

**ROYAL COMMISSION INTO INSTITUTIONAL
RESPONSES TO CHILD SEXUAL ABUSE**

**Public Hearing - Case Study 56
(Day 259)**

Level 17, Governor Macquarie Tower
1 Farrer Place, Sydney

On Friday, 10 March 2017 at 2pm

Before:

The Chair:	Justice Peter McClellan AM
Before Commissioners:	Justice Jennifer Ann Coate
	Mr Bob Atkinson AO APM
	Mr Robert Fitzgerald AM
	Professor Helen Milroy
	Mr Andrew Murray

Counsel Assisting: Mr Angus Stewart SC

1 MR STEWART: Your Honour, Commissioners, this is the
2 Royal Commission's 56th case study. This public hearing
3 will inquire into the current policies and procedures of
4 the Uniting Church in Australia - which I shall refer to as
5 "the Church" - in relation to child protection and child
6 safe standards, including responding to allegations of
7 child sexual abuse.

8
9 The Royal Commission has carefully chosen the matters
10 that have formed the subject matter of public hearings.
11 Unlike "review" hearings being conducted by the
12 Royal Commission in respect of other institutions, there
13 hasn't been any previous case study that has directly
14 examined the policies and procedures of the Church in
15 response to allegations of child sexual abuse.

16
17 Previous case studies have, however, examined certain
18 institutions of the Church or considered submissions of the
19 Church on critical issues being examined by the
20 Royal Commission. These case studies include: Case
21 Study 23 into the response of Knox Grammar School and the
22 Church to allegations of child sexual abuse at Knox Grammar
23 School; Case Study 24 into preventing and responding to
24 child sexual abuse in out-of-home care, which examined the
25 policies and procedures of Wesley Mission; Case Study 25 on
26 redress and civil litigation, which considered the
27 submissions of the Church and Uniting Care Queensland,
28 a provider of community services, on the Royal Commission's
29 consultation paper; and Case Study 45 into the response of
30 Shalom Christian College in Queensland to allegations of
31 problematic or harmful sexual behaviour by students at that
32 school.

33
34 These previous case studies will not be revisited in
35 this public hearing. In this public hearing, the
36 Royal Commission will hear evidence from three senior
37 representatives of the Church in relation to the following
38 topics: the development of a National Child Safe Policy
39 Framework by the Church to provide an overarching and
40 nationally consistent framework for child safety for the
41 Church and its institutions; the steps taken or proposed to
42 be taken by the Church to incorporate or implement the
43 framework across the various synods of the Church; the
44 steps taken or proposed to be taken by the Church to
45 monitor compliance with the framework by the various synods
46 of the Church; the Church's response to the Commonwealth
47 Redress Scheme for survivors of institutional child abuse,

1 which was announced on 4 November 2016 in response to
2 recommendations made by the Royal Commission in its August
3 2015 report on Redress and Civil Litigation; and the
4 Church's response to recommendations concerning civil
5 litigation made in the Royal Commission's August 2015
6 report on Redress and Civil Litigation.

7
8 The evidence in this hearing will be by panel. The
9 members of the panel will be Stuart McMillan, the President
10 of the National Assembly of the Church, Colleen Geyer, the
11 General Secretary of the National Assembly of the Church,
12 and Reverend Heather den Houting, the General Secretary of
13 the Queensland Synod of the Church.

14
15 I will now briefly explain the structure and
16 governance of the Church.

17
18 The Uniting Church in Australia was inaugurated on
19 22 June 1977 by the union of three churches, the
20 Congregational Union of Australia, the Methodist Church of
21 Australia and the Presbyterian Church of Australia. The
22 Church is the third-largest Christian denomination in
23 Australia, after the Catholic Church and the Anglican
24 Church. It has approximately 1,065,000 members and
25 adherents.

26
27 Prior to inauguration, the three separate churches
28 approved a foundational document known as the Basis of
29 Union, which sets out how the union would occur, as well as
30 the structure and governance of the Church.

31
32 The Basis of Union states that the Church is to be
33 governed by a number of inter-related councils. These
34 inter-related councils are non-hierarchical and each has
35 responsibility for various functions or roles within the
36 Church.

37
38 The inter-related councils are: the Assembly, being
39 the national council; the Synods, being regional councils
40 that loosely correlate to state and territory boundaries;
41 the Presbytery, being district councils; and the
42 Congregations.

43
44 I will address the nature and role of each of the
45 councils in further detail shortly.

46
47 The Church has two orders of ordained ministry,

1 Ministers of the Word, and Deacons. The Church also
2 recognise, lay members who are able to be appointed as
3 elders and lay pastors of the Church.
4

5 I now turn to the inter-related councils of the
6 Church.
7

8 The Assembly is the national council of the Church and
9 is chaired by the President, with the General Secretary
10 being the Executive Officer. The Assembly has
11 responsibility for matters of doctrine, worship, governance
12 and discipline, and makes the guiding decisions on the
13 tasks and authority to be exercised by the other councils.
14

15 The Assembly meets once every three years. A standing
16 committee elected by members of the Assembly meets three
17 times a year and has the authority of the Assembly between
18 meetings of the Assembly.
19

20 Each ordinary meeting of the Assembly elects
21 a President-elect, who takes up office as the President at
22 the following General Assembly meeting. Stuart McMillan is
23 the current President. He will give evidence at this
24 hearing.
25

