

Questions under business rule 6.3

1. Tied Synod votes

Mr Peter M G Young asked the following question –

- (a) What happens if there is a tied vote at Standing Committee or at a Session of Synod?
- (b) Does the President have a casting vote?
- (c) If so, does the President by convention cast it in favour of the *status quo ante*?
- (d) Will the passing of the Standing Committee Ordinance 1897 Amendment Ordinance 2019 alter the position?

To which the President replied –

I am informed that the answer is as follows –

- (a) A motion is passed only if a majority of the persons present and voting vote in favour of the motion. Therefore if there is an equality of votes there is no majority in favour and the motion is lost.
- (b) No.
- (c) Not applicable.
- (d) No.

2. Report of the ‘Composition, Purpose and Role of Synod’

Mr Peter M G Young asked the following question –

- (a) What types of changes was the Committee (set up by Standing Committee to look at the “Composition, Purpose and Role of Synod”) proposing in its Report to the Standing Committee, which was considered by the latter at its meeting in August 2019?
- (b) Are they all referred to in pages 94 to 115 of the Standing Committee Reports dated 30 July 2019 and 29 August 2019?
- (c) If not, what other changes were that Committee proposing?

To which the President replied –

I am informed that the answer is as follows –

- (a) The report of the Committee is in the minutes of the Standing Committee for its August 2019 meeting. These minutes are available for viewing by Synod members at the front table. In summary, the changes recommended by the Committee in its report were to:
 - (i) Increase the Synod representation for CEOs of ‘nominated organisations’ under Part 6 to include the CEOs of all Diocesan Organisations that receive funding from the Synod to pursue the diocesan mission. This would currently require the number to be increased from 7 to 9.
 - (ii) Modify the current arrangements for providing ‘alternate’ representatives for Parochial Ministers so that a locum tenens who holds a general licence may be appointed as the alternate.
 - (iii) Simplify the calculation for determining the number of places for members under Part 7 and 8 by basing it on the number of parishes (instead of ‘Parochial Ministers’), and that any fraction of 0.5 or above be rounded up to the next whole number.
 - (iv) Provide for another ex-officio position for a woman in addition to the Archdeacon for Women’s Ministry, leading to both Synod membership and membership of the Standing Committee.
- (b) No. Those reports concern Synod Resolution 40/18 ‘Synod business rules concerning moving amendments to motions’ and Synod Resolution 14/17 ‘Review of the arrangements for the Diocesan Synod’.

- (c) The changes proposed by the Committee are those set out in its report to the Standing Committee in August 2019, as summarised in the answer to paragraph (a) of the question.

3. Alternate Synod Members

Mr Peter M G Young asked the following question –

How many Alternate Members were entitled to be present at Synod in 2017 and 2018 and how many are entitled to attend this year (2019)?

To which the President replied –

I am informed that the answer is as follows -

2017 – 14

2018 – 17

2019 – 17

4. Provisional Parish

Mr Peter M G Young asked the following question –

- (a) How many Provisional Parishes are there currently in the Diocese?
(b) How many have been created or reclassified since 2016 and by which Diocesan body/bodies?

To which the President replied –

I am informed that the answer is as follows –

(a) 34.

(b) Since 2016:

The Archbishop has created one new ecclesiastical district.

The Synod has reclassified eight provisional parishes to full parishes.

One parish has been reclassified as a provisional parish for failing the local revenues test.

5. Nominated Diocesan Schools

Mr Peter M G Young asked the following question –

For the purposes of the Synod Membership Ordinance 1995 Amendment Ordinance 2019:

- (a) What are the names and localities of the “Nominated Diocesan Schools”?
(b) In which Regions and Diocese are they all located?

To which the President replied –

I am informed that the answer is as follows –

The Bill does not contain any provision for “Nominated Diocesan Schools” to have representation at Synod.

Paragraph 9 of the Explanatory Report on page 356 of Synod Book 2 explains that this was considered by the Northern Regional Council, but that the Council decided against it. The Council has recommended instead that the members of Synod elected by the Standing Committee include at least three heads of Diocesan Schools, with the Standing Committee to consider any names recommended by the Heads of Diocesan Schools in consultation with the Archbishop.

