



Anglican Diocese of Riverina

The Right Reverend Rob Gillion
10th Bishop of Riverina

Dear Commissioner,

At the request of the Royal Commission, I answer the commissions request for information as follows.

As I have been Bishop only since August 2014 I have replied upon my enquiries and searches of the Diocese records to prepare the answers.

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1. The date the Diocese was established.
16th December 1881. The First Bishop was consecrated on 1st May 1884 and was enthroned in Hay on 18th March 1885.
 2. The Province in which the Diocese is located.
New South Wales.
 3. The current number of parishes in the Diocese.
22.
 4. The approximate number of Church members in the Diocese.
Approx. 1103 Regular attenders
 5. The number of clergy currently licensed to officiate in the Diocese, including retired clergy with permission to officiate.
42 including the Bishop, 15 clergy either in the position of Rector or Priest in Charge, and a further 26 with Permission to Officiate.
 6. The financial position of relevant Diocesan entities, including by reference to its asset holdings, liabilities and cash reserves (a high level overview is sufficient).

Total equity for the Riverina Diocesan Trust at 31 December in the most recent Audited Financial report [2014] was \$73,927,864.87. This includes the insured reinstatement value of all land and buildings as well as all monies vested in the Riverina Diocesan Trust on behalf of the diocese and parishes. These monies are comprised of donations, bequests and proceeds from the sales of church property held in Trust.

Individual Parishes and the Diocesan Registry Office are responsible for managing the finances required to meet their operating costs under the Diocesan Administration Ordinance and Parochial Administration Ordinance.

7. A description of the general relationship between the Diocese and parish asset holdings.

It is my understanding that the Parishes function autonomously. Property sold or bequeathed to a Parish is vested in the Riverina Diocesan Trust. Physical land and buildings within a Parish are the responsibility of the Parish to maintain and for the most part are managed at the Parishes discretion, they are however, owned by the Riverina Diocesan Trust. General accounts used to finance the day to day running of a Parish are vested in the Parish.

The Riverina Diocesan Trust Amendment Ordinance 2008 Section 8 may provide some clarity.

8. Powers and Other Duties In this Ordinance:

a. Any real property acquired by, or held on Trust for, a church body shall be vested in and held by the Trust.

b. Moneys or other personal property:

(i) received by a church body; or

(ii) raised by a church body;

for the purpose of being held as capital funds with the income or capital being applied for the relevant purposes shall be vested in and held by the Trust.

c. Where moneys or other personal property:

(i) are received, by way of gifts or bequest or is raised by an agency of the Diocese or a Parish for application for a particular purpose or purposes or for a purpose or purposes included in a class of purposes; and

(ii) it is expected that the moneys or property will not be so applied within the period of six (6) months next following the receipt or raising of moneys or property;

the moneys or property shall be vested in and held by the Trust.

The management of general Parish finances required for operating the Parish are the responsibility of the Churchwardens with the oversight of the Rector/Priest in Charge and the Parish Council. Part 5 'Duties of Churchwardens' and 'Duties of Parish Councils', of *The Parochial Administration Ordinance Amendment Ordinance 2010* explains this.

PART 5

Powers, Duties and Responsibilities of Churchwardens and Parish Councils

41. It shall be the duty of churchwardens and parish councillors to co-operate and share with the Rector/Priest in Charge in planning, organising and implementing the spiritual, pastoral, evangelistic, educational and missionary work of the parish.

Duties of Churchwardens

42. (a) A fundamental duty of churchwardens is to control and manage the financial affairs of the parish in order to provide funds from which to make regular payments of the stipend due to the Rector/Priest in Charge and his Assistant Clerks, if any.

- (b) *The stipends of the clerks shall be the first charge upon the revenue of the parish. The amount shall be fixed by a determination of the Bishop-in-Council.*
- (c) *If the churchwardens should meet with serious difficulties in fulfilling the duty and obligation set out in sub-clause (a) hereof, they should open communication with the Bishop on the subject.*
- (d) *They shall, if directed by the Bishop-in-Council, regularly remit at such intervals as shall be expressed in such direction the amount due in each case for the payment of such stipends to the Diocesan Registrar who shall make payment of the same to the clergy at the appropriate time; or where so requested shall forward to the Registrar once a month and not later than the last day of the month a duplicate voucher signed by the clergy acknowledging that the stipend has been duly paid.*
- (e) *For the purpose of aiding churchwardens in the fulfilment of their duties, the Rector/Priest in Charge shall keep a register in which shall be entered the names and addresses of all members of the Anglican Church of Australia in the parish of which he has charge. A roll of communicants of the parish shall also be kept, and both roll and register shall be revised by the Rector/Priest in Charge and churchwardens annually.*
- (f) *They shall provide housing accommodation for the Rector/Priest in Charge and Assistant Clerks if any and shall provide such furniture and fittings for the residences as are determined by the Bishop-in-Council.*
- (g) *They shall inspect the housing accommodation referred to in clause 42(f) annually, accompanied by the residents of that housing, having given the residents 7 days notice of their intention to do so. As the Rector/Priest in Charge shall freely have, use, process and enjoy the rectory and its grounds, the privacy of the rectory family must be respected during such inspections. On the basis of the inspection a report of repairs required shall be made and presented to the Parish Council to be acted upon. Upon vacation of the rectory the Archdeacon or Bishop shall make an inspection and inform the Parish Council of any repairs or maintenance required.*
- (h) *They shall arrange to have the buildings inspected annually by a qualified pest control inspector for white ants and vermin. Report of such inspections are to be reported to Parish Council.*
- (i) *They shall report to the Bishop, in writing signed by a majority of the churchwardens, any grave irregularities in the performance of Divine Service, any wilful neglect of duty, or any flagrant conduct on the part of the Rector/Priest in Charge.*

Duties of Parish Councils

- 43. (a) *To have the charge and with the Rector/Priest in Charge to have the administration of all funds and property belonging to the parish except where there is any direction to the contrary in any trust or instrument creating the trusts under which such funds or property are held.*
- (b) *Before every annual general meeting to prepare a statement of all moneys received and expended by them during the previous financial year, which shall be duly certified by the signatures of the churchwardens and the auditor; and to produce at the annual general meeting such statement so certified, and to forward a copy thereof to the Diocesan Registry, and to deliver to their successors the book or books containing the account of such moneys, and likewise all vouchers for payments, together with such balance as shall appear by the said accounts to be remaining in their hands.*

They shall also prepare and submit to the meeting an account showing any moneys which have been received and expended by them since the termination of the financial year, and the balance of such moneys shall be handed over to their successors. The churchwardens shall cause the statement of accounts herein first mentioned, duly certified as aforesaid, to be printed and distributed among the parishioners at the annual general meeting. The financial year shall begin on the first day of January, and end on the thirty-first day of December.