26 The duties of the President are "to give spiritual
27 leadership and encouragement to the Church generally, to
28 represent the Church as appropriate, to give counsel as
29 occasion requires, and to do such other things as may be
30 requested or advised by the Assembly."
31

32 The Assembly also elects a General Secretary as the
33 Executive Officer of the Assembly. Colleen Geyer is the
34 current General Secretary, and she will give evidence at
35 this hearing.
36

37 The duties of the General Secretary are to give
38 general leadership to the Church, ensure execution of
39 Assembly policy, coordinate Assembly activities, oversee
40 Assembly staff and do such other things as the Assembly may
41 require.
42

43 The Synods are the regional or state councils of the
44 Church. There are six synods across Australia, being the
45 Queensland Synod, the New South Wales and Australian
46 Capital Territory Synod, the Victoria and Tasmania Synod,
47 the South Australian Synod, the Northern Synod and the West

1 Australia Synod. Each Synod is responsible for the general
2 governance of the Church's mission within its geographic
3 boundaries.
4

5 Subject to the direction of the Assembly, synods have
6 the power to establish and maintain boards, institutions,
7 committees and agencies, such as schools and out-of-home
8 care providers. Entities established by the Synod are
9 classified as institutions of the Church, and each Synod is
10 responsible for overseeing affiliated institutions it has
11 established to enable it to carry out those
12 responsibilities.
13

14 There are 278 entities and institutions affiliated
15 with Church Synods across Australia. Of those, 64 are
16 schools, and 179 are agencies that provide services to
17 children, youth and the wider community. Uniting Church
18 agencies have 40,000 employees, 30,000 volunteers, and
19 operate from 1,600 service locations.
20

21 The Synods meet every 12 to 18 months. In between
22 Synod meetings, a Synod Standing Committee is empowered to
23 act on behalf of the Synod. The Royal Commission will hear
24 from Reverend Heather den Houting, who is the current
25 General Secretary of the Queensland Synod.
26

27 There are 34 Presbyteries across Australia. The
28 Presbyteries consist of ministers and Church members, and
29 are responsible for overseeing the Church's mission through
30 the ministers, congregations and local agencies within
31 their geographic boundaries. Presbytery services to
32 children can include camps and youth and children's
33 ministry and related activities.
34

35 Uniting Church members and adherents worship together
36 in congregations. There are approximately 2,078
37 congregations throughout Australia. Each congregation or
38 group of congregations has a Church Council. The Church
39 Council is responsible for oversight of all activities with
40 children within the congregation, which include youth
41 groups, children's clubs, creches, young adults activities
42 and Sunday School.
43

44 According to the Church, the non-hierarchical
45 structure of these inter-related councils means that each
46 council has overlapping tasks and responsibilities,
47 including responsibilities for activities involving

1 children.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

39

40

41

42

43

44

45

46

47

48

49

50

51

52

53

54

55

56

57

58

59

60

61

62

63

64

65

66

67

68

69

70

71

72

73

74

75

76

77

78

79

80

81

82

83

84

85

86

87

88

89

90

91

92

93

94

95

96

97

98

99

100

101

102

103

104

105

106

107

108

109

110

111

112

113

114

115

116

117

118

119

120

121

122

123

124

125

126

127

128

129

130

131

132

133

134

135

136

137

138

139

140

141

142

143

144

145

146

147

148

149

150

151

152

153

154

155

156

157

158

159

160

161

162

163

164

165

166

167

168

169

170

171

172

173

174

175

176

177

178

179

180

181

182

183

184

185

186

187

188

189

190

191

192

193

194

195

196

197

198

199

200

201

202

203

204

205

206

207

208

209

210

211

212

213

214

215

216

217

218

219

220

221

222

223

224

225

226

227

228

229

230

231

232

233

234

235

236

237

238

239

240

241

242

243

244

245

246

247

248

249

250

251

252

253

254

255

256

257

258

259

260

261

262

263

264

265

266

267

268

269

270

271

272

273

274

275

276

277

278

279

280

281

282

283

284

285

286

287

288

289

290

291

292

293

294

295

296

297

298

299

300

301

302

303

304

305

306

307

308

309

310

311

312

313

314

315

316

317

318

319

320

321

322

323

324

325

326

327

328

329

330

331

1 Conduct for Lay Leaders.

2
3 We will hear evidence that as a result of the
4 inter-related structure of the Church, while the Assembly
5 develops, promotes and implements national uniform policy,
6 it is the responsibility of the various councils and
7 institutions of the Church to implement the policies and
8 procedures of the Assembly.

9
10 A policy that has recently been adopted by the
11 Assembly and is expected to be implemented by the various
12 councils of the Church is the National Child Safe Policy
13 Framework, which I will now discuss.

14
15 In August 2015, the Church developed a National Child
16 Safe Policy Framework, which I will call "the framework",
17 to provide an overarching and nationally consistent
18 framework for child safety for the Church and its
19 institutions.

20
21 The framework is designed to complement and align
22 synod and institutional policies and applies to all
23 entities and individuals associated with the Church who
24 engage in child-related services or activities. The
25 framework identifies required principles which the councils
26 and institutions of the Church subsequently develop into
27 policies and procedures that are implemented.