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As the Bill has not yet been passed by the Synod, there have not been any consultations or decisions in respect to these members.

6. Maximum Synod attendance in 2017 and 2018

Mr Peter M G Young asked the following question –

What was the maximum attendance at the Synod Sessions in 2017 and 2018?

To which the President replied –

I am informed that the answer is as follows –

2017 - 610

2018 - 601

On both occasions the maximum was reached in the evening of the first day of the session.

7. Synod membership 2109

Mr Peter M G Young asked the following question –

How many Members are entitled to attend this 2019 Session of Synod and by which separate Part numbers (4 to 9 inclusive) are they entitled to do so?

To which the President replied –

I am informed that the answer is as follows –

TOTAL – 827

Part 4 – Rectors and Acting Rectors – 257

Part 5 – Parish Lay Reps – 500

Part 6 – CEOs of Nominated Organisations – 7

Part 7 – Clergy nominated by the Archbishop – 25

Part 8 – Lay members elected by Standing Committee – 25

Part 8A – Indigenous – 1

Part 9 – Ex Officio - 12

8. Sale of church trust property in Eastwood

Mr Peter M G Young asked the following question –

Besides what is mentioned in Ordinance number 49/2018, what were the reasons for selling certain land (being church trust property) in Eastwood?

To which the President replied –

I am informed that the answer is as follows –

The land in question was not adequately suited to address the needs of a large ministry family. For example, holding large group meetings and adequately supervising children were difficult due to the configuration of the house and the size of the rooms. The proceeds were applied to purchase a replacement residence, better suited to ministry needs.

9. Sale of church trust property in Narellan

Mr Peter M G Young asked the following question –

Besides what is mentioned in Ordinance numbers 41/2012 and 1/2019, what were the reasons for selling certain land (being church trust property) in Narellan?

To which the President replied –

I am informed that the answer is as follows –

The land in question was purchased in 1997 as part of an 18 acre block with the intention that in the future, the land would be subdivided and the surplus land would be sold to provide funds for expanding the church centre. In 2012, the land in question was considered to be surplus to the ministry needs of the Parish, and sold. The proceeds will be applied to, among other things, the cost of construction and renovation of new and existing ministry facilities.

10. Effect of Ordinance 32/2019

Mr Peter M G Young asked the following question –

Please clarify what is to become of the land (being church trust property) (in particular the church buildings themselves) at Bondi and Waverley following the passing of Ordinance number 32/2019?

To which the President replied –

I am informed that the answer is as follows –

The land known as 34, 34A and 36 Ocean St North Bondi (church building, rectory, hall and childcare centre), is proposed to be sold to Montessori East Primary & Pre School Bondi. The Land known as 60 Wairoa Ave, Bondi Beach (St Andrew's Church) is to be developed to build a new ministry centre and residences. The land known as 240 Birrell St, Waverley (St Mary's Church) is to be renovated to meet current and future ministry needs.

11. Sale of church trust property under Ordinance 39/2019

Mr Peter M G Young asked the following question –

Where is the land (being church trust property), currently held for the Sydney Anglican Indigenous Peoples' Ministry Committee, that is authorised for sale by Ordinance number 39/2019?

To which the President replied –

I am informed that the answer is as follows –

Barrington Street, Ruse.

12. Northern Regional Council membership

Mr Peter M G Young asked the following question –

Who currently serves on the Northern Regional Council?

To which the President replied –

I am informed that the answer is as follows –

Bishop Chris Edwards (Chairman)

Mr Bruce Ginn

The Rev Ian Millican

Mr Fred Chilton

Mr Ian Steward OAM (Secretary and Treasurer)

Miss Stephanie Cole

Vacancy (arising on the resignation of the Rev Robin Kinstead)

13. Nominated Diocesan School members of Synod

Mr Peter M G Young asked the following question –

How many episcopal, clerical and lay members of the Boards of Governors of the “Nominated Diocesan Schools” referred to in the proposed *Synod Membership Ordinance 1995 Amendment Ordinance 2019* are currently on Synod?

