

Question: 16 October 2019

1. Female representation on Standing Committee and Synod

(oral)

Ms Lyn Bannerman asked the following question –

- (a) How many Standing Committee members and Synod reps are there broken down between clergy and laity in both cases?
- (b) What percentage of these, for both Standing Committee and Synod, split between clergy and laity, are women?

To which the President replied –

I am informed that the answer is as follows -

The answer to this question is shown in tabular form, and will be posted on the noticeboard in the foyer and on the SDS website.

The percentages are:

| | Female | Male | Total | Women% |
|---------------------------|------------|------------|------------|------------|
| SYNOD | | | | |
| Clergy | 8 | 286 | 294 | 3% |
| Laity | 154 | 378 | 532 | 29% |
| Total | 162 | 664 | 826 | 20% |
| | | | | |
| STANDING COMMITTEE | | | | |
| Clergy | 1 | 21 | 22 | 5% |
| Laity | 10 | 21 | 31 | 32% |
| Total | 11 | 42 | 53 | 21% |

Note. The Synod figures do not include alternates.

Note: The Standing Committee figures do not include the Archbishop, and there is one vacancy.

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2. Safe Ministry Check

(oral)

Mr Matthew Robson asked the following question –

- (a) Noting that the NSW Working with Children Check already has identification confirmation in its process:
 - (i) What is the purpose of requesting identification for indefinite retention by a parish?
 - (ii) What action (if any) is required by parishes to ensure that identification is not fraudulent, noting that parishes do not have access to such a mechanism to confirm this?
 - (iii) What standard of secure storage is expected for these documents? Is a digital format acceptable?
 - (iv) With the retention of identification documents now required, are there any additional privacy regulations parishes will have to comply with?

- (b) Noting that the Safe Ministry Check states one referee must be an “employer” and that the purpose of the reference check is “give a report on... good character and suitability for ministry”:
 - (i) What is the purpose of asking a secular employer for an opinion on an applicant’s ‘suitability for ministry’?
 - (ii) What should parishes do if a secular employer declines to give a reference on ministry grounds?
 - (iii) Are the requirements discussed in (a) and (b) outcomes of the recommendations of the Royal Commission?

- (c) Noting that the Safe Ministry Check does not apply to some children’s leaders:
 - (i) Will the Safe Ministry Check expand to leaders of children?
 - (ii) If yes, when is this expected?

To which the President replied –

I am informed that the answer is as follows –

(a)

- (i) There is no requirement to retain identification documents. It is sufficient to retain the Safe Ministry Check form. The “Office use only” section will confirm the identification process that was undertaken.

A recent safe ministry circular to parishes recommended securely storing the completed forms and referee responses indefinitely since the material could be important to demonstrate that reasonable steps were taken to prevent child abuse, noting that there is no longer any statutory time limit applicable to such legal proceedings.

- (ii) There are no specific requirements regarding checks for fraudulent documents. Standard practice is to sight the original or a certified copy.

(iii) Not applicable.

(iv) Not applicable.

- (b) The Safe Ministry Check presently requires one referee to be an employer or a former employer. It is apparent that this requirement is problematic. A proposal will be put to the Standing Committee to amend the Safe Ministry Check so that the second referee can be any adult person who is not a relative who has known the applicant for at least 3 years.

- (c) At this stage, no. The equivalent screening assessment in the Safe Ministry Canon 2017 of the General Synod applies to all volunteers who undertake ministry to children who are 13 years of age or over. In the case of our Diocese this is a very large number of people. As a guide, there are over 15,000 volunteers in our churches with working with children checks. The Standing Committee has indicated that it will review the arrangements for the Safe Ministry Assessment in 3 years. This will include an examination of whether the categories of person it applies to remain appropriate. Any expansion of the Safe Ministry Assessment will depend on the outcome of that review.

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3. High School SRE

(oral)

Mr Matthew Robson asked the following question –

- (a) Noting the importance of High School SRE both across the Diocese and the Province, why did Anglican Youthworks give up two Board Seats in Generate Ministries, an organisation supporting SRE in half the Public High Schools in NSW, to Scripture Union (Queensland), an organisation without history in Religious Education in Queensland Public Schools?
- (b) What is being put in place to support High School SRE now?