28
29 In July 2016, the Royal Commission published
30 10 elements, which should be present in a child safe
31 institution. Those elements are: that child safety is
32 embedded in institutional leadership, governance and
33 culture; children participate in decisions affecting them
34 and are taken seriously; families and communities are
35 informed and involved; equity is promoted and diversity
36 respected; people working with children are suitable and
37 supported; processes to respond to complaints of child
38 sexual abuse are child-focused; staff are equipped with the
39 knowledge, skills and awareness to keep children safe
40 through continual education and training; physical and
41 online environments minimise the opportunity for abuse to
42 occur; implementation of child safe standards is
43 continuously reviewed and improved; and policies and
44 procedures document how the institution is child safe.

45
46 The Royal Commission will hear that following the
47 publication of those 10 elements to a child safe

1 organisation, the Assembly commissioned a review of the
2 framework to assess whether the framework aligns with the
3 elements.
4

5 We will hear that a revised framework was developed to
6 address all the elements, and was approved by the Assembly
7 Standing Committee last weekend - that is, 4 and 5 March
8 2017.
9

10 It is expected that the senior representatives of the
11 Church will give evidence on how the framework aligns with
12 the Royal Commission's elements, how the framework will be
13 implemented by the various Synods of the Church, and how
14 the Church will monitor compliance.
15

16 It is also expected that the Royal Commission will
17 hear evidence of other steps taken or to be taken by the
18 Church in its ongoing response to the work of the
19 Royal Commission to ensure that the Church creates and
20 maintains a child safe environment.
21

22 It is expected that during the hearing, we will hear
23 evidence that the Church has supported the recommendations
24 of the Royal Commission and in its report on Redress and
25 Civil Litigation, that the Commonwealth adopt a single
26 National Redress Scheme.
27

28 On 4 November 2016, the Commonwealth Government
29 announced the Commonwealth Redress Scheme for survivors of
30 child sexual abuse in institutional contexts. The 6 cap
31 government has invited states, territories and other
32 non-governmental institutions to join in the Commonwealth
33 scheme. The Church's approach to the scheme will be
34 explored during the public hearing.
35

36 One of the recommendations made by the Commissioners
37 in relation to civil litigation focused on model litigant
38 principles for managing litigation concerning civil claims
39 for institutional child sexual abuse.
40

41 The Commissioners recommended that government and
42 non-government institutions that receive or expect to
43 receive claims for institutional child sexual abuse should
44 adopt guidelines for responding to claims for compensation
45 concerning allegations of child sexual abuse. These
46 guidelines should be designed to minimise potential
47 re-traumatisation of claimants and to avoid unnecessarily

1 adversarial responses to claims.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

39

40

41

42

43

44

45

46

47

It is expected that representatives of the Church will give evidence that the Church believes that non-government organisations should adopt a set of values-based principles for the resolution of claims of child sexual abuse.

Thank you, your Honour.

THE CHAIR: Yes. We will adjourn for a brief time so that the camera can be removed.

SHORT ADJOURNMENT

MR STEWART: There is an appearance on behalf of the Church.

MS EASTMAN: Your Honour, Commissioners, I appear for the Church.

THE CHAIR: Very well.

MR STEWART: Your Honour, I call the three witnesses, Stuart McMillan, Colleen Geyer and Heather den Houting.

<STUART McMILLAN, sworn: [2.20pm]

<COLLEEN GAIL GEYER, sworn: [2.20pm]

<HEATHER RUTH DEN HOUTING, sworn: [2.20pm]

<EXAMINATION BY MR STEWART:

MR STEWART: Mr McMillan, would you state your full names and your position in the Church and your address.

MR McMILLAN: I'm Stuart McMillan. I'm the President of the Assembly of the Uniting Church in Australia and the address is 222 Pitt Street, Sydney.

MR STEWART: Ms Geyer, can I ask the same of you?

MS GEYER: Colleen Gail Geyer, I am the Assembly General Secretary and the same address in Pitt Street, Sydney.

MR STEWART: And Reverend den Houting I ask the same of you.

1 REVEREND DEN HOUTING: Heather Ruth den Houting. I'm the
2 General Secretary of the Queensland Synod, and the address
3 is 60 Bayliss Street, Auchenflower, in Brisbane.
4

5 MR STEWART: At tab 1 of the bundle, which I will shortly
6 tender, there is a joint statement of Mr McMillan and
7 Ms Geyer, dated 16 January 2017. Two amendments to that
8 statement have been brought to my attention. On page 19,
9 in the table in paragraph 82, the figure of 324 under
10 "Synod of Queensland", and adjacent to "Agency", should be
11 30, as I understand it; is that correct?
12

13 MS GEYER: That's correct.
14

15 MR STEWART: Thank you. And there is a further amendment
16 which is at page 21, paragraph 96. The regulation that is
17 there referred to - there has been a transposition of
18 numbers - it should be 3.7.4.7.
19

20 MR McMILLAN: That's correct.
21

22 MR STEWART: With those amendments, Mr McMillan and
23 Ms Geyer, do you confirm that statement to be true and
24 correct?
25

26 MR McMILLAN: I do.
27

28 MS GEYER: I do.
29

30 MR STEWART: We have also a joint statement at tab 4,
31 dated 9 February 2017. Do you confirm that statement to be
32 true and correct?
33

34 MR McMILLAN: Yes.
35

36 MS GEYER: Yes.
37

38 MR STEWART: Reverend den Houting, we have a statement of
39 yours at tab 2, dated 7 February 2017. Do you confirm that
40 to be true and correct?
41

42 REVEREND DEN HOUTING: I do.
43

44 MR STEWART: Finally, there is a statement at tab 3 of
45 Anne Cross, whom we haven't asked to come and give evidence
46 orally, but insofar as each of you is aware, is there
47 anything incorrect in that statement?