- (c) *To keep order in the church and churchyard.*
- (d) *To have the care of the church and its furniture, and of other things appertaining to the celebration of Divine Service, and to see that everything is fit and in proper order for the due performance thereof. Provided that all sacred vessels used in celebrating the Sacraments shall be in the custody of the Rector/Priest in Charge.*
- (e) *To make provision for a suitable conveyance for the use of the clergy, and for their necessary travelling expenses.*
- (f) *To provide for the safe custody of all parish registers and records.*
- (g) *To keep the church, school, clergy houses and the premises respectively attached thereto, and the fittings, fixtures and furniture therein, in good order and repair, and to pay all rates and taxes thereon, and, under the direction of the Bishop-in-Council, to insure the said buildings, fittings and fixtures, and to pay all charges for insurance thereon.*
- (h) *To assess district committees for a portion of stipend and general parish expenses.*
- (i) *To appoint a secretary and treasurer at its first meeting after election each year, whose names and addresses, together with those of the members elected and appointed, shall be forwarded by the chairman without delay to the Diocesan Registrar.*
- (j) *To make from time to time by-laws for the conduct of the parish council business as may be necessary.*
- (k) *Parish Sub-Committees (for example: Ladies Guilds; Anglicare Op-Shops; Markets/Boot Sales etc) are to prepare and present financial and activity reports to each Parish Council meeting*

Governance of the Anglican Diocese of Riverina

8. The names, employment status, and periods of appointment of those people occupying the following positions in the Diocese between 1 January 1990 and the date of this letter:
 - a. Bishop
 - The Right Reverend Barry Russell Hunter (*deceased*) - November 1971 - August 1992
 - The Right Reverend Bruce Quinton Clark - June 1993 - July 2004
 - The Right Reverend Doctor Douglas Stevens - Nov 2005 - Nov 2012
 - The Right Reverend Alan Robert Gillion - August 2014 - Present
 - b. Assistant Bishop
 - Not Applicable due to small size of Diocese.

- c. Chancellor
Mr Charles Houen: March 1988 - May 2008
Mr John Eades: June 2008 - Present
- d. Deputy Chancellor
Not Applicable due to small size of Diocese.
- e. Registrar / General Manager
Mr Raymond Highfield: April 1983 - May 2002
Mr Clive Jones: May 2002 - March 2015
Mrs Michelle Catanzariti: March 2015 - Present
- f. Professional Standards Director
Mr Brian Hepworth: 2004 - October 2007
Mr Rick Mawdsley: October 2007 - June 2010
Reverend Peter Barnett: October 2010 - Present
- g. Chair of the Professional Standards Committee or similar body

Professional Standards Committee 2006/2007

Rt Rev'd Dr D Stevens, Mrs K Alexander, Mr W Barwick, Rev'd M Clarke, Mrs C Hallinan, Rev'd Canon P Kumasaka

Professional Standards Committee 2008/2009/2010

Rt Rev'd Dr D Stevens, Ven Dr E Byford, Mr C Jones, Mrs K Alexander, Mr W Barwick, Rev'd M Clarke, Mrs C Hallinan, Rev'd Canon P Kumasaka, Mrs M Polkinghorne.

- h. Diocesan Solicitor, or any person appointed to advise the Diocese on legal matters relating to child sexual abuse
It has not been our practice to appoint a Diocesan Solicitor to advise the Diocese on legal matters relating to child sexual abuse.
- i. Diocesan Advocate, or any person appointed to represent the Diocese in disciplinary proceedings for clergy and other Church workers
The Professional Standards Director, acting on advice from legal counsel, represents the Diocese in disciplinary proceedings for clergy and other Church workers.
- j. Presiding members of the Professional Standards Board, Panel of Triers, Disciplinary Tribunal, Diocesan Tribunal or similar bodies, and

Panel of Triers 1990

Rev'd IM Clark, Canon RH Done, WJ Fenn, H R Lockley, GL Sturt & MR Varnish, Messrs M Adlington, J Baker, G Hooper, G Lonnie & K Smith

Panel of Triers 1991/1992

Rev'd IM Clark, RH Done, GL Sturt, RG Pacey, Canon RW Ginns.
Messrs G Lonnie, I Mann, J King, Mesdames S Guilford, L Osborne, H Barbic.

Panel of Triers 1993

Rev'd RH Done, GL Sturt, RG Pacey, Canon RW Ginns.
Messrs G Lonnie, I Mann, J King, Mesdames S Guilford, L Osborne, H Barbic.

Panel of Triers 1994/1995

Rev'd Canons RH Done, RW Ginns, Rev'd G Fryer, K Day, A Duncan & D Bond.
Messrs G Lonnie, I Mann, R Brewer, Mesdames L Osborne, J Morris.

Panel of Triers 1996

Rev'd Canons RH Done, RW Ginns, Rev'd G Fryer, K Day & D Bond.
Messrs G Lonnie, I Mann, R Brewer, Mesdames L Osborne, J Morris.

Panel of Triers 1997/1998/1999

Rev'd DR Bond, Canon RH Done, Ven JHA Gibson, Canon RW Ginns, Rev'd RP
Murphy, Dean GW Reynolds, Mesdames P Evans, H Hatty, I Miles, B Plaister, P Robey,
J Starkey.

Diocesan Tribunal 2001

Rev'd RC Galagher, Ven Dr EC Byford, Rev'd EA Parkinson, Mrs S Guilford, Mr G
McGregor, Mr P Robey.

Diocesan Tribunal 2002

Rev'd RC Galagher, Ven Dr EC Byford, Mrs S Guilford, Mr G McGregor, Mr P Robey

Diocesan Tribunal 2003/2004

Ven JHA Gibson, Rev'd Canon RH Done, Rev'd SJ Thompson, Mrs E Rafferty, Mr D
Willcox, Mrs J Coyle

Diocesan Tribunal 2005

Ven JHA Gibson, Rev'd Canon RH Done, Mrs E Rafferty, Mr D Willcox, Mrs J Coyle

Diocesan Tribunal 2006/2007

Rev'd Canon RH Done, Rev'd D Bond, Ven Dr E Byford, Mr D Willcox, Mr P Herrmann,
Mrs K Alexander

Diocesan Tribunal 2008

Ven Canon RH Done, Ven DR Bond, Ven Dr E Byford, Mr D Willcox, Mrs K Alexander,
Mr P Herrmann

Diocesan Tribunal 2009

Ven DR Bond, Mrs K Alexander, Ven Dr E Byford, Rev'd G Stewart

Diocesan Tribunal 2010

The Ven DR Bond, Ven Dr E Byford, Rev'd G Stewart, Mrs K Alexander

Diocesan Tribunal 2011

The Ven DR Bond, Mrs K Alexander, Ven Dr E Byford.