To which the President replied –

I am informed that the answer is as follows –

There are no “Nominated Diocesan Schools” referred to in the Bill for the *Synod Membership Ordinance 1995 Amendment Ordinance 2019*. See the answer to question 5.

14. Vacant Parishes

The Rev Dr Raj Gupta asked the following question –

In regard to the number of vacant parishes:

- (a) How many vacant parishes are there at this point in time?
- (b) How many vacant parishes were there at year-end (31 December) for each of the last five years?
- (c) In the last two years, how many rectors have resigned, without the reasons being retirement or the taking up of another rector role in the Diocese of Sydney?
- (d) How many deacons are at some stage of the Presbyter application process at this point in time?
- (e) What steps are being proactively taken, by any and all organisations related to the Diocese of Sydney, to recruit more to serve as rectors in the Diocese of Sydney?

To which the President replied –

I am informed that the answer is as follows –

- (a) There are currently 44 parishes without a Rector. Of these, 4 parishes have long term arrangements/partnerships in place and 11 have a new Rector who has accepted the appointment but not yet started.
- (b) This part of the question would require significant staff hours to research, which is not possible in the time available.
- (c) Between 1 January 2017 and 14 October 2019, 55 Rectors resigned. Of these, 33 did not retire or take up another role as rector. Most of the 33 subsequently obtained a licence for another appointment in the Diocese.
- (d) There are 28 applicants and 25 accepted candidates.
- (e) It is difficult to speak on behalf of “all organisations”, however, the Ministry Training and Development staff:
 - (i) explain the needs and discernment process to assistant ministers in our Ministry Development training program,
 - (ii) attend regional conferences to speak with potential candidates and their rectors,
 - (iii) meet with enquirers, and
 - (iv) are currently developing a new strategy to address the need to recruit more men to seek ordination as a presbyter to serve as a rectors and more generally, to help current rectors encourage suitably gifted men and women in our parishes to seek ordination for full-time Anglican ministry.

15. General Synod Assessment

The Rev Dr Max Wood asked the following question –

Is the Diocese up to date with payments of our General Synod Assessments?

To which the President replied –

I am informed that the answer is as follows –

Yes. The assessments are invoiced at the end of each quarter and payments have been made for the first, second, and third quarters this year.

16. Annual statistics returns

The Rev Gavin Parsons asked the following question –

Which parishes have not lodged annual statistics for -

- (a) 2016
- (b) 2017
- (c) 2018

To which the President replied –

I am informed that the answer is as follows –

There are 59 parishes that have not lodged statistics for one of more of the years 2016, 2017 and 2018. A list of these parishes will be posted on the notice board in the foyer and on the SDS website.

Attachment to Question 16 – Parishes that have not lodged annual statistics in the period 2016 to 2018

Parish	Years missing
Auburn - St Thomas	2018
Balgowlah	2018
Bankstown	2017
Barrenjoey	2017
Bayside	2018
Beecroft	2017
Bellevue Hill	2018
Berala	2018
Beverly Hills	2018
Blackheath	2018
Blakehurst	2018
Bomaderry	2018
Brighton	2018
Campsie	2018
Cherrybrook	2018
Chester Hill with Sefton	2018
Christ Church Northern Beaches	2018
Church Hill	2016, 2017, 2018
Coogee	2018

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Parish	Years missing
Cronulla	2018
Dapto	2018
Darling Point	2018
Dee Why	2016, 2018
Fairy Meadow	2018
Gerringong	2018
Gladesville	2016, 2017
Glenhaven	2018
Gordon	2016
Hoxton Park	2018
Kiama	2018
Lindfield	2018
Liverpool	2018
Liverpool South	2018
Lower Mountains	2018
Mosman - St Clements	2018
Mulgoa	2018
Naremburn/Cammeray	2017
Neutral Bay	2018
Northmead & Winston Hills	2018
Oak Flats	2018
Petersham	2018
Philadelphia Anglican Church	2018
Ryde	2018
Sadleir	2018
Seven Hills	2018
Soul Revival Church, Sutherland Shire	2018
South Carlton	2018
South Hurstville	2018
St Clair	2018
St Ives	2018
Summer Hill	2018
South Sydney	2018
Surry Hills	2016, 2018
Sussex Inlet	2018
The Oaks	2018
Wahroonga - St Paul	2018
West Lindfield	2018
Wilberforce	2018
Willoughby	2016

17. Funds for work outside the Diocese

Ms Lyn Bannerman asked the following question –

With respect to funds for work outside the Diocese, please provide a list of projects funded from this source, and amounts granted for the 2018 year, and for 2019 to date.

