

# THE ANGLICAN DIOCESE OF BATHURST

## SCHEDULE A

### ROYAL COMMISSION RESPONSES

**1. The date the Diocese was established.**

1870

**2. The Province in which the Diocese is located.**

New South Wales

**3. The current number of parishes in the Diocese.**

33 Parishes

**4. The approximate number of Church members in the Diocese.**

Approximately 3000 members

**5. The number of clergy currently licensed to officiate in the Diocese, including retired clergy with permission to officiate.**

80 Clergy licensed to Officiate in the Diocese including Retired Clergy

**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).**

The accounts for the Diocese have not been audited and are attached as at 31 December



2014

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

The Diocesan entity, Anglican Property Trust, is the registered owner of all land and buildings together with investments and other property held in trust for the Anglican Diocese of Bathurst including its Parishes and organisations. The Anglican Property Trust has no beneficial interest in the properties and may only exercise its powers of acquisition, disposal and change of use pursuant to an Ordinance of the Synod of the Diocese on the instruction of the respective Parish or Organisation and only then if the

Trusts on which the property is held permit the proposed action and the action is lawful.

The Diocesan entity, Endowment of the See, is the registered owner of two properties and other investments. Unlike the Anglican Property Trust, the Endowment of the See has beneficial interest in the properties and may exercise its powers of acquisition, disposal and change of use pursuant to an Ordinance of the Endowment of the See.

## Question 8

### Bishops from 1990:

Bruce Winston Wilson	1989-2000	retired 25/3/2000	
Richard Warwick Hurford	2001-2012	Installed 24/3/2001	Retired 10/11/12
Ian Stanley Palmer	2013 –	Installed 9/2/2013	

### Assistant Bishops from 1990:

Peter Thomas Danaher	2005-2009
John Stead	2009-2012

### Chancellor:

Justice Peter Young  
Sir Robert Woods

### Deputy Chancellor

Leigh Haywood

### Registrar/General Manager

Adrian Scarra	
The Venerable Robert Howell	died August 2012
Graham Higham	2010-2015 (General Manager)
Ellen Sharp	Registrar 2012-2014
Karen Trafford	2014 -

### Professional Standards Director

Brian Hepworth  
Rick Mawdsley  
The Revd Peter Barnett

Philip Gerber

**g. Chair of the Professional Standards Committee**

The Rt Revd Peter Danaher  
The Revd Canon Margaret Finlay

**h. Diocesan Solicitors**

The Diocese has from time-to-time engaged the services of a number of lawyers with relation to child sexual abuse matters, but has sought advice from the Professional Standards Director.

Timothy Edwards, Partner in Truman Hoyle Lawyers has from time-to-time advised the Diocese on Professional Standards Matters.

**k. Trustees (Anglican Property Trust)**

The Anglican Property Trust Diocese of Bathurst is set up under the Church Trust Property Ordinance 1990-2005. Its membership since 1990 has included:

Bishop Bruce Wilson  
The Ven Dr Howard Smith  
The Very Revd Michael Birch  
Mr Arthur Cheers  
The Revd Bruce Craig  
Mr Barry Lappan  
Mr Michael Lowe  
Mr Geoff Spring  
The Very Revd  
Bishop Richard Hurford  
Bishop Ian Palmer  
Bishop Peter Danaher  
Bishop John Stead  
The Revd Canon Carla Archer  
Mr Peter Hallstrom  
The Revd Bruce Craig  
The Revd Peter Moore  
The Revd Canon Shirley Lewis  
Mrs Mary Cleasby  
Mr Bruce Henderson  
The Venerable Robert Howell  
Mr Graham Leatherland  
Mr Adrian Scarra  
The Venerable Frank Hetherington  
Mr Max Ingersole  
Mr John Power  
Mr Tom Williamson

The Revd Robert Bowman  
Mrs Christine Croudace

### **Present membership as at November 2015**

Bishop Ian Palmer  
The Venerable Frank Hetherington  
Mr John Power  
Mr Tom Williamson  
Mr Graham Leatherland  
The Revd Robert Bowman  
Mrs Christine Croudace

## **Question 9**

### **Bishop in Council**

The Bishop in Council derives its authority to enact legislation (Ordinances) from the *Anglican Church of Australia Trust Property Act 1917 NSW* (as amended). In particular part 9 section 40.

#### **Delegation of powers etc of synod**

During the recess of the synod of a diocese such committee, council, or other body of persons (if any) as shall from time to time be constituted or appointed for the purpose by or under ordinance of the synod of such diocese may, in place of the synod of such diocese, exercise such of the powers and functions, and do and make such of the things referred to in this Act as shall from time to time be determined by ordinance of the synod of such diocese, and the synod of such diocese may, for the purpose aforesaid, from time to time by ordinance regulate the procedure of such committee, council, or other body of persons: Provided that no ordinance passed by any such committee, council, or other body of persons as aforesaid shall take effect or have any validity unless within one month after the passing thereof the same shall be assented to under the *Anglican Church of Australia Constitutions Act 1902* or some Act amending or taking the place of the same.