Diocesan Tribunal 2012/2013/2014

The Ven DR Bond, Ven Dr E Byford.

Diocesan Ministry Tribunal 2015

Mr W Barwick

Ministry Issues Appeal Panel 2000.

Ven JHA Gibson, Ven Dr EC Byford, Very Reverend GW Reynolds, Mrs I Miles, Mrs E
Rafferty, Mr D Willcox.

Ministry Issues Appeal Panel 2001/2002

Chair Mr J Eades, Ven JHA Gibson, Ven Dr EC Byford, Very Reverend GW Reynolds,
Mrs I Miles, Mrs E Rafferty Mr D Willcox.

Ministry Issues Appeal Panel 2003/2004/2005

Chair Mr J Eades, Ven JHA Gibson, Rev'd D Bond & N Cox, Mrs E Rafferty, Mrs K Alexander, Mrs S Hulyer.

Ministry Issues Appeal Panel 2006

Chair Mr J Eades, Ven Dr E Byford, Rev'd D Bond & N Cox, Mrs K Alexander, Mr P Robey

Ministry Issues Appeal Panel 2007

Chair Mr J Eades, Ven Dr EC Byford, Ven DR Bond, Rev'd N Cox, Mr P Robey, Mrs K Alexander.

Ministry Issues Appeal Panel 2008/2009/2010/2011

Ven Dr EC Byford, Ven DR Bond Rev'd N Cox, Mr P Robey, and Mrs K Alexander.

Ministry Issues Appeal Panel 2012

Ven Dr EC Byford, Ven DR Bond, Rev'd N Cox

Ministry Issues Appeal Panel 2013/2014

Ven Dr EC Byford, Ven DR Bond, Rev'd N Cox.

In addition to the individuals and boards listed above (from Diocesan Yearbooks), The Riverina Diocese under the Tri-Diocesan Covenant, also utilised a combined Professional Standards Board with the Canberra and Goulburn Diocese from 2004 to 2010. The members were:

Mr C. Erskine BA; LLb; SC

Appointed: 5 April 2002

Term ends: 2 February 2015

Confirmed by Synod 2002 Reappointed by BiC on 4 June 2004, 8 June 2007 and 3 February 2012 for 3 years.

Reverend R Everett BSc; DipEd; ThL

Appointed: 5 April 2002

Term ends: 3 June 2007

Confirmed by Synod 2002. Reappointed by BiC on 4 June 2004 for 3 years.

Mr P. Moss B Arts; B Social Work

Appointed: 5 April 2002

Term ends: 2 February 2015

Confirmed by Synod 2002 Reappointed by BiC on 4 June 2004, 8 June 2007 and 3 February 2012 for 3 years.

Ms J. Woodward

Appointed: 5 April 2002

Term ends: 3 June 2007

Confirmed by Synod 2002. Reappointed by BiC on 4 June 2004 for 3 years.

Venerable S. Macneil BA (Hons); BTh; PhD

Appointed: 5 April 2002

Term ends: 6 August 2004

Confirmed by Synod 2002

Reverend J. Begent MMBS;

Appointed: 5 April 2002

Term ends: 6 August 2004

Confirmed by Synod 2002

Mrs M. Wheelwright Business College Studies

Appointed: 5 April 2002

Term ends: 5 June 2018

Confirmed by Synod 2002 Reappointed by BiC on 4 June 2004, 8 June 2007, 3 February 2012, 5 June 2015 and for 3 years.

Ms R. McKay

Appointed: 5 April 2002

Term ends: 6 August 2004

Confirmed by Synod 2002

Dr M. Loader B.Dental Sc

Appointed: 5 April 2002

Term ends: 2 February 2015

Confirmed by Synod 2002 Reappointed by BiC on 4 June 2004, 8 June 2007 and 3 February 2012 for 3 years.

Reverend J. R. Kelley TT; NSWTC; LAATD(Hons); BTh;

Elected: 14 September 2002

Term ends: 6 August 2004

Dr J. Seymour

Appointed: 4 June 2004

Term ends: 3 June 2007

Mr M. Blunn (Deputy President)

Appointed: 8 February 2008

Term ends: 7 February 2011

Reverend Peta Thorpe BA; Dip Ed; BTh

Appointed 10 June 2005

Term ends 5 June 2018

Reappointed 28 February 2012 30 May 2008 and 2 February 2015

Reverend Kevin Farrelly BA; BTh

Appointed 1 June 2005

Died 2014

Mr Neville Hurst

1 April 2005

28 February 2008

Reverend B. Suptut BEd; Cert.Clin.Past.Edu; BTh

Appointed: 10 June 2005

Term end: 9 June 2008

Dr W. Lamb

Appointed: 10 June 2005

Term end: 9 June 2008

Mr Allan Wilson

Appointed: 30 May 2008

Term end: 29 May 2011

Reverend C. Archer BA; Bed; DipEd; DipTH; BTh; MMin

Appointed: 16 August 2008

Term end: 15 August 2011

Reverend Canon F. Hetherington THl; GradDip Past Counselling; MMin;

Appointed: 16 August 2008

Term end: 15 August 2011

Very Reverend A. Sempell ChOSJ; BA; BTh (Hons); DipMin;

Appointed: 16 August 2008

Term end: 15 August 2011

Ms L. Haywood

Appointed: 16 August 2008

Term end: 15 August 2011

Mr B. Harrison

Appointed: 16 August 2008

Term end: 15 August 2011

Mr A. Jupp

Appointed: 16 August 2008

Term end: 15 August 2011

Reverend Canon P Kumasaka BA; DipMin

Appointed: 16 August 2008

Term end: 15 August 2011

Reverend M. Clarke Cert Min; BTh

Appointed: 16 August 2008

Term end: 15 August 2011

Mrs C. Hallinan

Appointed: 16 August 2008

Term end: 15 August 2011

Mr William Barwick

Appointed: 16 August 2008

Term end: 15 August 2011

- k. Trustees on any boards of Trustees established to manage the real property of the Diocese.

Trustees 1990/1991/1992/1993

Rt Rev'd BR Hunter, Mr HM Ware, Mr RS Stevens, Mr WB Bott, Rev'd Canon WJ Fenn, Very Rev'd JHA Gibson, and Rev'd Canon RW Ginns, Mr GH Hooper.