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To which the President replied –

I am informed that the answer is as follows –

The answer to this question has been prepared in tabular form and will be posted on the notice board in the foyer and the SDS website.

		Year to Dec 2018	9 mths to Sep 2019	Comment
Within Australia				
Support for other dioceses in Australia –				
	Armidale	4,000	5,000	
	North West Australia	40,000	60,000	
	Tasmania	4,000	5,000	
	Northern Territory	40,000	50,000	
	Northern Territory (travel assist. for Bishop)	10,000		
National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC)		1,000	1,000	
Funding for the Diocese of Bathurst			180,000	\$250k pa
Outside Australia				
Strategic travel –				
	Bishops Tasker & Richards' overseas visits	30,870	20,220	
	Sponsored visitors to Sydney		2,710	
Training and support of leaders –				
	Albert Lamoureux (Mauritius) diploma at Youthworks	7,000		
	Sammy Shehata (Principal of Alexandria School of Theology)	8,000	1,416	+\$8k
Moore College PTC related training –				
	Madagascar	7,260	1,943	
	Papua New Guinea		3,000	
Gafcon related –				
	Subsidies for delegates	81,000	2,019	
	Travel by Archbishop	15,884	2,121	
	Gafcon Primates meeting Sydney 2019		2,978	
	Support for Gafcon	20,000		+\$20k
	Other	1,131	626	
Other –				
	Christchurch ministry wives	697		
	Travel insurance	116	241	
	Travel to provide FCA NZ with legal support	1,000		
	Direct support for FCA NZ	25,000	60,000	
	Total	296,958	398,274	

18. Anglican Schools

Mr Garry Allen asked the following questions –

(a)

- (i) Following the passage of the amendment to the *Anglican Schools Ministry Ordinance 2016* last year, have there been any chaplains dismissed by an Anglican school?

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- (ii) If there have been, how many have been dismissed and what reasons were given?
- (iii) Were any of these Sydney Anglican Schools Corporation schools?
- (b)
 - (i) Are there any Anglican schools who have regular activities programmed on a Friday night or Sunday? (such as competitive sports competitions including rowing regattas, athletics)? If so how many
 - (ii) How are these schools looking to support local churches in their youth ministry?
- (c)
 - (i) Following the passage of the Resolution 23/14 and the governance policy for diocesan organisations, how many schools still have alumni representatives that cannot sign the statement of personal faith?
 - (ii) What steps are they taking to meet Resolution 23/14 by July 2020?
- (d)
 - (i) How many Anglican schools currently have principals that cannot sign the statement of personal faith?
 - (ii) How many have been appointed following the passage of the governance policy for diocesan organisations in 2014?
- (e)
 - (i) What statistics exist for the number of school students active in youth groups within local churches across the diocese?
 - (ii) Are there any statistics available reflecting school background such as percentage attending Anglican schools, other CAS or GPS schools, systemic catholic schools, independent Christian schools and state schools? If so what is the breakdown of students in youth groups in the different schooling systems?
 - (iii) Are there any statistics tracking school students continuing to attend Christian churches 5 years after graduation or enrolment into Moore College? If there are, what changes have been seen in the past 20 years?
- (f) For the most recent reporting year -
 - (i) What was the excess of revenue to expenses (that is, the profit or surplus) of the Anglican Schools Corporation?
 - (ii) What was the excess of revenue to expenses (that is, the profit or surplus) of other Anglican Schools that report to this Synod?
 - (iii) What was the excess of assets to liabilities (that is, the equity or net assets) of the Anglican Schools Corporation?
 - (iv) What was the excess of assets to liabilities (that is, the equity or net assets) of other Anglican Schools that report to this Synod?
 - (v) How many students attend Anglican School Corporation Schools and other Anglican Schools that report to this Synod?
 - (vi) How have these figures changed since 2018?