*The Anglican Diocese of Bathurst Administration Ordinance 2003-2014* describes the Bishop in Council in the following way:

- 410 The primary duty of Bishop-in-Council is to provide advice to the Bishop in the exercise of his responsibilities in the administration of the Diocese and to act as the Standing Committee of the Synod.
- 411 Bishop-in-Council has the following specific duties;
- (a) To administer such funds as may from time to time be placed under its control by Ordinances of the Synod or otherwise and to submit to Synod a report upon such financial matters together with the report of the auditors.

- (b) To prepare for each ordinary session of Synod estimates for the following financial year of:
  - (i) the amount required for meeting the cost of sittings of the Synod, the maintenance of the Diocesan Registry and the expenses of such other diocesan activities and committees as in its opinion should be supported;
  - (ii) the amount that in its opinion should be granted to organisations under the control of Synod or to other persons or organisations;
  - (iii) the amount of income available from sources other than Parishes for meeting the amounts referred to in (i) and (ii); and
  - (iv) the amount which will need to be raised by Parish contribution to meet the amounts referred to in (i) and (ii).
- (c) To make arrangements for the sessions of the Synod of the Diocese; to prepare the business to be brought before the Synod; to propose such business as may be necessary to bring before Synod and to report to each session of Synod the activities of Bishop-in-Council as the Standing Committee of the Synod during the intervening period.
- (d) To report to each session of Synod the progress made by Parishes in the repayments of all loans obtained under security or under guarantee whether given by the Bishop or otherwise under the authority of Synod and the manner in which such loans have been applied. For the purpose of enabling the compilation of such reports each Parish Council must furnish accurate returns upon requisition by the Registrar.
- (e) To publish if Bishop-in-Council in its absolute discretion decides a Diocesan Newspaper from time to time and issue a Year Book of the Diocese.
- (f) To make elections to vacant offices as the Synod shall from time to time determine.
- (g) On the recommendation of the Audit Committee, to appoint and fix from time to time the remuneration of the auditor whose duty it shall be to audit all diocesan funds and organisations.
- (h) To discharge all duties specifically assigned to it from time to time by the Synod of the Diocese under Ordinances or resolutions and generally during the recess of Synod to guide and control the temporal affairs of the Diocese consistently with the constitutions of the Anglican Church of Australia and the Ordinances of Synod.

**POWERS OF BISHOP-IN-COUNCIL**

- 412 Bishop-in-Council may, during the recess of the Synod of the Diocese exercise in the place of the Synod all or any of the powers and functions and do and make all or any of the things referred to in sections 11, 12, 13, 15, 16, 19, 23, 25, 26, 26A, 27, 27A, 32, 32A, 32B or 37 of the Anglican Church Trust Property Act 1917 as amended, sections 3, 5, 6, 7, 10 and 11 of the Anglican Church (Bodies Corporate) Act 1938 and subject to Article 7(2) of the 1902 Constitutions, articles 2(1) and 3(2).
- 413 During the recess of the Synod, Bishop-in-Council may consider any proposed Ordinance notwithstanding that leave to introduce the proposed Ordinance has not been obtained from the Synod.
- 414 (1) Where Bishop-in-Council proposes to make an Ordinance under the powers conferred by section 32 of the Anglican Church Trust Property Act 1917, the Ordinance may be referred to the Synod at any stage before assent.
- (2) An Ordinance referred to in subsection (1) must be referred to the Synod upon request of any five members of Bishop-in-Council and in that case the decision of Bishop-in-Council shall be deemed to have been made on the last day of the relevant session of Synod.
- 415 Bishop-in-Council may, if it considers it appropriate, frame by-laws for the conduct of its business or the regulations of any Division, Commission or Committee of Bishop-in-Council.
- 416 (1) Bishop-in-Council may, after the close of the Session of Synod in any year make any adjustment to the budget adopted by Synod as may be necessary in the light of factors occurring since the Session of Synod was held.
- (2) Bishop-in-Council may not alter any matter of principle determined upon by the Synod.

**Membership of Bishop in Council**

- 401 Bishop-in-Council shall consist of
- (a) The Bishop,
  - (b) Any Assistant Bishop,
  - (c) The Diocesan Archdeacon,
  - (d) The Dean,
  - (e) The Regional Ministry Co-ordinators;
  - (f) The Chancellor,
  - (g) The Registrar,
  - (h) The Diocesan Treasurer and

- (i) 12 other members of whom 4 shall be clergy and 8 lay persons.

Amended by Ordinance 2007

- 402 (1) With the consent of the Bishop, a Deputy Chancellor or Deputy Registrar may act as an alternate member to the Chancellor or Registrar as the case may be.