To which the President replied –

I am informed that the answer is as follows –

- (a) This part of the question is out of order under Business Rule 6.3(4)(a) as it contains an assertion. In actual fact under the Constitution of Generate, Youthworks has never had “two Board seats”.
- (b) High School SRE is currently supported by hundreds of volunteer and employed SRE teachers from local churches across NSW, together with their churches. Generate is expected to continue its administrative support of SRE in NSW High Schools.

Currently, the Synod provides \$484,000 each year to Youthworks by way of contribution to less than half the costs of running Youthworks’ SRE Office and Ministry Support Team of eight full-time ministry advisors.

Youthworks’ Ministry Support Team is available on-call for free to all parishes and Anglican SRE teachers in the Diocese, who are encouraged to ask Youthworks for help in nurturing faith where it is found in students in NSW schools.

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4. Bishopscourt

(oral)

Mr Dave Short asked the following question –

- (a) Please advise the final net proceeds from the sale of the old (Darling Point) Bishopscourt?
- (b) Please advise (with broad headings) the expenditure of these proceeds so far towards the land acquisition, designing, building and furnishing of the new Bishopscourt?
- (c) Please advise the anticipated residue of funds once the new Bishopscourt is ready for occupation and to what purpose that residue might be applied?

To which the President replied –

I am informed that the answer is as follows –

- (a) A report was presented to Synod in 2016 providing details of the sale and associated finances relating to the sale of Bishopscourt at Darling Point. The sale price was \$18 million and sale expenses totalled \$504,689 resulting in net proceeds of \$17,495,311.
- (b)
 - Payment to the parish of Broadway in accordance with the Broadway Variation of Trusts for Archbishop's Ordinance 2017 - \$3,250,000.
 - Fees paid to architects, project managers and other consultants for design and documentation of new residence - \$632,459.
 - DA fee paid to the Council of the City of Sydney - \$12,623.
 - Rent paid for temporary residence of the Archbishop, storage of furniture and related costs - \$591,629.
 - Other costs including fees paid to SDS for additional support, site clean-up and pest control - \$47,304

- (c) The Bishopscourt Sale Ordinance 2012 provides for the sum of \$7 million, plus income on this amount, to be made available for the provision of a new residence for the Archbishop and specified expenses. Due to the time delay and other issues, at this time it is not possible to estimate the residue of funds from the sale which will be available and it is expected the total cost will exceed \$7 million. It is hoped that the Development Application will be approved in the near future and tenders will then be obtained for construction. All surplus money will be invested to provide income for the Endowment of the See Corporation.

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5. Termination of the appointment of Assistant Ministers

The Rev Shaun McGregor asked the following question –

How many Assistant Ministers or Senior Assistant Ministers received notices of the termination of their appointment under the provisions of the Assistant Ministers Ordinance 2017 during the following years -

- (a) 2017
- (b) 2018
- (c) 2019?

To which the President replied –

I am informed that the answer is as follows –

The Assistant Ministers Ordinance 2017 requires the written statement provided to an Assistant Minister by the Minister and Wardens to be lodged with the Diocesan Registrar. The Registrar has only received one statement in accordance with the Ordinance. However, anecdotally we are aware that more assistant ministers have received notices of termination. Based on this information the answers are as follows -

2017: 6

2018: 5

2019: 2

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6. Safe Ministry Assessment

(oral)

The Rev Greg Burke asked the following question –

Can the President please advise the Synod if the introduction of Safe Ministry Assessment procedures to assess the suitability of ministry volunteers working with youth was based wholly or in part on the existence of evidence that shows that such assessments will significantly reduce the incidence of sexual abuse of youth? If such evidence was taken into account, can the President please advise the Synod as to where it may be found?

To which the President replied –

I am informed that the answer is as follows –

The Royal Commission into Institutional Responses to Child Sexual Abuse conducted an evaluation of pre-employment screening practices for child-related work that aim to prevent child sexual abuse. This was published as a research paper of the Commission and was outlined in the Royal Commission's Final Report, most relevantly in Volume 16 concerning religious institutions.