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

MR McMILLAN: Yes.

MS GEYER: No.

MR STEWART: As far as you know, it is correct?

MS GEYER: It is correct, yes.

MR McMILLAN: It is correct. Sorry.

MR STEWART: Your Honour, I tender the bundle.

EXHIBIT #56-001 TENDER BUNDLE

MR STEWART: I would like to start with the National and Synod Task Groups that were established, as I understand it, in response to the work of the Royal Commission. I'm not sure who is best to answer this question. Perhaps let's start with you, Ms Geyer. Can you just explain briefly what these --

THE CHAIR: Mr Stewart, your microphone is not picking you up as clearly as it was earlier this morning.

MR STEWART: I will try again and try better.

Ms Geyer, could you just briefly explain the nature of those National and Synod Task Groups and what it is that they do?

MS GEYER: The National Task Group was set up shortly after the beginning of the Royal Commission's work so that we could coordinate nationally the work that we would do as the Uniting Church to respond to the work of the Royal Commission.

It was also set up so that we could have a national understanding of what was happening in the Uniting Church; to also develop a national framework, that you have alluded to, which is about how we provide consistency across our Church with respect to child safety policies, procedures, et cetera.

It was also to consider any work that might be seen to be relevant coming out of the work of the Royal Commission for the whole Church as well. It was staffed, and it is

1 staffed, to do that work for us as a Church, and has
2 representatives from across our Church as well as experts
3 in various fields that sit on that.
4

5 The Synod Task Groups were set up because at the
6 Synods where the operational work happens, it was important
7 that, at that level, we also had task groups that were
8 thinking about the work of the Royal Commission, so that
9 when you read their terms of reference, that is a lot more
10 operational into the life of the Church.
11

12 We set them up together so that there would be
13 a connection between the operational work and then the more
14 strategic national work that was done at the level of the
15 National Task Group, and that there would be continued
16 conversation and interaction between both of those - the
17 National Task Group and the Synod Task Groups as well -
18 over the time of their life.
19

20 MR STEWART: And as I understand it, both the National
21 Task Group and the Synod Task Groups continue with their
22 work and operation currently?
23

24 MS GEYER: They do continue currently and we've already
25 decided that they will continue for at least a year after
26 the end of the Royal Commission.
27

28 MR STEWART: Now, at tab 14 you have given us a schedule
29 of, as I understand it, essentially, the current, or at
30 least at December 2016, work and projects being undertaken
31 by the National Task Group.
32

33 MS GEYER: Yes.
34

35 MR STEWART: There are a lot of different things going on
36 there, and we can obviously follow that, but what do you
37 identify as the most important items of current to ongoing
38 work?
39

40 MS GEYER: Currently, of course, is the work that we will
41 do after the decision made at the Assembly Standing
42 Committee last week to implement the revised national
43 framework and to see how that is promulgated in a
44 consistent way throughout the Church's work in all its
45 synods and councils and agencies and institutions, so that
46 that consistency can be brought to the level that we will
47 now understand in this new way that we've looked at in the

1 revised framework. That is very important.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

39

40

41

42

43

44

45

46

47

48

49

50

51

52

53

54

55

56

57

58

1 MS GEYER: That is correct.

2

3 MR STEWART: Are there any significant departures from the
4 child safe organisation elements that the Royal Commission
5 identified?

6

7 MS GEYER: There is no significant departures from those
8 elements. As you say, when we revised the framework, we
9 used those as a guide for us to do that, and so if you map
10 our 12 elements to the Commission's 10 elements, then you
11 will see overlaps in all of those elements from the
12 Commission's report.

13

14 MR STEWART: And so were there no elements or sub-elements
15 that you found to be inapplicable to the Uniting Church?

16

17 MS GEYER: No.

18

19 MR STEWART: I'm not sure again - and I will leave it to
20 you, Mr McMillan or Ms Geyer, as to who might answer this:
21 in a couple of sentences, could you identify the key
22 differences between the original framework and the revised
23 framework?

24

25 MR McMILLAN: Certainly initially, leadership and
26 governance was a major factor that we concentrated on, but
27 the other two significant areas that come to my mind are
28 the areas of children and family and their involvement in
29 processes and policies and practices of the Church, and the
30 equity and diversity element that came out of the
31 Commission's report is something that we picked up far more
32 strongly in this framework.

33

34 MR STEWART: You said that it was adopted by the Assembly
35 Standing Committee, which, as I understand, has the
36 authority of the Assembly between meetings of the Assembly;
37 is that right?

38

39 MR McMILLAN: That's correct, and particularly with
40 respect to Royal Commission matters, after the last
41 Assembly, the Assembly Standing Committee was given
42 authority, where necessary, to change regulations with
43 respect to matters as they relate to Royal Commission and
44 policies and so forth.