### **Present Membership of BiC November 2015**

The Right Reverend Ian Palmer (Bishop)  
 The Venerable Frank Hetherington (Archdeacon)  
 Mrs Karen Trafford (Bishop's Registrar)  
 The Very Reverend Anne Wentzel (Dean)  
 Sir Robert Woods (Chancellor)  
 Ms Leigh Haywood (Deputy Chancellor)  
 The Reverend Canon Brett Watterson  
 The Reverend Canon Grahame Yager  
 The Reverend Canon Jono Williams  
 The Reverend Canon James Hodson  
 Reverend Gary Neville  
 Reverend Tim Fogo  
 Reverend Mal Dunnett  
 Ms Sue West  
 Mr Graham Leatherland  
 Mrs Janet Price  
 Mr John Power  
 Mr Martin Atkins  
 Mr Lew Hitchick

Anglican Property Trust Diocese of Bathurst

The Anglican Property Trust Diocese of Bathurst is set up under the *Church Trust Property Ordinance 1990-2005*.

Synod of the Diocese

Set up under the Constitution of the Anglican Church of Australia

## **Question 10**

**An overview of the responsibilities, theological training, qualifications, licensing and employment arrangements of Deacons, Priests and Bishops.**

The responsibilities of Deacons, Priests and Bishops are set out in the Ordinal of the Anglican Church of Australia. The form set out below has been used in this Diocese since 1995.

The EXHORTATION and EXAMINATION for a DEACON

*The Bishop says:*

Our Lord and Saviour Jesus Christ lived and died as the servant of God.

All who follow him are called to serve God in the world, setting forward Christ's kingdom through the power of the Spirit.

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 whom 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, that all may be equipped to live out God's truth in the world.

Put away all that does not make for holiness of life.

Be faithful in prayer, that you may have strength to run the race that is set before you.

And now, in order that this congregation may understand your intention, and so that your public profession may strengthen your resolve, answer clearly these questions, which I ask you in the name of God and of the Church.

*The bishop says*

Do you believe that you are truly called to this order and ministry of deacons, being moved by the Holy Spirit to serve God and build up his people, according to the will of our Lord Jesus Christ and the order of this Anglican Church of Australia?

*The ordinand(s) answer*

I do believe I am called to this ministry.

Do you wholeheartedly accept the canonical Scriptures of the Old and New Testaments, as given by the Spirit to convey in many and varied ways the revelation of God which is fulfilled in our Lord Jesus Christ?

I do accept them.

Will you take your part in reading the holy Scriptures in the church and in assisting the priest to teach the doctrine of Christ and administer the sacraments?

I will, by God's grace.



Will you be diligent in prayer, and in the study of the holy Scriptures? Will you undertake such other studies as will help you in your ministry?

I will, by God's grace.

Will you strive to shape your own life, *and that of your household*, according to the way of Christ?

I will, by God's grace.

Will you constantly seek the help of the Holy Spirit to use and develop God's gifts to you, so that you may serve all by word and deed?

I will, by God's grace.

Will you promote unity, peace and love among all Christian people, especially among those with whom you serve God, encouraging and enabling them to fulfil their ministries?

I will, by God's grace.

Will you seek to set forward Christ's kingdom in the world, proclaiming the gospel and working for reconciliation, peace and justice?

I will, by God's grace.

Will you accept the order and discipline of the Anglican Church of Australia, submitting yourself to the lawful authority of your bishop and others set over you in the Church?

I will, by God's grace.

*The bishop concludes*

May God who has given you the will to do these things give you the grace and power to perform them. Amen.

The EXHORTATION and EXAMINATION of PRIESTS

*The bishop says to the candidates*

Our Lord Jesus Christ summons us all to obedience and discipleship.

In baptism we are called to be a royal priesthood, a people belonging to God, to make Christ known in all the world.

Now you are responding to the call of God and of the Church to live and work as a priest, a pastor and teacher, for God's glory and the strengthening of God's people.

You know the responsibility and significance of this office.

I now exhort you, in the name of Christ, to take up your calling with joy and dedication.

As the Lord's messenger, proclaim the gospel of Jesus Christ.

Seek the lost,

announce God's justice, warn and correct those in error.

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 sacraments 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.

Never forget how great a treasure is placed in your care: the Church you must serve is Christ's spouse and body, purchased at the cost of his own life.

Remember that you will be called to give account before Jesus Christ: if it should come about that the Church, or any of its members, is hurt or hindered as a result of your negligence, you know the greatness of the fault and the judgement that will follow. Therefore apply yourself with diligence and care, and fashion your life and ministry in accordance with Christ's example.

As you depend on the Holy Spirit and the grace of God, put away all that does not make for holiness of life. Clothe yourself with humility; be constant in prayer. Study the Scriptures wholeheartedly, reflecting with God's people upon their meaning, so that your ministry and life may be shaped by Christ.

We have every confidence that you have already pondered these things deeply.