The Royal Commission identified that historically, selection and screening of ordination candidates and lay church workers in the Anglican Church had been inadequate. It observed that this contributed to the occurrence of child sexual abuse by members of clergy and lay people, and to poor institutional responses. The Commission recommended that institutions, including the Anglican Church, implement further pre-employment screening measures for clergy and church workers.

The Safe Ministry Assessment is a type of pre-employment screening that is based on the equivalent procedures in the Safe Ministry Canon 2017. No screening procedure can eliminate sexual abuse. The Safe Ministry Assessment is one part of a system that aims to prevent child sexual abuse.

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7. Ordinance Procedures

(oral)

Mr Chris Hamam asked the following question –

- (a) Are there any provision(s) to vary the 3 weeks objection period provided under the *Ordinance Procedure Ordinance 1973*?
- (b) If so, what are those provisions, and how were they applied to ordinance 32/2019 (“Bondi and Waverley Land Sale and Variation of Trusts Ordinance 2019”) before it was passed at the 23/9/2019 Standing Committee meeting?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes.
- (b) Clauses 9 and 13(6) of the *Ordinance Procedure Ordinance 1973* allow the notice period to be shortened in cases of special urgency and when the notification requirements are considered to be impossible or unduly onerous. The provisions weren't applied to the Bondi Ordinance.

Further details about the notification undertaken in respect of the Ordinance can be found in Bishop Stead’s amendment to motion M76, regarding the Parish of Bondi and Waverley.

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8. Sale of Church Sites

(oral)

Mr Chris Hamam asked the following question –

How many sales of Sydney Diocese properties which include church buildings have been approved since 1/1/2014, and how many such sales have been completed since 1/1/2014?

Please list such approvals and sales, including brief details including number of years each such church building had been used for worship services and other ministry.

To which the President replied –

I am informed that the answer is as follows –

14 have been authorised for sale.

12 have been sold.

It should be noted that:

- 3 of these sales involved applying the proceeds to acquire a replacement site that is better suited to the ministry needs of the parish,
- 2 involved the construction of a new ministry centre on existing land,
- 1 involved the sale of land to the Mission Property Committee,
- the remainder (with one exception) included the application of proceeds to upgrade ministry facilities.

Further details about the approvals and sales is set out in a table that will be posted on the notice board in the foyer and the SDS website.

Attachment to question 8 – details of approvals and sales

| Ordinance and Property Sold | Year of Sale | Date building licensed for use as a church | Comments |
|---|--------------|---|--|
| <p>Dundas/Teloepa Land Sale Ordinance 2014</p> <p>St Andrew's Rydalmere and St Stephen's, Teloepa</p> | 2016 | <p>St Andrew's: 5 June 1955</p> <p>St Stephen's: 25 November 1962</p> | No further information available about when ministry activities stopped. |
| <p>Strathfield and Homebush Land Sale Ordinance 2015</p> <p>St Columba's, Homebush West</p> | 2016 | 12 March 1906 | <p>Regular services discontinued from 2004</p> <p>Between 2004 – 2015 church used by other denominations for worship services</p> |
| <p>Glenquarie Land Sale and Variation of Trusts Ordinance 2015</p> <p>Holy Trinity</p> | 2017 | 26 November 1933 | <p>Regular services discontinued from 2010.</p> <p>Between 2004 – 2015 church used by other denominations for worship services</p> |
| <p>South Creek Land Sale and Variation of Trusts Ordinance 2015</p> <p>Holy Innocents</p> | 2016 | 7 November 1850 | The site has not been used for church activities since 2006. |