45

46 MR STEWART: So is the upshot of that that this national
47 framework is policy and it is not subject still to adoption

1 or confirmation by the Assembly itself?

2

3 MR McMILLAN: No; that's correct, and it was put up on our
4 website on Monday or Tuesday, I think, of this last week.

5

6 MR STEWART: Moving on to the perhaps more difficult
7 question of implementation of the national framework - I'm
8 using the word "implementation", I think Ms Geyer used
9 a different verb.

10

11 MS GEYER: I think I said "promulgated". "Implementation"
12 is fine.

13

14 MR STEWART: Yes, the implementation of the national
15 framework. You would accept, of course, that the success
16 of the framework depends on its implementation and the
17 extent to which it is adhered to?

18

19 MS GEYER: Absolutely, and we had begun, as part of the
20 National Task Group's work, before this revised framework
21 went to Assembly Standing Committee last weekend, to begin
22 to develop an implementation plan that will be rolled out
23 throughout the Church, so that we can be sure that our
24 policies and practices throughout our Church will now be
25 revised in the light of this new framework.

26

27 MR STEWART: Can you tell us about that implementation
28 plan, that roll-out plan?

29

30 MS GEYER: No, I don't have it with me and I'm not sure
31 where it is up to, but I can tell you that the work has
32 begun.

33

34 MR STEWART: Because, of course, ultimately practice must
35 follow policy, otherwise the policy is wasted.

36

37 MR McMILLAN: One of the advantages of having the people
38 from the Synod task groups on the National Task Group is
39 that we already begin that work - in fact, as we're working
40 on the framework, Synods are thinking about, "Well, what
41 are our policies and practices and how are they going to
42 fit in?" So that discussion is happening in that process
43 at the National Task Group.

44

45 MS GEYER: I'm wondering if it is worth talking about how
46 the first initial framework was implemented in the
47 Queensland Synod, as an example.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

MR STEWART: That would be useful if it's likely to tell us something about how this new national framework will be implemented.

MS GEYER: I think it would.

REVEREND DEN HOUTING: Yes. I think that there is absolute likelihood that the new framework will be implemented based on our previous experience. So the way that the different councils of the Church talk to each other is to ensure that everyone understands the basic rationale and reason behind the framework. They will adopt the framework, so a Synod will adopt the framework as it has been promulgated by the National Assembly, and will then adapt the tools, policies, processes, practices and procedures and expectations across the Synod. They do that not just as a - they do that in practice and based on the disciplinary and organisational procedures that the Synod has. So there will be a high expectation and there will be no doubt that the exercise of the new framework will be just as vigorously pursued as the previous framework.

MR STEWART: Now, I notice in relation to some other policies that the different Synods have adopted that there is a lot of uniformity - for example, on redress and civil claims - but also some differences where a particular Synod may have decided to do something a little differently. I suppose one might expect that also with the suites of policies and so on that will follow the national framework?

REVEREND DEN HOUTING: I expect so. I think sometimes there are just some differences around the actual operations of them, depending on the different state contexts and different regulatory environments that the activities of the Church operate in, but it is my understanding, and certainly from the Queensland perspective, that all our schemes align absolutely with the national framework.

MR STEWART: And on the screen one of the pages of the national framework has been put up - page 538 - which deals with implementation, where it says:

Each Synod is required to develop suites of policies, practices, auditing programs and training modules regarding children and

1 *vulnerable adults in line with this*
2 *framework. In addition, some agencies and*
3 *schools have mandated or legislated*
4 *provisions under their accreditation and*
5 *registration requirements. It is expected*
6 *that clear linkages will be made ...*

7
8 Now, is there any sort of time frame on this what I imagine
9 to be quite difficult process through the Synods and the
10 institutions?

11
12 REVEREND DEN HOUTING: The time frame would be - there is
13 not a mandated time frame, as far as I know, unless the
14 implementation framework says that there should be.
15 However, all Synod policies and practices and manuals and
16 training materials and tools are all subject to annual
17 review - so a regular review cycle. Again, if the
18 framework highlights, or the revised framework highlights,
19 gaps in our current practice and policy, then there would
20 be no reason that the Synod wouldn't bring that review
21 process earlier in order to adapt to the new sets of
22 principles.

23
24 MR McMILLAN: And it's not an entirely new piece of work,
25 given that the earlier version of the framework was in
26 place from 2015. So it's those additional elements that we
27 have picked up from the key elements that Synods will have
28 to concentrate on in developing their suite of policies and
29 practices.

30
31 MR STEWART: Given the relatively flat structure of the
32 Church, one of the key issues I imagine that will arise
33 will be how to ensure that particular institutions of the
34 Church, rather than the Synods themselves, bring themselves
35 into line - all their policies into line - with the
36 framework, and then also their practices then in line with
37 the policies. What is the thinking about that?

38
39 REVEREND DEN HOUTING: I would not think that that would
40 be a problem at all. I think that the institutions of the
41 Church are particularly sensitive to the changes in their
42 external environment. They tend to be significantly
43 regulated because they are offering and delivering funded
44 services. So they are actually positioned to pivot
45 relatively quickly when a new framework is introduced, and
46 my understanding is that the elements of the
47 Royal Commission framework are well publicised, well known.