And now, in order that this congregation may understand your intention, and so that your public profession may strengthen your resolve, answer clearly these questions, which we ask you in the name of God and of the Church.

*The bishop says*

Do you believe that you are truly called to this order and ministry of priests, according to the will of our Lord Jesus Christ and the order of this Anglican Church of Australia?

*The ordinand(s) answer(s)*

I believe I am called to this ministry.

Are you convinced that the holy Scriptures contain all doctrine necessary for eternal salvation through faith in Jesus Christ, and are you determined to instruct from these Scriptures the people committed to your care, teaching nothing as essential to salvation which cannot be demonstrated from the Scriptures?

I am convinced, and will do so by God's grace.

Will you be diligent in prayer, and in the study of the holy Scriptures?

I will, by God's grace.

Will you undertake such other studies as will help you in your ministry?

I will, by God's grace.

Will you constantly stir up the gift of God which is in you, so that you may proclaim the gospel of Christ?

I will, by God's grace.

Will you faithfully and humbly minister the doctrine, sacraments and discipline of Christ, as he has commanded and as this Church has received them?

I will, by God's grace.

Will you be ready, both in your public and private ministry, to oppose and set aside teaching that is contrary to God's word?

I will, by God's grace.

Will you be a faithful pastor to all whom you are called to serve and lead, striving together with them to build up the body of Christ in truth and love, in unity and peace?

I will, by God's grace.

Will you encourage and enable those committed to your care to fulfil their ministry and mission in the world?

I will, by God's grace.

Will you obey your bishop and other ministers given authority over you, gladly and willingly following their godly and lawful directions?

I will, by God's grace.

*The bishop concludes*

May God who has given you the will to do these things give you the grace and power to perform them. Amen.

The PRESENTATION of a BISHOP

*Two bishops, with representatives of the diocese and province (priests, deacons and laypersons) stand before the archbishop to present the bishop(s)-elect, saying*

N, bishop in the Church of God,

we present to you NN to be consecrated bishop(s).

*The Authority for the consecration(s) shall then be read.*

*The archbishop addresses the bishop(s)-elect, saying*

The Anglican Church of Australia, being an Apostolic Church, receives and retains the Catholic faith, which is grounded in Holy Scripture and expressed in the Creeds, and within its own history, in the Thirty-Nine Articles, in *The Book of Common Prayer* and in the Ordering of Bishops, Priests and Deacons.

In accordance with the Canons of this Church, I now require you to make your Declaration and Assent to this faith.

*The bishop(s)-elect make(s) the form of Declaration and Assent.*

I firmly and sincerely believe the Catholic Faith and I give my assent to the doctrine of the Anglican Church of Australia as expressed in the Thirty-Nine Articles of Religion, *The Book of Common Prayer* and the Ordering of Bishops, Priests and Deacons; I believe that doctrine to be agreeable to the Word of God; and in public prayer and administration of the sacraments I will use the form in the said book prescribed, and none other, except as far as shall be ordered by lawful authority.

*The archbishop says to the bishop(s)-elect*

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.

*The bishop(s)-elect assent(s) to the Constitution and Canons of the Anglican Church of Australia.*

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] which have force in *this diocese*.

*The bishop(s)-elect take(s) the Oath of Canonical Obedience to the metropolitan bishop, or where applicable, the bishop of the diocese sponsoring the ordination, here designated as DD.*

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. So help me God!

*The bishop(s)-elect then sign(s) the necessary Assents and Oaths, in the sight of all present, and the witnesses add their signatures.*

*The archbishop addresses the assembled people, saying*

Dear friends in Christ, you have heard testimony given that NN *have* been duly and lawfully elected to be bishop(s) in the Church of God, and *have* made the Assents and taken the Oaths required by the Canons of this Anglican Church of Australia.

We ask you to declare, do you accept NN, to minister as bishop(s)?

*The people respond*

By the grace of God, we do.

Will you then uphold and support NN as bishop(s)?

By the grace of God, we will.

*The archbishop addresses the bishop(s)-elect, saying*

NN, do you trust that you are called by God to the office and work of a bishop in the Church of God?

*The bishop(s)-elect respond(s)*

I believe I am called to this ministry.

The people have affirmed their trust in you.

Will you endeavour to fulfil this trust, in obedience to Christ?

I will, by the grace of God.

The EXHORTATION and EXAMINATION of a BISHOP

*The archbishop says*

A bishop is called to maintain the Church's witness to the resurrection of Christ from the dead, to protect the purity of the gospel, and to proclaim Jesus Christ as Lord.

As a chief minister and pastor in Christ's Church, you are to guard its faith, unity and discipline, and promote its mission in the world.

You are to ensure that God's word is faithfully proclaimed,

Christ's sacraments duly administered, and Christ's discipline applied justly, with mercy.

You are to lead and guide the priests and deacons under your care, and be faithful in the choosing and ordaining of ministers.

