

Brian Farran

From: Bishop Brian
Sent: Thursday, 7 January 2010 12:09 PM
To: stephen@REDACTED
Cc: John Cleary; Amanda Zaicos
Subject: Culture in the Diocese of Newcastle

Importance: High

Dear Stephen,

Fond greetings and happy new year!

We have had some significant and as yet unresolved Professional Standards issues in the Diocese involving prominent clergy. You would understand that these issues have been destabilizing, have caused me great angst, and have upon reflection highlighted for me some cultural issues within the Diocese that I think are unhealthy and that need professional attention. Hence, this email to you.

I have discussed this concern with the Diocesan Business Manager. I wanted to acquaint him with my thinking and to be assured that if we were to engage a consultant such as yourself we would have the funding to undertake such a vital consultancy. In my email to John Clergy (the DBM) I wrote

The recent Professional Standards issues have suggested to me that there is a culture that needs addressing within the Diocese.

I particularly think of the influence of high profile clergy who have contributed to and even embodied this culture. Components of this culture that I think are regressive and disempowering are:

1. Secrecy
2. Gossip
3. Networking
4. Complaint
5. Negativity
6. Bitchiness
7. Face-saving
8. Exclusion

In combination these elements develop a sick and debilitating culture.

I think we need to address this culture in order to give health to the Diocese and to ensure that the vision of a Missional Church with Ministering Communities in Mission at its heart is not derailed through the impact of such negativity.

In order to address this cultural change and renewal I would like to engage a consultant who understands the Church, who is aware of gay culture and who is highly experienced. Such a person is Stephen Ames. Stephen is a priest but works in corporate organizations as a consultant in cultural change.

I would like to explore with you the possibility of you undertaking such a consultation within the Diocese to assist us to ensure a sustainable healthy culture. This exploration would need to include:

1. your acceptance of the consultation
2. the format/process for it
3. costing of the consultation
4. your permission for us to film the consultation for future usage

I look forward to discussion with you. I value your professionalism and wisdom. I hope that you can assist us.

Grace and peace,