1 The elements are best practice, and so it would be my
2 understanding that most of our institutions would already
3 have that on their horizon, if they haven't implemented it
4 already.

5
6 MR STEWART: And that would be, as I understand from what
7 you are saying, because you expect that that is what they
8 would want to be committed to doing rather than because the
9 Church in any central capacity could force them to do it?

10
11 REVEREND DEN HOUTING: They would not - it's not the
12 practice of the Church to exercise a disciplinary function
13 in that manner. What would happen - what does happen, is
14 that the institutions of the Church do report back to the
15 Synod Standing Committee, which is the governing council at
16 each state, and those report-backs would reflect the
17 adoption of the amended framework.

18
19 MR STEWART: So if one was to take a school, for example -
20 I can name one as an example, we will just take an
21 imaginary one - ABC School, that has an independent board
22 but is, nevertheless, an institution of the Church under
23 the auspices of a particular Synod, what control or
24 influence does the Synod have over that school actually
25 adopting proper policies and then pursuing those policies?

26
27 REVEREND DEN HOUTING: So if I can give an example of
28 Queensland schools, because we have many, and they have
29 different relationships with the Synod, but we have four
30 what we call "property trust" schools, which are not
31 independently incorporated or, you know, not created
32 independently, but actually are aligned directly with the
33 Synod, and they have a very close reporting expectation to
34 the Synod. We have an executive officer, a Schools
35 Commission executive officer whose job it would be to
36 promulgate, to amend the guiding governance documents
37 across those schools, and this new material would be
38 integrated into that material and the relationship with the
39 school would ensure that those were developed and
40 promulgated.

41
42 MR STEWART: And what about those schools that are
43 incorporated independently?

44
45 REVEREND DEN HOUTING: Schools that are incorporated
46 independently to the Synod have their own governing
47 structures and frameworks.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

MR STEWART: So the question is then in relation to those schools, what hold does the Synod have on them to ensure that they adopt appropriate policies and then that their practice is within those policies?

REVEREND DEN HOUTING: Separately incorporated schools have their own governing practices and policies, so --

MR STEWART: It's up to them, really?

REVEREND DEN HOUTING: Yes.

COMMISSIONER FITZGERALD: Doesn't that raise a problem for the Church, which we have identified in at least one case study about other schools that we have had, that to the world at large they are Uniting Church schools - I think you have 48 of them - and yet your answer indicates that an independent school could operate perversely to what you have actually asked of your property trust schools? What thinking has taken place over the last couple of years about how to ensure that the Uniting Church actually is consistently governed across all of its 48 schools - if any?

REVEREND DEN HOUTING: So you are absolutely right that this is a live issue. This is not my area of expertise. I am aware that there are different approaches being taken.

COMMISSIONER FITZGERALD: Mr McMillan might want to --

MR McMILLAN: I think, Commissioner, one of the things that we have is appointments to the boards of those independently incorporated schools, so we have relational and moral influence within those boards. And there has been, as we've already said, significant conversation since the beginning of the Royal Commission between Uniting Church board members appointed to those schools that are separately incorporated around matters like frameworks and policies and practices of the school, outside of whatever the particular state legislation might be that schools are governed by.

COMMISSIONER FITZGERALD: And what is the state of those conversations? Has it moved forward so that you and the community could be more assured that there is, in fact, a unified approach across those 48 schools, or is this

1 still a work in progress or is it even further back from
2 being a work in progress, just a conversation?

3

4 MR McMILLAN: No, I think it is a work in progress.
5 I wouldn't say at this point that there is consistency
6 across all of those schools. That would be too far. But
7 it certainly is a work in progress, and I know those
8 conversations are seen as vital and very significant in
9 each of the Synods.

10

11 COMMISSIONER MURRAY: Before we leave that topic, just to
12 clarify in my own mind, Mr McMillan, do you have a common
13 insurer across all Uniting Church entities, or even within
14 the Synods?

15

16 MR McMILLAN: We have common insurers within the Synods.
17 It wouldn't be common across the whole of Australia, but
18 yes, we do have --

19

20 COMMISSIONER MURRAY: So in Queensland, for instance,
21 Reverend, would you have one insurer covering all your
22 entities?

23

24 REVEREND DEN HOUTING: Well, again, we have a common
25 insurer for any entity that is associated directly with the
26 Synod, so that comes under the control and responsibility
27 of the legal entity of the Queensland Synod. But
28 independent schools would make their own insurance
29 arrangements.

30

31 COMMISSIONER MURRAY: From an insurance point of view,
32 child sexual abuse creates liabilities and I would expect
33 insurers would take a close interest in your governance
34 arrangements.

35

36 REVEREND DEN HOUTING: Yes, they certainly do.

37

38 COMMISSIONER MURRAY: Are they already or have they?

39

40 REVEREND DEN HOUTING: Yes, absolutely.

41

42 COMMISSIONER MURRAY: Have they been advised of your new
43 proposals?

44

45 REVEREND DEN HOUTING: Not of the most recent change to
46 the framework, no, but that will be part of our
47 promulgation. So it's not that we don't have any

1 association or relationship with schools that are
2 associated with the Uniting Church, we actually have very
3 close relationships, but they are - they tend to be via the
4 board, via our executive officer, Schools Commission, and
5 so on.