You are to watch over, protect and serve the people of God, to teach and govern them, and to be hospitable.

You must, therefore, know and be known by them, and be a good example to all.

These are the duties of a bishop, and they are weighty.

Are you willing to perform them?

*The bishop(s)-elect respond(s)*

I am willing: may God guide and help me.

*The archbishop continues*

The Scriptures and ancient canons of the Church require that we should not be hasty in the laying on of hands to admit anyone to an office of government in the Church. Therefore, I ask you these questions, so that all present may hear how you are determined to act in the Church of God.

Are you convinced that the holy Scriptures contain all doctrine necessary for eternal salvation through faith in Jesus Christ? Will you instruct from them the people committed to your care, teaching nothing as essential to salvation which cannot be demonstrated from the Scriptures?

I am convinced, and will do so, with God's help.

Will you then be faithful in prayer, and diligent in the study of the holy Scriptures, so that you may be equipped to teach and encourage with sound doctrine?

I will, seeking to discern the mind of Christ by the Spirit of God.

Will you proclaim the gospel to all, especially those among whom you live?

Will you lead those in your care to obey our Saviour's command to make disciples of all nations?

I will, gladly bearing witness to Christ in the power of God.

Will you administer with mercy the discipline of this Church? Will you correct and set aside teaching that is contrary to the mind of Christ, both privately and publicly urging all to live according to God's word?

I will, endeavouring to apply the law of Christ with the grace of God.

Will you put aside all ungodly and worldly behaviour, and live modestly, in justice and godliness, so that by your life and example you may commend Christ's truth?

I will, seeking in all I do to demonstrate the love of God.

Will you maintain and promote quietness, peace and love among all people? Will you correct and discipline, according to the authority you have by God's word? Will you strive to build up the body of Christ in unity, truth and love?

I will, commending to all the peace of God.

Will you be faithful in ordaining and commissioning others for ministry?

Will you encourage those committed to your care to fulfil their ministry?

I will, in all things striving to set forward the kingdom of Christ.

Will you show compassion to the poor and the stranger, be gentle with the abused and needy, and defend those who have no helper?

I will, striving to be merciful in the name of Christ.

*The archbishop concludes*

May God who has given you the will to do these things give you the grace and power to perform them. Amen.

**These responsibilities are endorsed by Oaths and Declarations to which the clergy person must give assent. These are typically set out below.**



**THE ANGLICAN CHURCH OF AUSTRALIA  
DIOCESE OF BATHURST**

**DECLARATION OF ASSENT**

I, **Name**, do solemnly make the following declaration: I firmly and sincerely believe the Catholic Faith and I give my assent to the doctrine of The Anglican Church of Australia as expressed in the Book of Common Prayer and the Ordering of Bishops, Priests and Deacons and the Articles of Religion, as acknowledged in section 4 of the Constitution, and I believe that doctrine to be agreeable to the word of God.

I declare my assent to the Fundamental Declarations of The Anglican Church of Australia as set out in sections 1, 2 and 3 of the Constitution.

In public prayer and administration of the sacraments I will use the form prescribed in the Book of Common Prayer or a form authorised by lawful authority and none other.

**ASSENT TO CONSTITUTION AND LAWS**

I, **Name**, do solemnly and sincerely declare my assent to be bound by the Constitution of the Anglican Church of Australia and the Constitutions for the management and good government of the Church in the Province of New South Wales and by the canons, ordinances, rules and determinations from time to time of the Synod of this Diocese of Bathurst, and of the General Synod and the Provincial Synod which have force in this diocese.

**OATH OF CANONICAL OBEDIENCE**

I, **Name**, do swear that I will pay true and canonical obedience to **The Right Reverend Ian Stanley Palmer, Tenth Bishop of Bathurst** and the successors of that bishop in all things lawful and honest. So help me God!

.....

**Declared and sworn** before me at \_\_\_\_\_ by the above-named declarant and  
deponent this \_\_\_\_\_ day of \_\_\_\_\_, in the year of Our Lord Two thousand and fifteen.

.....

### **Theological Training**

The theological training of our clergy is varied and includes university awarded degrees and especially the Advanced Diploma of Anglican Orders as taught through St Mark's National Theological Centre in Canberra.

The qualifications of our clergy are set out in the attached form (January 2015).