Trustees 1994

Rt Rev'd BR Hunter, Mr HM Ware, Mr WB Bott, Rev'd Canon WJ Fenn, Very Rev'd JHA Gibson, Rev'd Canon RW Ginns, Mr GH Hooper, and Mrs J Starkey

Trustees 1995/1996

Rt Rev'd BQ Clark, Mr HM Ware, Mr WB Bott, Rev'd Canon WJ Fenn, Ven JHA Gibson, Rev'd Canon RW Ginns, Mr GH Hooper, and Mrs J Starkey

Trustees 1997/1998

Rt Rev'd BQ Clark, Mr HM Ware, Mr WB Bott, Ven JHA Gibson, Rev'd Canon RW Ginns, Mrs J Starkey, and Rev'd G Sturt

Trustees 1999

Rt Rev'd BQ Clark, Mr HM Ware, Mr WB Bott, Ven JHA Gibson, Rev'd Canon RW Ginns, Mrs J Starkey, Rev'd G Sturt, Very Rev'd G Reynolds, and Rev'd Canon RH Done

Trustees 2000/2001/2002

Rt Rev'd BQ Clark, Mr HM Ware, Mr WB Bott, Ven JHA Gibson, Rev'd Canon RW Ginns, Mrs J Starkey, Very Rev'd G Reynolds, and Rev'd Canon RH Done

Trustees 2003

Rt Rev'd BQ Clark, The Very Rev'd RJ Munson, Mr HM Ware, Mr WB Bott, Ven JHA Gibson, Mrs J Starkey, Rev'd Canon RH Done

Trustees 2004/2005

Very Rev'd RJ Munson, Mr WB Bott, Ven JHA Gibson, Mrs J Starkey, Rev'd Canon RH Done.

Trustees 2006/2007

Rt Rev'd Dr D Stevens, Mr WB Bott, Ven JHA Gibson, Mrs J Starkey, Rev'd Canon RH Done, Mr P Herrmann, Mr C Houen

Trustees 2008

Rt Rev'd Dr D Stevens, Mr WB Bott, Mrs J Starkey, Rev'd Canon RH Done, Mr P Herrmann.

Trustees 2009/2010

Rt Rev'd Dr D Stevens, Mr C Jones, Mr P Herrmann, Ven Dr EC Byford, Mr P Lette, Mrs S Walsh, Ven RP Murphy, Ven DR Bond.

Trustees 2011

Rt Rev'd Dr D Stevens, Mr C Jones, Ven Dr EC Byford, Mr P Lette, Mrs S Walsh, Ven RP Murphy, Ven DR Bond.

Trustees 2012

Rt Rev'd Dr D Stevens, Mr C Jones, Ven Dr EC Byford, Mr P Lette, Ven RP Murphy, Ven DR Bond, Mrs L Middleton, Mr R Crawford.

Trustees 2013

Mr C Jones, Ven Dr EC Byford, Mr P Lette, Ven RP Murphy, Ven DR Bond, Mrs L Middleton, Mr R Crawford.

Trustees 2014

Mr C Jones, Ven Dr EC Byford, Mr P Lette, Ven RP Murphy, Ven DR Bond, Mrs L Middleton, Mr R Crawford.

Trustees 2015

Rt Rev'd AR Gillion, Mrs M Catanzariti (replaced Mr C Jones Mar 2015), Rev'd Dr E Byford, Mrs L Middleton, Mr R Crawford, Mr C Jones (was replaced by Mrs M Catanzariti, Mar 2015), Rev'd R Murphy, and Rev'd P Kumasaka, Mr W Barwick.

9. The current function, composition, and legal status of the:

a. Bishop-in-Council or Diocesan Council

The Bishop in Council or Diocesan Council is the standing committee for the Synod of the Diocese of Riverina. It is my understanding that The Bishop in Council or Diocesan Council hold all the same powers and authority as the Synod when the Synod is in recess. This is outlined in Section 40 of the *Anglican Church of Australia Church Trust Property Act 1917* and further supported by the Diocese of Riverina's *Delegation of Powers Ordinance 1996* and Part 5 of the Diocesan Administration Ordinance Amending Ordinance 2015.

b. Board of Trustees established to manage the real property of the Diocese, and

It is my limited understanding the term "Riverina Diocesan Trust" is to mean the legally constituted entity for the Diocese of Riverina and to be used in place of "Anglican Church Diocese of Riverina" for formal dealings of monies and property. The composition and functions of the Board of Trustees in the Riverina is outlined in the Riverina Diocesan Trust Ordinance.

c. Synod of the Diocese of Riverina.

The Synod is the overall governing body for the Diocese. It has the power to adopt and/or create ordinances for the good governance and management of all matters in the Diocese [which can then only come into effect after being assented to by the Diocesan Bishop]. The Powers and functions of Synod are outlined in the Constitution Ordinance Adoption Ordinance 1994, the Riverina Diocesan Trust Ordinance Amendment Ordinance 2008, the Diocesan Administration Ordinance, the Anglican Church of Australia Trust Property Act 1917 and the Anglican Church of Australia Constitutions Act 1961.

10. An overview of the responsibilities, theological training, qualifications, licensing, and employment arrangements of:

a. Deacons

A Minimum qualification is a Certificate of Theology which is accredited by a registered Theological College, and the candidate will have already exercised a Lay Ministry within a parish, and will have a Working with Children Check.

A deacon is licensed by me after being presented to a Selection Advisory Board, and will meet with the Examining Chaplain. I take very seriously their recommendations, and undertake a protocol of due diligence – taking references, and through the Professional Standards Directors check the National Register, they need to sign a Clergy Code of Good Conduct, and agree to uphold the Faithfulness in Service document.

A deacon will be licensed to a parish and overseen by the incumbent, and in due course will be considered for the priesthood.

The Ordinal in the "Prayer Book for Australia" spells out the responsibilities of a Deacon (p.785f) *Christ has called you to the office of deacon. You are to be an ambassador of Christ, serving God as you serve others in Jesus' name. Proclaim the good news of God's love, so that many may be moved to faith and repentance, and hearts be opened to do justice, love mercy, and walk humbly in the presence of God. Let the transforming love of Jesus be known to all among who you live and work. Strengthen the faithful, teach the young, search out the careless and indifferent. Encourage the members of Christ's body by word and example, ministering among the sick, the needy and all who are oppressed or in trouble.*

Together with your bishop, priest and people, you are to take your place in public worship, assist in the administration of the sacraments, and play your part in the life and councils of the Church. You are to preach the word of God in the place to which you are licensed, and to pray and work for peace and justice in the world. As a deacon, you are to model your life according to the word of God, Study the Scriptures, reflecting with God's people upon their meaning.....

b. Priests.

A minimum qualification is a Diploma in Theology which is accredited by a recognised Theological College, and will have served as a Deacon for at least one year.