| | | | |
|--|--------------------------------------|-----------------------------------|--|
| Mulgoa Land Sale Ordinance 2016 All Saints Silverdale | 2016 | 10 October 1906 | Bi-monthly weekday services held until early 2012. 2012-2016 it served as a storage for pews. |
| Bulli Land Sale Ordinance 2015 St Paul's, Woonona | 2016 | 18 December 1906 | Formal services ceased on unknown date. 2015, church was used occasionally by other Christian groups. |
| Hunters Hill Land Sale Ordinance 2016 St John's, Woolwich | 2017 | 27 August 1908 | No clear dates as to when use as a church ceased. 1995 – 2016; church was used by the Hunters Hill Theatre Company Inc. |
| Parramatta Land Sale Ordinance 2017 | 2018 | No date identified. | No clear dates on when use as a church ceased. In 2017 church was leased to a Christian organisation. |
| Brighton/Rockdale Land Sale Ordinance 2017 St John's, Rockdale. | Sale and development did not proceed | 16 May 1897 1 January 2012 | Regular church services and ministry of the parish has continued in St John's Church. |

| | | | |
|---|--|--|---|
| <p>Huskisson Land Sale Ordinance 2017</p> <p>St Peter's, Sanctuary Point and Holy Trinity, Huskisson.</p> | <p>Contracted exchanged. Settlement in August 2020</p> | <p>St Peter's: 29 November 1992</p> <p>Holy Trinity: 25 March 1931</p> | <p>St Peter's: until 2017 a Sunday 9 am traditional service</p> <p>Holy Trinity: until 2017 a Sunday 8 am traditional service</p> |
| <p>Moss Vale Land Sale Ordinance 2018</p> <p>Emmanuel Church, Fitzroy Falls.</p> | <p>2018</p> | <p>No date identified.</p> | <p>Church has not been used for ministry purposes for many years.</p> |
| <p>Bondi and Waverly Land Sale and Variation of Trusts Ordinance 2019</p> <p>St Matthew's, Bondi.</p> | <p>N/A</p> | <p>11 February 1968.</p> | <p>The facilities on the land have been used by third parties under licence agreements in recent years.</p> |

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9. Ratios for the supervision of children

The Rev Stuart Maze asked the following question –

Noting the report tabled in the Synod papers ‘Children serving in ministry leadership to other children,’ that points 11 & 12 recommend 2 adult leaders to supervise all children and youth activities, and specifically excludes junior leaders under 16 years from fulfilling this ratio, are junior leaders aged 16 or 17 considered ‘adults for the purpose of recommended leader supervision ratios’?

To which the President replied –

I am informed that the answer is as follows –

If the Minister is satisfied that the person has sufficient maturity and training (including safe ministry training), a 16 or 17 year old can be included in the ratio. It would not otherwise be appropriate for the person to be included in the ratio.

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10. Mission team to support Diocese of Bathurst

The Rev David Morgan asked the following question –

In light of the motion this house passed in 2018 that Synod request Moore College to make a mission team available to the Diocese of Bathurst over the 6 years of our current financial commitment to support the Bishop and Registrar of that diocese; what was Moore College's response to our request?

To which the President replied –

I am informed that the answer is as follows –

Moore College sends teams to assist in the mission of parishes and regions at the request of the Rector.

In 2020 a Moore College mission team is going to Bathurst at the request of the Rev Bryson Smith and will be based at Bathurst Presbyterian. The College hopes that once Bishop-elect Mark Calder is installed, it may receive invitations from him, which it would be delighted to accept.

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11. Clergy Tenure

(oral)

Dr Karin Sowada asked the following question –

- (a) Has the Synod or the Standing Committee ever established a committee for the purpose of examining clergy tenure?
- (b) If so, when did it report and who were its members?
- (c) Can the terms of reference and the final report be made available to members of Synod?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes
- (b) In 1997 the Synod appointed a committee to review all aspects of clerical tenure in the Diocese and examine alternative tenure and employment practices for clergy. The committee reported to the Synod in 1999.

The persons on the committee at time of its report were (using their present titles, where applicable) – Mr G Blake SC, Dr B Newman, Dr R Tong, the Hon P W Young QC, The Rev H Cox, Archdeacon T Edwards, Bishop P Jensen, Archdeacon D Nicolios, Bishop R Piper, the Rev B Southwell, The Rev P Taylor, Ms R Whittle, Dr L Scandrett and Miss A Watson.

- (c) The Synod reports are available on the SDS website. The titles are -

14/97 Synod Committee on Clerical Tenure - 12 August 1999

38/99 Clerical Tenure - 1 August 2000