## **ACTIVE and NON STIPENIARY CLERGY ACADEMIC QUALIFICATIONS**

<u>Name</u>	<u>Post Nominals</u>
BOSS, Linda CGS	DipAngOrd
BOWMAN, Elizabeth	BTh, DipAngOrd, Pers/R'ship Cnslng Cert, ThC
BOWMAN, Robert	ThDip, DipMin, AssocDipTh, Pers/R'ship Cnslng Cert
CARD, Tony	BTh
COLWELL, Kaye	BA, DipEd, LittB, MEd Admin, GradDipTh, MTheol,
DipAngOrd	
COVER, Judy	BA, Cert Radiog, Cert EFM
CROUDACE, John	AdvDipTh, DipAngOrd
DEASEY, Michael, OAM CGS	BD, BEd (Mus), FTCL, LRAM, ARCO, ARCM, ARSCM,
	DipAngOrd
DUNNETT, Malcolm	BA, MA
EDWARDS, Benjamin	BA(Hons), BTheol, PhD
FINLAY, Margaret	BSocSc, Dip Nurse Ed, Grad Dip Theol
FOGO, Tim	Bth, Dip Ang Ord, Adv Dip Mgt
FOTAKIS, Leslie	BTh
GARDINER, Leigh	BTh, Dip Ang Org
GAUL, Graeme OAM	CTh & Min, Cert EFM
HENBY, Dan	BSc, BD, DipMin
HETHERINGTON, Frank	ThL, Grad Dip Past Couns, MMin
HODSON, James	BEd, Grad Dip Th, Dip Tch, Dip REd, MMin
HOWES, Philip	Dip Health Sc, BMin
HURFORD, Nicholas CGS	BA, BEd(Primary Studies), GradDip SSc(Psych), BSc(Hon),
	GradCertTheol
KURTZ, Bruce	Cert EFM, DipAngOrd, Cert IPP
MAUNDER, Thelma	Dip Community Services (Welfare); Dip Th.
McCULLOUGH Daryl	Associate Degree in Religious Studies
McLEOD, Graham CGS	BA, DipEd, Cert Tch, Grad Dip ATSSIS, ThDip, DipRE
NEVILLE, Anne	DipAngOrd, Cert.IPP, CertTh(CSU)
NEVILLE, Gary	DipTh
PALMER, + Ian	BD, DipTheol
SCHMALKUCHE, Brian	Dip Hort, Dip Ang Ord
SHIPP, Gloria	CTh, Dip Th
STANIFORTH, Noel	Cert EFM, CPE
STRINGER, Louis	B.Ed(Hons) Design & Technology

TICKLE, Ray	Not Listed
TYM, Jeff CGS	ThL, BTh
WATTERSON, Brett	BTh
WEBSTER-HAWES, Anastasia	BA, MA, BTh, Dip Ang Ord
WENTZEL, Anne	DipPhsEd/DipTch, MFineArts Admin, Lic es Lettres, TESL, BD, MACE
WESTCOTT, Alicia	Cert EFM, Cert Diac Stud
WILLETT, Al	Not Listed
WILLIAMS, Jonathan	BTh
YAGER, Brenda	BA, Grad Dip Ed, MEd
YAGER, Grahame CGS	BSocSi, BTh

**The employment arrangements of our clergy** are typically set out in the letter below. There are variations in as much as these will indicate whether the employment is in an institution (school or Correctional Centre or Hospital), whether the appointment is full-time or part-time; but the letter is substantially the same. No one can be commissioned until they have sworn the Oaths and Declarations.

## Anglican Church of Australia Diocese of Bathurst



The Right Reverend Ian  
Palmer  
The Bishop's Registry  
3 Church Street (PO Box 23)  
Bathurst NSW 2795

The Reverend

30<sup>th</sup> October 2014

### **Letter of Appointment Rector of the Parish of Holy Trinity Orange (Full-time 6 days per week)**

Dear Fr,

Following on from my letter to you on 25<sup>th</sup> September 2014, I now write to formalise the Terms and Conditions of your appointment as Rector of the Parish of Orange. Your formal duties as Rector will commence on Wednesday, 26<sup>th</sup> November 2014.

#### **Stipend and Allowances**

Your stipend will be that of a Rector (6 days per week) at a rate of \$ per annum (special rate agreed by the Parish of Orange), which equates to \$ per month. This is normally be paid monthly in advance, however, as you will not be commencing your duties until the latter part of November 2014, this initial period will be paid to you with your December stipend payment on 1<sup>st</sup> December 2014. You will also receive 12% superannuation. You will be required to contribute 6% towards your



superannuation, unless you choose to increase or reduce this percentage. The minimum percentage you must contribute is 1.12% (from 1<sup>st</sup> January 2015).

You will also accrue four weeks annual leave, one week of study leave and receive leave loading of 17.5% on the four weeks annual leave. Long service leave will be accrued and payments of \$ per month will be made by the parish to the Anglican Church of Australia Long Service Leave Fund. Stipend Continuance Insurance will be paid by the Parish at a rate of \$ per month.

Whilst your parish duties will commence on 25<sup>th</sup> November, your stipend and allowances for this new ministry will commence on 20<sup>th</sup> November 2014, to allow you a period of five days to settle into the Rectory. Your stipend will be deposited into your nominated bank account. To ensure that you receive your first stipend payment on 1<sup>st</sup> December 2014, please ensure that the Diocesan Payroll Officer has the correct banking details, if you have not already provided this information. You will also need to complete the Tax Declaration Form. You have also provided information regarding your superannuation fund (defined benefit). Please contact Mr David Ross, Diocesan Finance Manager, on 02-63311722 if you have any questions.