A Priest will be licensed by me and will assent to the responsibilities of a priest as set out in the Ordinal in the "Prayer Book of Australia. (p.793 ff). I undertake a protocol of due diligence – taking references, and through the Professional Standards Directors check the National Register, they need to sign a Clergy Code of Good Conduct, and agree to uphold the Faithfulness in Service document, and will have a Working with Children Check.

You are to encourage and build up the body of Christ, preaching the word of God, leading God's people in prayer, declaring God's forgiveness and blessing, and faithfully ministering the sacrament of God's grace with reverence and care. Together with your bishop and other ministers, you are to take your part in the life and councils of the Church. Be a pastor after the pattern of Christ the great Shepherd, who laid down his life for the sheep. Be a teacher taught by the Lord in wisdom and holiness. Lead the people of God as a servant of Christ. Love and serve the people with whom you work, caring alike for young and old, rich and poor, weak and strong.....

c. Bishops.

A minimum qualification is a Diploma in Theology and must be over 30 years of age.

A Bishop's Selection Committee is elected at the Diocesan Synod chaired by the Administrator/ Vicar General. The candidate is then interviewed along with others, and a short-list of names is then submitted to the Diocesan Synod to vote.

The Bishop is then consecrated and ordained by the Provincial Archbishop, The Bishop will assent to the ordinal (p 799ff) in the "Prayer Book of Australia".

The Ordination of Bishops (p799 ff)

NN you have been chosen to serve as a bishop in the Church of God, and serve as the bishop of the diocese of M in the Anglican Church of Australia.

In accordance with the law of our Church, I now require you to declare your assent to the Constitution and Canons of this Church, and to take the Oath of Canonical Obedience.

I NN, do solemnly and sincerely declare my assent to be bound by the Constitution of the Anglican Church of Australia [and the Constitution of the Province of ..] and of this diocese and by the canons, statutes, ordinances and rules however described, from time to time of the synod of this diocese and of the General Synod [and of the Provincial Synod] whichever have force in this diocese.

I, NN, do swear that I will pay true and canonical obedience to DD, and all the successors of that bishop in all things lawful and honest.....

References will be taken, the National Registrar checked, A Working With Children Check, and a Police Check will be required, and undertake a protocol of due diligence – taking references, and through the Professional Standards Directors check the National Register, they need to sign a Clergy Code of Good Conduct, and agree to uphold the Faithfulness in Service document.

The Diocesan Bishops responsibility is to oversee the Diocese.

Area Bishops:

We have no experience of appointing Area Bishops in this Diocese as I am the Sole Bishop and would not consider appointing one in the light of responsibilities within the Diocese, at present.

11. In relation to any corporate entities created by the Diocese to respond to any legal claims arising from allegations of child sexual abuse:

- a. the name of the entity
- b. the date of incorporation
- c. the mode of incorporation, and
- d. any assets held by the corporation.

There are no corporate entities established by the Diocese specifically to respond to legal claims arising from allegations of child sexual abuse.

The Church of England Boys' Society (CEBS)

12. The nature of any past and/or present relationship between the Anglican Diocese of Riverina and any branch or State Diocesan Council of CEBS and/or the Anglican Boys' Society, including but not limited to any:
 - a. legal, financial, and/or administrative relationship
 - b. governance arrangements
 - c. staffing arrangements, and
 - d. record-keeping and archiving arrangements.

There is very little information on any activity between CEBS and our Diocese. A small file was located containing a memorandum from 1969 which indicates there was activity of some kind involving CEBS in the Parishes of Leeton, Hillston and Wilcannia - the extent of which is not known.

It is also unclear how long any such activity was carried out, however we do know there were no CEBS branches remaining by 1989. This is outlined in two letters from 1989 between the then Riverina Bishop Barry Hunter (deceased) and CEBS Sydney inviting Bishop Barry to be Vice President of the Society within NSW. The letter from the Sydney Diocesan Secretary dated 21 March 1989 notes "The CEBS ministry has no active members within the Riverina Diocese." Bishop Barry's response on 29 March 1989 accepts the position but affirms "we have no branches of CEBS in Riverina Diocese". Bishop Barry's involvement with CEBS thereafter is not known.

13. The nature of any relationship, between 1 January 1965 and the date of this letter, between the Diocese and any camp sites or other venues used by CEBS and/or the Anglican Boys' Society for its camping activities, including any child protection policies and procedures maintained by the Diocese in respect of youth attending camps at those venues.

See question 12.

Church and para-church institutions

14. Any arrangements under which schools or other institutions in your Diocese are permitted to use the Anglican Church name in their title or brand.

Moama Anglican Grammar School

The Moama Anglican Grammar School is permitted to use the Anglican name in their title. The Diocese has no legal responsibility for the School. I am not 'head of agency', however as Bishop I am "The Visitor", with an opportunity to advise on matters concerning faith if requested. I have no involvement in the governance or administration of the school. The local parish priest is invited to take services, conduct chapel, and offer support from the parish.

15. The current legal, financial, administrative, governance and/or any other relationship between the Anglican Diocese of Riverina and:
- a. any para-church Diocesan youth groups, such as the Crusaders or Youthworks
To the best of my knowledge we have no para-church Diocesan Youth Groups at present.
 - b. Anglicare, or entities known as Anglicare
We have our own Anglicare entity 'Anglicare Riverina', which whilst not very active, provides financial support for individuals who are facing difficult times. Some Parish Op Shops also use the Name Anglicare in their title.

We also have a Memorandum Of Understanding with Anglicare South West New South Wales and ACT (Canberra & Goulburn) which permits them to run their own Anglicare projects within our Diocese. Such projects are run independent of our Diocesan Administration.
 - c. Anglican schools, and/or
Whilst we do not run any Anglican schools we do allow Moama Anglican Grammar to use the Anglican name. See Question 14 for further details.
 - d. any Anglican-run or affiliated children's homes.
We do not have any Anglican run or affiliated children homes.

16. Please describe generally the relationship between the Diocese and parish run youth groups.
We have very few youth in our congregations throughout the Diocese and to my knowledge have no formal "Youth Groups". Any Parish run youth groups would need to abide by our safe Ministry ordinances and all volunteers and clergy associated in the running of such activities would need to have a valid Working With Children Check.

Theological perspectives

17. Your understanding of your Diocese's practices and theological perspectives in relation to:

a. marriage of clergy

I refer you to article 32 "The Articles of Religion" as found in the Book of Common Prayer:
Of the Marriage of Priests

Bishops, Priests, and Deacons, are not commanded by God's Law, either to vow the estate of single life, or to abstain from marriage: therefore it is lawful for them, as for all other Christian men (women), to marry at their own discretion, as they shall judge the same to serve better to godliness.

b. celibacy, and

I refer you to our Faithfulness in Service 7.4 which our Diocese first adopted at our Diocesan Synod in 2006:

Faithfulness in Service 7.4 "You are to be chaste and not engage in sex outside of marriage and not engage in disgraceful conduct of a sexual nature."

c. homosexuality.