To which the President replied –

I am informed that the answer is as follows -

- (a) No chaplains have been dismissed in the period.

- (b) and (c) These parts of the question would require a survey of all Anglican Schools to be conducted and the results analysed. This is not possible due to the staff resources required and the time available.
- (d) The Diocesan Registry does not maintain records of the statements of faith provided by the Principals of Anglican schools. These records would be maintained by the council of the relevant school.
- (e) There are no such statistics.
- (f) The answers to this part of the question are contained in the annual reports of the schools, which are available for inspection on the front table at Synod. The financial aspects of the question could also be ascertained from the financial reports of the schools that are publicly accessible on the register of the Australian Charities and Not-for-profits Commission.

19. Effect of Statements of Faith

Ms Tiffany Davey asked the following question –

Has the Standing Committee received any legal advice about the role played by statements of faith in determining an organisation's doctrines?

If so, is it possible to advise the Synod what the legal advice suggested – at least in general terms – about the merits or otherwise of adding a clear statement into the statement of faith as to an organisation's view on gender identity, marriage and/or sexuality?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes.
- (b) The advice is subject to legal privilege. However, what can be said is that the Standing Committee, having considered the matter, appointed a subcommittee and requested that proposed draft motions be prepared and moved at this Synod at the request of the Standing Committee.

20. The Archbishop of Sydney's Anglican Aid's Community Care Fund

The Rev Joseph Wiltshire asked the following question –

In relation to the Community Care Fund of the Archbishop of Sydney's Anglican Aid (henceforth, Anglican Aid), and in light of the work of the Ministry in Socially Disadvantaged Areas Committee (MiSDAC) created as part of the commitment of our Diocese to see ministry in socially disadvantaged areas financially supported –

- (a) how much is currently in the Community Care Fund currently?
- (b) how much was in this Fund at the end of 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018?
- (c) What is this fund used for by Anglican Aid?
- (d) Which Parishes in the Diocese have benefited from contributions from this fund over the past 5 years and for what ministry or activity was each grant given?
- (e) How many Sydney Anglican Parishes and Recognised Churches have Necessitous Circumstances Funds, or other similar tax deductible funds, for charitable giving?
- (f) Does the Diocese have any existing mechanism by which churches with Necessitous Circumstances Funds or similar funds may be informed and encouraged to give towards ministries and activities identified by MiSDAC in a co-ordinated fashion?

To which the President replied –

I am informed that the answer is as follows –

- (a) The balance in the Community Care Fund at 30 June 2019 was \$17,562.
- (b) A table showing the fund balance on 30 June for each of the years will be posted on the notice board in the foyer and the SDS website.

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2010	\$374,579
2011	\$539,417
2012	\$542,130
2013	\$498,755
2014	\$670,664
2015	\$542,182
2016	\$420,056
2017	\$233,356
2018	\$221,356

- (c) The Community Care Fund has supported churches, mainly in socio-economically challenging areas to support ministries which allow local parishes to care for and support people in their local communities. Ministries include traditional poverty alleviation activities, as well as other innovative activities to care for the vulnerable in society.
- (d) Beneficiaries include asylum seekers, refugees and new migrants, single parents, ex-offenders on supervision with Corrective Services, teenagers at risk, indigenous Australians, boarding house residents and people with chronic mental illness.
- (e) So far as we can ascertain in the time available, there are currently 7 parishes with necessitous circumstances funds. In addition, there are 3 parishes that operate public benevolent institutions.
- (f) No.

21. FEE-HELP for study at Moore Theological College

The Rev Anthony Douglas asked the following question –

- (a) For each of the years 2010 to 2019, what fees would have been payable by a BD student undertaking the first year of full-time study at Moore Theological College (**MTC**)? What were the major drivers of any increases or decreases?
- (b) From which year did the use of FEE-HELP attract the 25% levy referred to in the report "11/18 Steps to encourage ordination" at paragraph 14(c)?
- (c) What is the current maximum amount of FEE-HELP available to a BD student in comparison to the expected cost of tuition over four years at the College?
- (d) How many current students are known to have insufficient FEE-HELP funds available to complete their degree? Is it anticipated that the new scholarship fund will be able to address this shortfall completely?