I also note that the General Manager..., has emailed you details of the agreed breakdown of your monthly payments (super, loans etc) and that you will confirm that these are correct.

#### **Relocation and Removal Expenses**

I have approved your removal request by Allied Pickford from your current home to the Orange Rectory prior to your fulfilling your commitments in the Solomon Islands. Please forward the invoice for the cost of this removal to Mrs Debbie Higham at the Bishops Registry for payment. The Parish and the diocese will be equally responsible for the payment of this invoice. The Diocesan Insurance Policy (through ANIP) will cover your personal effects and furniture whilst it is in transit only.

#### **Motor Vehicle Allowance and Travel Reimbursements**

The Parish has agreed to provide you with a fully maintained parish vehicle which will be leased in the name of the Anglican Property Trust.

#### **Office, Communication and Utilities**

The Parish will be responsible for a minimum of 50% of the utilities and communication costs at the Rectory. The cost of private STD calls, international calls and social media will be your responsibility.

#### **Parish Financial Responsibilities**

The Parish of Orange have previously received details of the payment rates for 2014 from the Diocesan Payroll Officer. However, as you are on a special rate, the following is a summary of your monthly and annual payments:

	<b>Monthly Payments</b>
Stipend	\$

Superannuation	\$
Long Service Leave	\$
Car Allowance	Nil
Stipend Continuance Insurance	\$

#### **Other Payments**

17.5% on 4 Weeks Annual Leave	\$
50% of Removal Costs	TBA

#### **Parish and Diocesan Contacts**

Your Cabonne Regional Ministry Coordinator will be The Reverend Canon Margaret Finlay. She will be able to provide you with the necessary information regarding the Parish and the Diocese. I will also be available to discuss any matters with you.

#### **Working with Children Checks**

The Canberra Professional Standards Director, Mrs Celia Irving, and the Bishops PA, Mrs Bev Forbes, have confirmed the following:

1. **Working with Children Check** (WWC0064246E) – Cleared to 15<sup>th</sup> August 2018 – This has been verified by the Bathurst Registrar;
2. **Safe Ministry Training** – Your last Safe ministry Training was completed in the Diocese of Canberra on 4<sup>th</sup> June 2011. As there is a requirement for all clergy to undergo certified training every three years, you will need to complete a further session of this training as soon as is practically possible. I will issue you with an exemption until this can be completed.
3. **Safe Ministry Questionnaire – Clergy** – As you have not completed this form in the Diocese of Canberra, I have attached the Bathurst form for you to complete and return to the Registrar as soon as possible.

#### **Commissioning and Licensing**

Your Commissioning and Welcome in the Parish of Orange will be held at 7.00 pm, on Tuesday, 25<sup>th</sup> November 2014 in Holy Trinity Church. Your licence will be presented to you at this service.

#### **Oaths and Declarations**

The Registrar will arrange for the appropriate Oaths and Declarations, which you will sign at or before your Commissioning.

#### **Acceptance of Appointment**

I would be grateful if you would forward your formal acceptance of this appointment to me by email.

With my warm good wishes and prayers.

The Right Reverend Ian Palmer  
Bishop of Bathurst

...still on pilgrimage...

## Question 11

The Corporate Entities of the Anglican Diocese of Bathurst are:

The Anglican Property Trust

## Questions 12 & 13 CEBS

In order to answer this question as thoroughly as possible I sent a letter to all Parish Priests requesting information. The responses received are in an attachment.

### Anglican Church of Australia Diocese of Bathurst

Palmer



The Right Reverend Ian

The Bishop's Registry  
3 Church Street (PO Box 23)  
Bathurst NSW 2795

Friday 13<sup>th</sup> November 2015

#### To Parish Clergy in the Diocese of Bathurst and others

Dear Brothers and Sisters,

#### Re: Church of England Boys Society (CEBS) and others

You will have read in my recent *AD Clerum* that every Diocesan Bishop has been sent an extensive questionnaire from the **Royal Commission into Institutional Responses to Child Sexual Abuse**. This contains some 51 questions, many of which require long and thorough answers. Some of these questions relate to a hearing of the Royal Commission in February, in Tasmania, concerning CEBS.

In order to give a proper answer concerning CEBS from Bathurst Diocese I need your assistance.

Please will you conduct an extensive research in your parish and send me a full report on matters concerning any CEBS group in your parish since 1965. (You don't have to do all the research but you must sign for the accuracy of the report you send me.) In particular

1. I need you to talk with people who have been leaders and find out information from them.

2. You must look at every report to the Annual Parish Meeting, inspect minutes of Parish Council meetings and any other record you may have for information about a CEBS group, its leaders and membership,
3. Provide information about changes in leadership (for instance dates leaders retire or take office), any requirements made of leaders (training, checks, references, etc.),
4. Note where the group met, any camp or activity away from the parish that took place.
5. If in your research you come across any hint of any child abuse I ask you to provide all the information you can about that please and also email me (and the Registrar) about it and we will give you further directions.
6. Please provide a written report and include copies of any documents you consider relevant.
7. If your parish has not had a CEBS group and no CEBS activity in it then please send me a short *signed* email or letter to that effect but also saying that you have checked.