I refer also to our Faithfulness in Service 7.4 (as above) and Lambeth 1/10. Which I commend to the Diocese.

Lambeth 1998 Resolution 1.10 'Human Sexuality'
This Conference

- *commends to the Church the subsection report on human sexuality;*
- *in view of the teaching of Scripture, upholds faithfulness in marriage between a man and a woman in lifelong union, and believe that abstinence is right for those who are not called to marriage;*
- *recognises that there are among us persons who experience themselves as having a homosexual orientation. Many of these are members of the Church and are seeking the pastoral care, moral direction of the Church, and God's transforming power for the living of their lives and the ordering of relationships. We commit ourselves to listen to the experience of homosexual persons and we wish to assure them that they are loved by God and that all baptised, believing and faithful persons, regardless of sexual orientation, are full members of the Body of Christ;*
- *while rejecting homosexual practice as incompatible with Scripture, calls on all our people to minister pastorally and sensitively to all irrespective of sexual orientation and to condemn irrational fear of homosexuals, violence within marriage and any trivialisation and commercialisation of sex;*
- *cannot advise the legitimising or blessing of same sex unions nor ordaining those involved in same gender unions;*
- *requests the Primates and the ACC to establish a means of monitoring the work done on the subject of human sexuality in the Communion and to share statements and resources among us;*
- *notes the significance of the Kuala Lumpur Statement on Human Sexuality and the concerns expressed in resolutions iv.26, V.1, V.10, V.*

23 and V.35 on the authority of Scripture in matters of marriage and sexuality and asks the Primates and the ACC to include them in their monitoring process.

18. The Anglican Church of Australia's website, as at 30 October 2015, includes the following statement under the heading 'Internal Diversity':
 Significant theological differences also exist which can prevent closer co-operation between dioceses. The conferencing approach and development of community fostering initiatives have served to improve mutual understanding and co-operation on matters of considerable importance, such as child protection.
 Please set out your understanding of any significant theological differences between your and any other diocese, and the effect, if any, of those differences on the protection of children in the Anglican Church.

The Anglican Church as a whole does have 'internal diversity' on certain issues, but there is no theological difference in relation to the care and protection of children.

The Bible - Matthew 18.1-6 'view of children'

At that time the disciples came to Jesus and asked, "Who is the greatest in the kingdom of heaven?" He called a little child, and had him stand among them. And he said; "I tell you the truth, unless you change and become like little children, you will never enter the kingdom of heaven. therefore whoever humbles himself like this child is the greatest in the kingdom of heaven. And whoever welcomes a little child like this in my name welcomes me. But if anyone causes one of these little ones who believe in me to sin, it would be better for him to have a large millstone hung around his neck and to be drowned in the depths of the sea."

Ordination and theological training

19. The relationship, if any, between your Diocese and any of the theological colleges in Australia.
 We have no formal relationship between the Diocese and any Theological College. In 2016 we plan to develop a study centre in our Diocese and will be using resources from Ridley College for the purpose of on-line training for rural ministry.
20. Your Diocese's approach, policies and practices in relation to conducting psychological assessments of candidates for ordination training and ordination itself, since 1 January 1960.
 There are no policies or practice in which psychological assessments of candidates are required for diocese training or ordination. We do however have a Selection Board comprising of laity and clergy tasked with assessing the candidates suitability for ordination.

National approaches to professional standards and inter-diocesan cooperation

21. Your Diocese's approach to adopting the Anglican Church of Australia General Synod model ordinances and policy guidelines on child protection.

The Diocese's approach has been to adopt Canons of General Synod related to the protection of children at the annual Diocesan Synod.

In relation to the 2004 Model Professional Standards Canon, this Canon was adopted in the Diocese. The Tri-Diocesan covenant between Riverina, Bathurst and Canberra/Goulburn in that day allowed Riverina access in to a shared Professional Standards Board and a shared Professional Standards Director. This was in operation until 2010.

From 2010 -2015 the Diocese has had a Professional Standards Director however there has been no professional standards ordinance matters in the diocese during this period.

22. Please indicate which General Synod model ordinances, policy guidelines and resolutions on child protection have been adopted or responded to by your Diocese, and how, by completing the table at Schedule B.

Attached.

23. The key differences, if any, between the national model Professional Standards Ordinance (as amended 2008) and your Diocese's equivalent ordinance/s, and the reasons for your Diocese either adopting the national model, not adopting it, or partially adopting it.

The Diocese adopted the model Professional Standards Ordinance in 2004 and has made no amendment since 2004.

24. Your views on whether each diocese in Australia should:
- a. maintain its own, unique professional standards framework
 - b. agree to and adopt a nationally consistent professional standards framework that is administered by each diocese
 - c. refer its powers in relation to professional standards to a centrally administered quasi- independent Church body to make decisions on matters such as clergy and Church worker discipline, complaints-handling and redress, with the outcomes of such decisions to be implemented by each diocese, or
 - d. adopt any other approach for managing professional standards.

It is the view of the Riverina Diocese that (B) - A National "Framework" which can be administered at a Diocesan level would be the best approach for Professional Standards.

This view is qualified by the following:

- The Framework should to be developed in consultation with the dioceses, and in particularly with the practitioners of Professional Standards in each diocese.

- The differing State government legislation needs to be considered, including but not limited to Child Protection, Elder Abuse, Sexual Harassment, Concealment of crime, Privacy, Work Health and Safety, Food safety, building codes, ACNC, copyright, and the Crimes act in each state or territory, along with a common law duty of care.
- The Framework needs to allow for independence & transparency in response but also internal processes for prevention and care. That is individual Diocese needs to play a role in terms of caring and also for ensuring systems of prevention, including training, recruitment and supervision of all people who represent the Diocese.
- The sovereignty of each Diocese and the duty of care of a Diocesan Bishop in terms of legal care for all people, which cannot be delegated to an external body, must be recognized in the Framework.

It is proposed that the Diocese of Canberra and Goulburn will in 2016 provide the Diocese of Riverina with Professional Standards Committee and Board on a fee for service basis, given the limited human resources in the Riverina Diocese.

25. Any process, procedure or practice adopted by your Diocese, or adopted or recommended by the General Synod of the Anglican Church of Australia, in relation to responding to complaints of child sexual abuse made in relation to one or more other dioceses, and where multiple dioceses may have jurisdiction to respond, including but not limited to the handling of such complaints, the conduct of disciplinary proceedings, or the payment of compensation.

Further to the Professional Standards Ordinance the National Professional Standards Director's network facilitates dialogue and cooperation between diocese in relation to responding to the needs of complainants and or payment of care and assistance amounts.

