included –

- average number of business hours for an initial response to a parish enquiry;
- percentage of parish enquiries which indicate satisfaction with the support given; and
- percentage of parish enquiries which indicate matters such as delay or lack of respect in the support given.

The results of a more limited range of measures previously used by SDS during 2018 for this purpose are summarised on page 21 of SDS's 2018 Annual Report to Synod.

- (b) Yes. Other diocesan agencies which receive funds from the Synod to support parishes measure their support in various ways.

Agencies such as the Professional Standards Unit (**PSU**), Registry and Archives largely exercise “statutory” functions in relation to parishes. The measures used by these agencies are generally set by reference to the ordinances that describe these functions, and the timeframes within which such functions are performed are usually dependent on third parties. In the case of the PSU, a summary of the key metrics associated with complaints being managed by the PSU under the *Ministry Standards Ordinance 2017* is regularly provided to the PSU Oversight Committee to ensure an appropriate level of accountability in the discharge of the PSU’s functions.

Outside St Andrew’s House, Anglicare’s delivery of the Synod funded Clergy Assistance Program uses a number of KPIs contained in a service agreement. These cover matters such as the periods during which Anglicare provides an intake service, and timeframes within which Anglicare provides face to face counselling and urgent online or telephone counselling. Similarly, Youthworks has multiple measures of their engagement with parishes which they track weekly, monthly, quarterly and annually, depending on the metric.

Question: 15 October 2019

7. Residence for the Archbishop

The Rev David Clarke asked the following question –

- (a) What progress on constructing a residence for the Archbishop of Sydney has been made since Synod passed the *Bishopscourt Sale Ordinance 2012* in 2012?
- (b) Will the new residence be ready for use by the time of the election of the new Archbishop in 2020?

To which the President replied –

I am informed that the answer is as follows –

- (a) Synod has previously been advised that a site has been secured to enable the construction of a residence for the Archbishop. A presentation about the new residence was made to Synod in October 2018. The final proposals for the new residence are essentially the same as was presented to Synod last year.

In December 2018 a Development Application (**DA**) was lodged with the Council of the City of Sydney (**City Council**). In subsequent months, City Council staff have sought clarification of a number of matters and we have responded to all their requests.

It is understood that the only outstanding issue of significance is the DA proposal to remove a large camphor laurel tree currently on the site. To date, our professional advisors have handled our contact, although on 2 October 2019 I met with the City Council's Head of Planning and his staff for a briefing on the current status of the DA.

It is hoped that a determination on the DA will be made by the City Council in the near future.

- (b) As recently as the second quarter of 2019, it was hoped that the residence would be available by the time the next Archbishop takes up his role. This is no longer possible due to the delays with the City Council, but the EOS Corporation will continue to take all reasonable action to have the residence available as soon as possible.

Question: 15 October 2019

8. Church plants

The Rev Stephen Gardner asked the following question –

In his presidential address the Archbishop referred to plans to plant two new churches in each mission area:

- (a) How many churches have been planted during the Mission 2020 period?
- (b) What mission areas were these planted in?
- (c) What plans are in place to continue to resource and recruit church planters in the future?

To which the President replied –

I am informed that the answer is as follows –

- (a) In total, there are 18 ‘new churches’ which have been planted during the Mission 2020 period. Unless otherwise specified, ‘new churches’ include new congregations.

For the Georges River region – there will have 5 new churches by the end of 2019: 2 in the Bankstown mission area, 1 in the Liverpool mission area, 1 in the Marrickville mission area, and 1 in the St George mission area (planned for November 2019).

For the Northern region – there is 1 new church, in the Lower North Shore mission area.

For the South Sydney region – there are 8 new churches: 4 in the Inner West mission area; 3 for the Sydney City mission area, and 1 in the Eastern Suburbs mission area.

For the Western region – there is 1 new church at a new site in the Hills mission area. The information is not available for new congregations, but it is estimated that the number is very small.

For the Wollongong region – there are 3 new churches: 1 in the Macarthur mission area, and 2 in the Shire mission area.

- (b) See above answer to (a).
- (c) All parishes in the Diocese are encouraged to recruit and encourage suitable gifted leaders to be trained and assessed for possible church planting in the Diocese.

In Sydney, there are at least three active church planting organisations working across the denominations, including with the Diocese to raise up, assess and help deploy church planters (Geneva Push, City to City, Acts 29).

Evangelism and New Churches (**ENC**) has worked closely with Geneva Push to identify possible planters wanting to plant Anglican churches. This involves networking with Moore College students across all year groups to recruit planters and evangelists. Students are coached and supported as plans are developed over several years.

In most cases possible planters are assessed by an external planting agency. Help is provided for suitable planters to obtain assistant minister positions in planting or mission-minded training locations, and the planters would serve in those roles for several years after College before deployment as planters within the Diocese.

Other planters emerge from parishes as churches decide to plant or repot. In these cases, a current staff member would be selected by the church and deployed for the task.