To which the President replied –

I am informed that the answer is as follows –

- (a) The fees payable by a BD student undertaking the first year of full-time study at MTC for each of the years 2010 to 2019 will be set out in a table that will be posted on the noticeboard in the foyer and the SDS website.

Major drivers for changes to fees were general cost of living in Sydney, cost of education and general increases in MTC expenses relating to tuition.

Year	Fee (\$)	Year	Fee (\$)
2010	15,000	2015	19,600
2011	15,800	2016	19,992
2012	16,540	2017	20,392
2013	17,400	2018	20,800
2014	18,600	2019	21,200

- (b) The use of FEE-HELP attracted the 25% levy from 1 January 2005 when College students became eligible for FEE-HELP.
- (c) In 2019, the FEE-HELP limit is \$104,440. It increases by CPI each year. In comparison, the expected cost of tuition over four years at College to 2019 is \$82,384.
- (d) No current students are known to have insufficient FEE-HELP funds to complete their degree. However, in 2018 the Federal Government introduced the HELP limit which combines a student's HECS (Higher Education Contribution Scheme) loan and the amount of FEE-HELP incurred by a student at College. This will have an impact potentially from 2025 but the impact will depend on individual circumstances.

At this stage, given these uncertainties, any shortfall cannot be reliably estimated. As such, it is not possible to determine whether the new scholarship fund will be able to meet any shortfall.

22. Resourcing non-parochial forms of Anglican Ministry

The Rev Bruce Stanley asked the following question –

With regards to the 2016 resolution “3/16 Non-parochial forms of Anglican ministry”, noting the report, “Alternative forms of Anglican Church”:

- (a) What progress has Evangelism and New Churches made in reporting to Synod suitable recommendations to support and promote non-parochial forms of Anglican ministry?
- (b) What recommendations, if any, did the Strategic Research Group provide to the Diocesan Resources Committee as to the value and importance of potentially increasing funding for the ENC in the next triennium to provide for the employment of staff to –
 - (i) develop existing and new non-parochial forms of Anglican ministry, and
 - (ii) identify, develop and support their leadership?

To which the President replied –

I am informed that the answer is as follows –

- (a) ENC does not yet have particular recommendations to bring to the Synod. The Board of ENC has been developing models for non-parochial forms of Anglican Ministry. There has been strong consideration of how this may apply in areas of social disadvantage, ethnic ministry and community chaplaincy. Given the consideration that any new models need to align and be suitable for existence in a ministry matrix that includes parochial structures, the Board has been trialling these models before making any recommendations to the Synod. It is anticipated a report will be ready for the Synod at the first session of the 52nd Synod.
- (b) In the meantime, ENC continues to work with various groups on ministries to communities not reached by our current parochial structures.
- (c) The Strategy and Research Group has not make any such formal recommendations. However, following consideration of information provided by ENC, the Diocesan Resources Committee recommended, and the Standing Committee approved, a special allocation of \$100,000 to ENC as part of the *Synod Appropriations and Allocations Ordinance 2018* as a contribution towards the cost of funding the new position of Assistant Director (Parish Evangelism). This allocation is a response to paragraph (b) of Synod Resolution 5/18.

23. Safe Ministry Assessment procedures

Mrs Stacey Chapman asked the following question –

Regarding the new Safe Ministry Assessment procedures:

- (a) Will non-coordinating adults engaged in ministry to those below 13 years still be required to undertake the Assessment, if there are junior leaders (i.e. under 18) involved in that ministry whom they might minister alongside and towards?
- (b) For crystal clarity, are the new Safe Ministry Assessment procedures retrospective, i.e. do they apply to existing leaders or only to new leaders?