6
7 COMMISSIONER MURRAY: Would you anticipate that where you
8 might be reluctant, to use my language, to use a stick to
9 get compliance, that the insurers might themselves insist
10 on compliance?

11
12 REVEREND DEN HOUTING: I will not answer for the insurers,
13 but I understand the drivers of the insurance.

14
15 MR STEWART: Perhaps Ms Geyer, has any particular thought
16 been given to or are there any plans afoot with regard to
17 auditing of compliance?

18
19 MS GEYER: We have undertaken two national audits since
20 the beginning of the Royal Commission. The first one
21 definitely was around the implementation of the first
22 national framework, to see if there was implementation in
23 all of the parts of the Uniting Church and to look at the
24 consistency of that implementation.

25
26 We then carried out a second audit. So since we've
27 begun the audits - excuse me, they've been happening
28 annually. We carried out the second audit last year. We
29 revised our audit tool between the two audits to make it
30 more specific to what we wanted to find out and to think
31 about other areas we might want to look at. But really, at
32 the moment, it is about how the national framework is
33 implemented, what is happening across all of our
34 institutions and councils of the Church, to being committed
35 to the framework and to training and, as I said, to
36 implementation. And we expect that that will continue and
37 that we will revise those audits as time goes on to make
38 them more specific to what we want to find out and
39 considering, of course, the next one will take into account
40 the revised framework.

41
42 MR STEWART: Thank you. I'm going to move on to another
43 topic, and that is the question of mandatory reporting.
44 You will be aware, I'm sure, that there is a lack of
45 uniformity across the states and territories with regard to
46 the legal position on mandatory reporting. Is it the
47 Church's position to support uniformity where it can be

1 achieved?

2

3 MS GEYER: Yes.

4

5 MR McMILLAN: Yes.

6

7 MR STEWART: I suppose that you have found difficulties in
8 the fact that there is a lack of uniformity across states
9 and territories?

10

11 REVEREND DEN HOUTING: Our national framework says that
12 reporting for any child sexual offence is mandatory, or
13 reporting to the appropriate authorities is mandatory. So
14 we do expect that at a Synod base, and certainly at the
15 Queensland base, we have a relationship with the CPIU, the
16 investigation unit, where when matters are reported to us
17 and we become aware of matters, we communicate that with
18 the investigation unit.

19

20 MR STEWART: When you say "mandatory", you mean it's
21 mandatory within --

22

23 REVEREND DEN HOUTING: Our framework. Yes. We're
24 sensitive, of course, to the different legal frameworks
25 that operate in the states, but if it is an activity or an
26 incident that occurs within a Church-run activity, then our
27 expectation is that it will be reported appropriately.

28

29 MR STEWART: So if we have a look at the national
30 framework at tab 6, at page Ringtail 537, the one before
31 the one that is currently on the screen, paragraph 11(c),
32 if that can be enlarged, it is provided there that:

33

34 *Where a complaint of abuse of a child*
35 *becomes known it will be immediately*
36 *reported to the authorities, including*
37 *police and other statutory authorities, and*
38 *we will immediately take the appropriate*
39 *steps to assess and minimise any further*
40 *risk or harm.*

41

42 That's a blanket policy that is regardless of whether, at
43 the time the complaint becomes known, the victim or
44 survivor is a child or not?

45

46 REVEREND DEN HOUTING: Sorry, I apologise. Of course,
47 there are some exceptions to this. I was talking about any

1 complaint that occurs - that is a live issue.
2
3 MR STEWART: Current, yes.
4
5 REVEREND DEN HOUTING: Reporting of historical abuse is
6 dealt with differently.
7
8 MR STEWART: Western Australia has a different position on
9 that.
10
11 REVEREND DEN HOUTING: Yes, that's correct.
12
13 MR STEWART: I will come to the difference in a moment,
14 but insofar as the national framework is concerned, are we
15 to read this as applying across all complaints, in other
16 words, current and historical?
17
18 REVEREND DEN HOUTING: No. I believe that this national
19 framework is for any current complaint.
20
21 MR STEWART: I have to say it is not clear from the
22 wording, at least the way I read it, but that's your
23 understanding of the intention of it?
24
25 REVEREND DEN HOUTING: Yes. Certainly in Queensland our
26 practice, our material, says that any complaint is reported
27 to the police, so --
28
29 MR STEWART: Any current complaint?
30
31 REVEREND DEN HOUTING: Any current and historical is.
32 Yes, we encourage - we do encourage, or we advise people
33 who have complained that - we negotiate them when and how
34 and, you know, if that's - we allow that to be
35 a survivor-led process, but we do indicate that we
36 encourage and will advise the police, even if we can't
37 advise all the details.
38
39 MR STEWART: Just to understand that, perhaps we will just
40 deal with Queensland and then we will come to the national
41 situation. Just to understand that clearly, so in a case
42 of historical abuse, by which I mean someone is now an
43 adult --
44
45 REVEREND DEN HOUTING: Correct.
46
47 MR STEWART: -- they were abused when they were a child,

1 perhaps a long time ago, and they have come forward with
2 a complaint. As I understand it, you would, in those
3 circumstances, encourage them to report that to relevant
4 authorities?