Question: 15 October 2019

9. General Synod expenses

Mr Eddie Ozols asked the following question –

- (a) What is the total budget for the General Synod?
- (b) Did Sydney Diocese have any input into the decision to increase the 2019 expenditure, requiring Sydney's assessment to increase by \$79,250?
- (c) What is the staffing at General Synod office by FTE (full-time equivalent)?
- (d) How many staff at the General Synod Office work directly on matters related to the Royal Commission?
- (e) What are the positions at the General Synod Office?
- (f) How many staff are ordained clergy?
- (g) What guidelines are used in determining staff remuneration?
- (h) What is the total employee cost for the General Synod office?
- (i) What are the line items for the non-employee costs?
- (j) How long has the General Synod office been based in Sydney?
- (k) When was the last organisational review of the General Synod undertaken?
- (l) Apart from the annual assessments, what was the total cost of Sydney Diocese in participating in the General Synod, including meetings, travel costs and any other resources required?

To which the President replied –

I am informed that the answer is as follows –

- (a) The total income budget of the General Synod for all funds for the 2019 year is \$3,008,250.
- (b) No. The various Australian dioceses are not consulted by the General Synod when it prepares budgets, and the Diocese of Sydney did not have any input into the increase in the 2019 assessments.

Although there are members of the Diocese of Sydney on the General Synod Standing Committee, they do not serve as representatives of their diocese.

- (c) This information is not available. The question is also out of order as it does not relate to a matter connected with the business of Synod (rule 6.3, *Conduct of the Business of Synod Ordinance 2000*).
- (d) See above answer to (c).
- (e) See above answer to (c).
- (f) See above answer to (c).
- (g) See above answer to (c).
- (h) See above answer to (c).
- (i) See above answer to (c).
- (j) See above answer to (c).
- (k) See above answer to (c).
- (l) Ordinary sessions of the General Synod are usually held every 3-4 years, and the total cost of the Sydney Diocese participating in the General Synod is best understood in terms of these periods. For the period 2015-2017, which included the most recent session of the General Synod, \$113,350 was expended from Fund 130 (the fund used to support General Synod representatives attending the General Synod). This amount comprises the costs of accommodation for representatives at sessions, support from SDS staff and other SDS resources, parking expenses and operational expenses such as room hire and printers at the session.

Travel costs for Sydney representatives attending sessions of the General Synod are paid by the General Synod, and are recovered by the General Synod through the statutory assessment. It is worth mentioning that the value of the representatives' time in attending sessions and participating in General Synod committees and other matters in between sessions – being time away from family, work, and other ministries – and other ministries is a significant additional cost. Some Sydney representatives are paid personnel of the Diocese and generally receive their usual remuneration for participation in General Synod affairs. Many representatives, however, need to take annual leave from their employment or forego income earning opportunities to do so.

Question: 15 October 2019

10. Appellate Tribunal reference in respect to affiliated churches

Mr Eddie Ozols asked the following question –

Noting the conclusion of the Appellate Tribunal *Affiliated Churches Ordinance 2005* matter:

- (a) How many people from SDS and others were involved in preparation of work for this matter?
- (b) How long did the Appellate Tribunal sit in deciding this matter?
- (c) Were any resources required to appear before the Tribunal? If so, what resources were required by the Diocese of Sydney?
- (d) Was any payment other than staff time required to represent the Diocese of Sydney at the Tribunal?
- (e) If people provided services pro-bono, is there an estimated quantum value of these services?
- (f) How many members sat on the Tribunal?
- (g) Who were they?
- (h) Was the judgement unanimous? If not how many members concurred with the majority?
- (i) How long is the judgement by the Tribunal?

To which the President replied –

I am informed that the answer is as follows –

- (a) Two staff members of SDS were involved, along with four others.
- (b) The period from the date of the Primate's referral to the Tribunal to the date the Tribunal issued its opinion was approximately 16 months. There was a preliminary conference with the President of the Tribunal, the Honourable Keith Mason AC QC, but the matter proceeded by way of written submissions.
- (c) The Chancellor, Mr Michael Meek SC, appeared in the proceedings for the Diocese of Sydney, and was assisted by Mr Steve Lucas, SDS Senior Legal Counsel.
- (d) No.

- (e) It is difficult to give an accurate figure as no timesheets were kept. A rough guide would be \$25,000. In addition, the proceedings would have involved approximately 50 hours of SDS staff time.
- (f) Seven.
- (g) The Hon Keith Mason AC QC (President), Justice Richard Refshauge (Deputy President), the Most Rev'd Dr Phillip Aspinall, the Rt Rev'd John Parkes AM, the Rt Rev'd Garry Weatherill, Mrs Gillian Davidson and the Hon Justice Clyde Croft AM.
- (h) The opinion was unanimous, signed on behalf of the Tribunal by the President, Mr Mason.
- (i) Twenty-one pages (including the cover sheet).