**I need this information by the end of Monday 23<sup>rd</sup> November or earlier.**

This matter is urgent and important. I am contacting a number of people not disclosed in this email and if relevant I will contact you about this. Please note, I have to sign off on my report and I could be called before the Royal Commission to answer questions based on the information you give me.

Thank you for your cooperation – I appreciate it very much indeed.

Grace and peace,



The Rt Revd Ian Palmer, Bishop of Bathurst

*... still on pilgrimage ...*

## **Questions 14, 15, 16 Church and Para-church institutions**

The Schools and other institutions of our Diocese are established under Ordinance and it is through that that they are permitted to use the Anglican Church title or brand.

### **Anglicare**

Ordinance and MOU appended

### **All Saints' College Bathurst**

Ordinance Appended

## Questions 17 & 18 Theological Perspectives

With respect to Question 17 concerning the human relationships of marriage, celibacy and homosexuality the Diocese of Bathurst holds to the theological perspectives of the Anglican Church of Australia as set out in the Articles of Religion (especially Article XXXII) and the Book of Common Prayer. In practice we have married and single clergy and lay leaders. To my knowledge we have no clergy persons living in a same-sex relationship or in an un-married heterosexual relationship.

With respect to same-sex relationships this Diocese also upholds the Statement agreed by the Bishops of the Anglican Communion in 1998 known as **Lambeth 1.10 on Human Sexuality**.

*“The Conference:*

*a) commends to the Church the subsection report on human sexuality;*

*b) in view of the teaching of Scripture, upholds faithfulness in marriage between a man and a woman in lifelong union, and believes that abstinence is right for those who are not called to marriage.*

*c) 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, and we commit ourselves to listen to the experience of homosexual people. 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.*

*d) 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.*

*e) cannot advise the legitimising or blessing of same-sex unions, nor the ordination of those involved in such unions;*

*f) 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;*

Furthermore each clergy person (and many lay-people in leadership roles) is required to sign a declaration that they will uphold the **Code of Conduct “Faithfulness in Service”** as approved by the General Synod.

Furthermore Working With Children Checks are required and verified before a licence is issued for any clergy person.

Each clergy person and Licensed Lay Person is required to complete a Safe Ministry Check. If there are and questions relating to answers in this the clergy person or LLM is required to meet with the Bishop of the Professional Standards Director.

**In reply to Question 18;** there are theological differences which have practical consequences with respect to matters such as the Ordination of Women as Priests and Bishops, the Celebration of the Sacrament of Holy Communion, who may administer Baptism or the Sacrament of anointing, and other more theological matters such as the doctrine of the Atonement. However, I do not believe that any of these differences affect the protection of children in our Diocese or our commitment to working together across the Anglican Church of Australia.

Reasons for differences in Professional Standards Ordinances tend to revolve around the circumstances of each Diocese and when (historical point in time) they were created.

## **Questions 19 & 20 Ordination and Theological Training**

The Diocese of Bathurst does not have a formal relationship with any of the theological colleges in Australia. In the past, many of our clergy were trained at St John's College, Morpeth. (These are now reaching retirement age.) More recently clergy have been trained through St Mark's National Theological Centre in Canberra, Trinity College in Melbourne and many overseas or by distance education in other Universities.

### **Question 20**

I do not have access to the psychological assessments of candidates for ordination going back to 1960.

However, the present practice, instituted by me, is that those considering ordination (or if coming into our Diocese as a deacon and being prepared for ordination as a priest) are required to undergo a psychological assessment by a registered Clinical Psychologist.

This will include an interview covering Personal History that will include Physical Health, Relationships, Psychiatric and Psychological History, and will typically uncover physical or sexual abuse, addictions, illnesses, and so on.

Then there is a Psychometric Assessment using the following tests:

NEO-Personality Inventory-3 (NEO-PI-3)

Personality Assessment Inventory (PAI)

Self-Compassion Scale (SCS)

These are then all covered and written-up in a full and confidential report which is sent to the Bishop. These are held in the person's Confidential Personal File.

During the time of Bishop Richard Hurford a similar psychological assessment of candidates was carried out but through a different person with relevant qualifications. (TF) The information and assessment is not consistent for all candidates for ordination.

Before Bishop Hurford (in the 1990s) there was an interview with a Health Professional with qualifications in Psychology and Professional bodies but I could not find a specific psychological assessment of candidates. (KC) The information and assessment is not consistent for all candidates for ordination.

I have not been able to find information prior to the episcopate of Bishop Wilson.