Professional Standards in the Anglican Diocese of Riverina

Please provide a chronological account of your Diocese's approach to professional standards from 1 January 1990 to the date of this letter, with reference to all key policies, procedures, processes, practices and legislation (if any) relating to the protection of children.

In providing your account please address each of the following matters:

Prevention

26. Screening and assessing suitability of Bishops, clergy, lay and volunteer staff (collectively for the purpose of this Statement, Church workers), prior to:
 - a. officiating as a member of clergy
 - b. participating in activities involving children
 - c. holding positions of authority in relation to the formulation of policy on professional standards matters, and/or
 - d. presiding over or participating in disciplinary proceedings.

From 1990 to 2015 there have been no screening protocols other than the State legislated Working With Children's Check and, in the case of Ordination, assessment for suitability for Ordination via a Selection Panel.

In 2015 background screening including a Safe Ministry Questionnaire (attached) for all new clergy beginning in the diocese has been enacted by the Bishop. Plans are underway to introduce Federal Police Checks for all existing Clergy and will be a part of future ordination and recruitment procedures.

27. Training and educating Church workers and Church members on child sexual abuse and responding to instances of child sexual abuse.

1990 - 2009

Around the years of 1999 and early 2000's the Diocese looked into training programs and guidelines for ministry with underage persons of other Anglican Diocese in Australia.

Seminars on Child protection were carried out throughout the Diocese in 2000.

The Diocese obtained licence in November 1999 from Anglican Youthworks for a Training Package on Child Protection Essentials to be used in multiple parishes. The package included an update on Child protection issues, introduction into working with Youth and Children, Guidelines for Children's and Youth Ministry, and a resource kit.

2009 Onwards

Using Tri-Diocesan resources provided by Canberra Goulburn Diocese we used 'Keeping Children Safe' and then 'Creating Safe Ministries' which ran from approximately 2009 to 2012.

In 2009 the Creating Safe Ministries Participant Workbook was introduced as the new participant workbook to replace Keeping Children Safe.

The workbook covered:

- Ministry and Duty of Care
- Child protection
- Safe Ministry Leaders
- Safe environments and programs

In 2015 the Diocese has had a diocesan customised version of the Safe Ministry Resources P/L – Safe Ministry Manual prepared for use in 2016.

Disclosure and response

28. Internal reporting processes following a disclosure of child sexual abuse.

1990-2000:

The Tribunal Ordinance 1915-1991 established procedures for responding to complaints against clergy.

2000:

Ministry and Tribunal Ordinance 2000 sets out the procedure for all complaints against clergy and lay persons.

2004:

Since 2004 we have publicised that all reports are made to the Professional Standards Director who was and continues to be independent from the diocese. Section 6 of the Professional Standards Ordinance 2004 outlines the mandatory parts of a protocol, this protocol is in Establishment Phase.

2015:

The Diocese has been making preparations to allow access to an external 1800 number - Sexual Abuse and Misconduct Helpline which we aim to make available to all persons in the diocese to report concerns or allegations of all forms of abuse.

At present individuals are encouraged to contact our Professional Standards Director.

If a report was to occur the Professional Standards Director will report this to the Bishop, the Professional Standards Ordinance Process would commence and all police and statutory child protection reports would be made as a first step after disclosure.

29. Reporting allegations of child sexual abuse to the police, the Ombudsman and/or any government child protection agencies, including where:

a. a complainant does not consent to such disclosure, and/or

2010-2015:

The Diocese has received no such disclosures since July 2010 under the current Professional Director's tenure. However, if such a disclosure did occur the complainant would have it clearly explained that due to Section 316 of the NSW Crimes act (concealment legislation) the Diocesan officer does need to report serious crimes to the police. The complainant would also be informed of their right to not engage in the police process in relation to the alleged crime of which they are the victim.

b. the information was disclosed in the context of a 'confessional'.

The Diocese adopted the Provisional Canon Concerning Confessions 1989 in 1991 and then the final Canon Concerning Confessions 1989 in 1994 and still operates under the auspices of this canon. *However*, Points 6 and 7 of the "Professional Responsibility in relation to Confidentiality" section of the Diocesan Code of Conduct for clergy which was introduced in May 2003 provides for Clergy to disclose information provided in confessional where there is a legal obligation and/or where Child Protection Legislation requires them to do so. See extract below:

" 6. Where Clergy have heard the formal confession of any person in terms of the Canon Concerning Confession, 1989 of General Synod, the "seal of the confessional" applies in all cases according to the provisions of that Canon. However, where the Clergy has a legal obligation to disclose, permission to do so does not have to be obtained.

7. Under the relevant Child Protection Legislations, clergy in New South Wales are "mandatory reporters". The mandatory reporting provisions of these various legislations do not apply to the clergy merely in their capacity as clergy but apply at all times. Any such reporting does not expose the person to a charge of unprofessional conduct, nor, if made in good faith, does it expose the person to liability."

30. Notifying an alleged perpetrator of allegations against him or her.

1990-2000:

The Tribunal Ordinance 1915-1991.

2000:

Ministry and Tribunal Ordinance 2000.

2004:

The Professional Standards Ordinance 2004 Part 3 – The Protocol states that there must be provisions for dealing fairly with respondents.

31. Providing pastoral care and counselling to complainants and/or alleged perpetrators following

The Diocese has no protocols written in this area.

In practice however, if there is a complaint which arises, the Diocese will be guided by Part 3 Section 6 (2) (d) of the the Professional Standards Ordinance, which requires assistance and support be afforded all persons affected by the allegation/s.

Investigation

32. Investigating allegations of child sexual abuse.

1990-2000:

The Tribunal Ordinance 1915-1991.

2000:

Ministry and Tribunal Ordinance 2000

2004 – Professional Standards Ordinance

Part 3 Section 6 provides the basis of a protocol which is in establishment stages December 2015.

33. Imposing restrictions on an alleged perpetrator's duties or involvement with the Church pending resolution of an investigation.

The Constitution Alternation (Suspension from Duties) Canon 2001 Assenting Ordinance 2002 provides for the suspension of Clergy when a charge has been made.

Part 6, Sections 30 to 34 of The Professional Standards Ordinance 2004 also outlines provisions for the suspension or prohibition of a person.

Ministry and Tribunal Ordinance 2000 Section 11 also provides for the suspension of a member of Clergy.

Discipline

34. Codes of conduct or expected behaviours for Church workers.

Our two key codes of conduct are:

- Faithfulness in Service (2011 version currently in use)
- Diocesan Code of Conduct (first adopted May 2003. Updated 2009)

35. Conducting disciplinary proceedings in respect of Church workers against whom:

a. allegations of child sexual abuse have been made, or

1990-2000:

The Tribunal Ordinance 1915-1991.