- (c) What guidance has been or will be provided to rectors to assist them in assessing responses to the information in the person's completed Safe Ministry Check and the responses from the referees before deciding whether to appoint the person to undertake ministry to children?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes, if the person will be undertaking ministry to the junior leader. This would usually be the case since even if the person is not directly ministering to the junior leader, the definition of "ministry to children" in the Ordinance extends to supervising the ministry of another person.
- (b) The Safe Ministry Check must be completed before a person in the relevant category undertakes ministry to children. The requirement does not apply in relation to appointment to a position. Therefore it applies to existing leaders since after 1 January 2020 they must undergo a Safe Ministry Assessment before they can undertake ministry to children.
- (c) Rectors have always had the responsibility of approving appointments to all ministry positions in the parish, including confirming the suitability of a person for appointment and talking through any concerns in a pastoral way. As such, Rectors should already have the necessary skillset to assess Safe Ministry Checks. However it is recognised that implementation of the new Safe Ministry Assessment may raise new information about an applicant that may not have previously been considered and that the assessments will involve significant work. Some Rectors may not feel adequately equipped. The PSU is developing resources to assist Rectors as they consider these issues and these will be made available to Rectors once they have received the necessary approval.

24. Gap Analysis of the Diocesan implementation of the Royal Commission recommendations

The Rev Tim Mildenhall asked the following question –

Regarding item 43/18, p133ff:

- (a) Is there a single diocesan entity or person responsible for coordinating the many different diocesan organisations identified in the Prolegis gap-analysis review of the Diocesan implementation of the Royal Commission Recommendations?
- (b) Where are the compliance measures identified in the Prolegis review centrally published?
- (c) What plans are there for compliance reviews regarding the effectiveness of the Royal Commission recommendations going forward?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Standing Committee will oversee implementation of the actions set out in the Appendix to the report by the relevant bodies of the Diocese.
- (b) The "Advice/Next Steps" recommended by Prolegis is not centrally published.
- (c) At this stage the focus is on implementation. The Standing Committee will be communicating with the bodies that have been allocated implementation responsibilities to ensure the work is completed within a reasonable timeframe having regard to the task at hand.

The Safe Ministry Board regularly reviews diocesan safe ministry policies and procedures. This will include the measures introduced as a result of the recommendations of the Royal Commission.

25. Royal Commission Gap Analysis

The Rev Tim Mildenhall asked the following question –

Regarding matter 43/18

Regarding Recommendation 16.1, p.140, how was the conclusion No action required reached given that according to the general synod website <https://anglican.org.au/governance/tribunals/tribunals-episcopal-standards-commission-244/> the following dioceses have excluded the Episcopal Standards Commission's power to promote a charge against a Diocesan Bishop as at 27 June 2019:

- Bendigo
- Perth
- Sydney
- Tasmania
- Wangaratta

and that the Commission's functions and the implementation of determinations made by the Episcopal Standards Board of questions which the Commission has referred to it are circumscribed if a relevant Diocese has not adopted either or both the Episcopal Standards Canon 2007 and the Episcopal Standards (Child Protection) Canon 2017?

To which the President replied –

I am informed that the answer is as follows –

Royal Commission recommendation 16.1 is directed at the Anglican Church of Australia. The General Synod has limited jurisdiction. Uniformity depends on diocesan synods adopting the canons.

According to information provided by the General Synod office, 21 dioceses have adopted the *Episcopal Standards (Child Protection) Canon 2017*. It is expected that the remaining 2 dioceses have not yet adopted the canon due to the timing of their synods rather than due to a decision not to adopt the canon.

The Episcopal Standards (Child Protection) Canon 2017 incorporates the provisions of the Episcopal Standards Canon 2007 in so far as they relate to examinable conduct under the Episcopal Standards (Child Protection) Canon 2017. It would be otiose to adopt the 2007 Canon in so far as child sexual abuse matters are concerned.

26. Cost of Gap Analysis

The Rev Tim Mildenhall asked the following question –

Regarding item 43/18 –

- (a) What was the cost of the external Prolegis review and gap analysis?
- (b) What was the in house cost of preparing the scope of work for the Prolegis review and gap analysis?

To which the President replied –

I am informed that the answer is as follows -

- (a) \$22,000 + GST.
- (b) The dollar cost is unknown. Approximately 12-15 staff hours were spent.

27. Confucius Classrooms

The Rev Martin Kemp asked the following question –

- (a) Have any of those schools established by or under an ordinance of this synod hosted a Confucius Classroom, and if so, which schools?
- (b) Do these schools plan to continue hosting these classrooms beyond 2019?

To which the President replied –

I am informed that we do not have the information necessary to answer this question and that it would require a survey of schools, which is not possible in the time available.

28. Assessing candidates for ordination for personality disorders

The Rev Martin Kemp asked the following question –

- (a) Are those applying to be candidates for ordination assessed in any way for Narcissistic Personality Disorder, Histrionic Personality Disorder, and Borderline Personality Disorder?
- (b) If so, what happens to the application if one of these disorders is identified?

To which the President replied –

I am informed that the answer is as follows –

- (a) All candidates for ordination undertake a psychological assessment. A series of self-administered inventories are completed followed by a detailed interview with a psychologist who completes a psychological report for Ministry Training and Development to assist with the selection process. It is expected that there would be indications of the disorders mentioned in this assessment.
- (b) If potential disorders are identified, depending on the disorder, the application would either be paused to enable the applicant to seek further information and probably medical/counselling assistance or decline.

29. Safe Ministry requirements for working with vulnerable adults

Mrs Sue Radkovic asked the following question –

Is there any requirement, or if not, any wisdom, in using the new Safe Ministry requirements applicable from 1 January 2020 for vetting those who work with vulnerable adults, e.g. those in our ESL classes, with a disability and the elderly?

To which the President replied –

I am informed that the answer is as follows –

There is no requirement for the Safe Ministry Check to be used for vetting those who work with vulnerable adults. However, it may be beneficial to use the Safe Ministry Check as a further screening tool for those who minister in this way.

30. Strengthening theological education across Gafcon member dioceses

The Rev Tim Swan asked the following question –

Following the Gafcon 2018 conference in Jerusalem, what role, if any, has the Diocese of Sydney been asked to play in strengthening theological education across Gafcon member dioceses, and what progress is being made in this regard?

To which the President replied –

I am informed that the answer is as follows –

Bishop Peter Jensen leads the Gafcon theological education network. He is aiming to cooperate with Moore College, especially the Centre for Global Mission in pursuing its aims. The collaboration between Moore College and dioceses within the Gafcon network has been difficult to organise, but books have been provided to a College in Nigeria, and a faculty member of the college in Egypt has been given some postgraduate theological education. Moore College has been involved in Gafcon from the beginning and has built strong relationships with theological leaders in other Gafcon provinces.

31. Anglican Aid's overseas ministry fund

The Rev Tim Swan asked the following question –

In the last 5 years, how many people have received theological training sponsored by Anglican Aid's overseas ministry fund?

To which the President replied –

I am informed that the answer is as follows –

At least 780.

32. 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.

33. 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

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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

34. 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.

35. 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.

36. 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.

37. 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.

- (c) 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.

38. 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.

39. 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 –

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- (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.

40. 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?

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- (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 – 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.

41. 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?

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- (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).

42. Female representation on Standing Committee and Synod

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.

43. Safe Ministry Check

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.

44. High School SRE

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.

45. Bishopscourt

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.

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- 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.

46. 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

47. Safe Ministry Assessment

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 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.

48. Ordinance Procedures

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.

49. Sale of Church Sites

Mr Chris Hamam asked the following question –

- (a) 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?
- (b) 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
Dundas/Teloepa Land Sale Ordinance 2014 St Andrew's Rydalmere and St Stephen's, Teloepa	2016	St Andrew's: 5 June 1955 St Stephen's: 25 November 1962	No further information available about when ministry activities stopped.
Strathfield and Homebush Land Sale Ordinance 2015 St Columba's, Homebush West	2016	12 March 1906	Regular services discontinued from 2004 Between 2004 – 2015 church used by other denominations for worship services
Glenquarie Land Sale and Variation of Trusts Ordinance 2015 Holy Trinity	2017	26 November 1933	Regular services discontinued from 2010. Between 2004 – 2015 church used by other denominations for worship services
South Creek Land Sale and Variation of Trusts Ordinance 2015 Holy Innocents	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.

Questions & Answers for the 2019 session of the 51st Synod

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

50. 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.

51. 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.

52. Clergy Tenure

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