2000:

Ministry and Tribunal Ordinance 2000.

2004:

Professional Standards Ordinance (2004) Section 6 provides an outline of a protocol which is in the process of being established.

b. allegations have been made in relation to the way a complaint of child sexual abuse has been handled.

To my knowledge the Diocese has received no such disclosures since July 2010 under the current Professional Director's tenure.

36. Church law offences that apply in your Diocese to matters concerning child sexual abuse and the handling of complaints of child sexual abuse.

1990-2000:

The Tribunal Ordinance 1915-1991

2000:

Ministry and Tribunal Ordinance 2000

2004:

Professional Standards Ordinance 2004

37. The standard of proof applied in your Diocesan disciplinary proceedings relating to child sexual abuse matters.

1999 to July 2010 - No corporate knowledge of standard of proof applied during this time.

2010 onwards

The standard of proof required to sustain a complaint is the civil burden of proof of "on the balance of probabilities is the alleged conduct more likely to have occurred than not".

The Professional Standards Board must also establish FACT in the hearing, based on the civil burden of proof.

Redress

38. A brief overview of your Diocesan processes and procedures relating to the resolution of claims for financial compensation, counselling, apologies and other redress by way of mediation, settlement negotiations, and/or civil litigation.

The Diocese has no approved protocol or ordinance, and there is yet to be any claims in relation to redress.

Risk Management

39. Notifying Church members and Church workers of allegations against a particular Church member or Church worker. Where there is such a policy, the level of detail included in any such notification.

The Diocese has had no written policy in relation to the notification of Church members.

The current practice is that any notice to be given to church members is carefully written in consultation with the Bishop and Professional Standards Director.

Where the Church Worker is also a member of the clergy the notice is usually read out by a Bishop after services on a Sunday with pastoral support made available. No written material is provided to parishioners. In instances where the church worker is a lay person, the notice or information may be restricted to the Parish Council. The level of detail is carefully decided so as to protect the pastoral needs of victim/s and the parish.

40. Risk managing known or alleged offenders involved in the Diocese as Church workers or Church members.

There has only been one attempt at managing a known sexual offender during my time as Bishop. The deposed person, Mr Lawrence, wished to speak at a funeral in the Diocese. I requested that he be monitored at all times, he did not attend the funeral.

41. Identifying any other victims of known or alleged offenders.

The Diocese has had no written policy in relation to the identifying victims of known or alleged offenders.

42. Declaring and managing actual or perceived conflicts of interest among Church workers involved in developing policy, conducting disciplinary proceedings, providing legal advice, giving pastoral care or otherwise responding to child sexual abuse, where they have a long-standing personal or professional relationship with a known or alleged offender.

The area of professional standards has since 2004 been in the hands of external contractors. This has helped manage conflicts of interest.

Further from 2004-2010 the Professional Standards Board making determinations in disciplinary hearings was shared between Riverina, Canberra/Goulburn and Bathurst Dioceses under the Tri-Diocesan Covenant.

Information-sharing and record-keeping

43. Record-keeping in relation to allegations and complaints of child sexual abuse in the Diocese, parishes, para-Church youth groups, and Church institutions, including the:
- a. form of the records (for example, excel database or paper-based case files)
 - b. nature of the information contained in the records, including what information, if any, is routinely recorded, and how consistently the information is represented across all records
 - c. maintenance and archiving of records.

All clergy, past and present, have a personnel file. These are kept in my office for current clergy, and in the Diocesan strong room for past clergy. Our Professional Standards director and his staff have been reviewing our historical clergy personnel files to identify any historical instances of complaints or allegations in relation to child abuse. This is ongoing.

Further, since 2004 record keeping of Professional Standards matters has been held by our Professional Standards Director including:

1. An electronic record of files. The only personnel who have access to the spreadsheet is Safe Ministry Resources – the contracted Professional Standard provider.
 2. Hard copies of all information collected in relation to matters is held in a locked filing cabinet.
44. Information-sharing about or related to instances and allegations of child sexual abuse between your Diocese and:
- a. other Anglican dioceses in Australia
 - b. other Anglican dioceses outside of Australia
 - c. the General Synod
 - d. other faith-based institutions
 - e. government and non-government institutions or statutory authorities (to the extent these are not addressed in paragraph 29).

It is our practice to do whatever is necessary to inform other relevant institutions of our concerns related to person of concern, where that person of concern has become involved in their churches.

45. Information-sharing about or related to instances and allegations of child sexual abuse, directly between parishes, schools and Church institutions within your Diocese and:
- a. each other
 - b. any of the institutions or bodies listed in sub-paragraphs 44 (a) to (e).

No formal policies have existed in relation to information sharing. However, since my installation as Bishop of the Diocese, I have been prepared to inform other relevant institutions of our concerns related to 'persons of concern'.

Inquiries and reviews

46. Details of any past inquiries into instances and allegations of child sexual abuse in the Diocese, including the:

- a. reasons the inquiry was established
- b. determination of the scope of the inquiry
- c. process by which those presiding over the inquiry were selected
- d. report and recommendations of the inquiry
- e. extent to which the inquiry's recommendations were implemented.

To my knowledge the Diocese has not had involvement in any inquiries into instances and allegations of child sexual abuse in our Diocese.

47. Details of any independent reviews of, or legal challenges to, your Diocese's professional framework or processes.

The Lawrence and Sturt matter which was processed by the Diocese of Newcastle was related to misconduct occurring during their time in the Diocese of Riverina. This matter was referred to the Supreme court of NSW. In summary the finding of the court was that the Professional Standards Board has the jurisdiction to discipline clergy.

Research into prevalence of child sexual abuse

48. Your processes and procedures, if any, in relation to recording statistical data on child sexual abuse in your Diocese.

No such data.

49. Your involvement in any research or study on sexual offending against children in your Diocese, and the results of any such research.

Our Diocese has not completed any formal research or study into the area.

Challenges and reform

50. Any dialogue you have sought or engaged in with government for changes to civil or criminal law affecting professional standards matters.

To my knowledge the Diocese has not had any engagement with government on matters effecting professional standards.

51. Your understanding of any historical or current challenges facing your Diocese in relation to any of the above matters.

The major challenge for the Diocese of Riverina in relation to Professional Standards is our small size, both in the number of people in our parishes and also having adequate staff and/or volunteers required to manage systems.

Because I have only been Bishop since August 2014, I have relied upon my research to answer the commission and I believe the information contained herein is accurate.

In relation to schedule B I annex a partly completed Schedule B owing to the pressure of time. I will forward a completed version as soon as possible.

Yours in Christ,

+ Rob Riverina

Rt Rev Alan Robert Gillion