5

6 REVEREND DEN HOUTING: We work with them. Often the
7 process is not we receive the complaint and immediately
8 there is a report. Often, when there has been an
9 indication of historical child abuse, we will work with the
10 person who has approached us for some time to allow them to
11 be in a place where they are comfortable or choose not to
12 participate or what path they may want to take with us.
13 One of the things that we do in that process is to report -
14 we encourage them to understand that one of our practices
15 is to report the fact that we have received another
16 allegation in order to assist the police to understand if
17 they can identify any trends in terms of alleged
18 perpetrators.

19

20 MR STEWART: So just to try and understand where that
21 lands us, in the circumstance where, ultimately, the
22 survivor elects not to report, do you then report or not
23 report?

24

25 REVEREND DEN HOUTING: We will notify the police that we
26 have received - so we talk with the survivor about the fact
27 that we will notify the police that we have received an
28 allegation against a person.

29

30 MR STEWART: So you will identify the alleged perpetrator
31 but without identifying the survivor; is that it?

32

33 REVEREND DEN HOUTING: If that is the agreement we've come
34 to with the survivor.

35

36 MR STEWART: Now, insofar as - and perhaps if Ms Geyer or
37 Mr McMillan can address this - the national framework is
38 concerned, I see the ambiguity, but is this intended to
39 cover only current or also historical abuse?

40

41 MS GEYER: It is my understanding that it is definitely to
42 cover current abuse. Then, as Heather has indicated, that
43 may be up for how the different Synods see it in their
44 jurisdictions, but I'm not aware of how that happens in any
45 of the other Synods.

46

47 MR STEWART: Then moving on from how the Church and

1 institutions of the Church deal with that question by their
2 own procedures, and dealing with the question of the law
3 and what the law requires, has the Church had
4 a conversation or reached a position on what the law should
5 provide with regard to mandatory reporting or concealment
6 offences or oversight of how organisations handle
7 allegations of abuse - any of those areas under reporting?
8

9 MR McMILLAN: I think generally the Church supports
10 mandatory reporting. Because all of our practices and
11 policies are survivor led and trauma informed, then we take
12 very seriously the things that survivors say to us. So you
13 are pointing to where there are differences at a Synod
14 level in this matter, and that's correct. We have
15 a general understanding that mandatory reporting is, by and
16 large, the best approach, but up to this point, in each
17 jurisdiction, we have listened carefully to survivors and
18 been led by that.
19

20 MR STEWART: So dealing with a discrete question, then, in
21 this field: have you arrived at a position or given
22 thought particularly to what types of relationships should
23 give rise to mandatory reporting, so the teacher/preacher -
24 one can define it in a whole lot of ways. Is there
25 something that the Church can say to the Commissioners as
26 to how you would like to see that across the board, or is
27 that something you haven't looked at?
28

29 MS GEYER: We definitely believe that if you are in a
30 position of leadership within the Church, that mandatory
31 reporting should actually happen.
32

33 MR STEWART: In other words, the law would require someone
34 in that position to report information of current abuse?
35

36 MS GEYER: Yes.
37

38 MR STEWART: Or risk of harm, I take it?
39

40 REVEREND DEN HOUTING: I'm just wanting to clarify the
41 question. Are you asking whether the Church has come to
42 a position to inform a change in the law?
43

44 MR STEWART: Yes.
45

46 REVEREND DEN HOUTING: The answer to that is no.
47

1 COMMISSIONER FITZGERALD: Has it considered it?

2

3 REVEREND DEN HOUTING: Have we made a submission or have
4 we come to a formal position to advise on a change to the
5 laws?

6

7 COMMISSIONER FITZGERALD: To be clear, you would be aware
8 that various jurisdictions are looking at whether or not
9 their legislation should be changed to require, for
10 example, clergy, ministers of religion, religious leaders,
11 to in fact be mandatory reporters. That was a live
12 consideration earlier in the week with the state and
13 Commonwealth governments, and it has been a live issue
14 previously in the work of the Commission. So the question
15 is whether or not the Uniting Church has given active
16 consideration as to whether they have a position that
17 mandatory reporting requirements in all jurisdictions
18 should include what you have talked about as religion
19 leaders or Church leaders. That's the question.

20

21 MS GEYER: Well, I would say we haven't had that
22 conversation at a national level, but I would say that our
23 documents and our policies indicate that that's something
24 we would agree with.

25

26 MR STEWART: What you have dealt with is your own internal
27 processes and what is required internally, but you haven't
28 looked at what the law should say with regard to everyone?

29

30 MS GEYER: That's correct.

31

32 MR McMILLAN: We would welcome an opportunity to respond
33 to a discussion paper on that matter.

34

35 MR STEWART: A range of governments across Australia may
36 be looking at legislative changes.

37

38 Moving on to the question of redress, at tab 17, there
39 is a National Framework for Interim Redress Measures.
40 Perhaps one of you - and it doesn't matter which one - can
41 just explain the status of this document and how it came
42 about, what its role is?

43

44 MS GEYER: When the Royal Commission did its work on
45 redress and the Uniting Church made a submission to the
46 Commission about that, we also looked to what were the
47 processes across the Uniting Church. At this point, we

1 also believed that a national framework around interim
2 redress measures would be extremely helpful for us at the
3 Uniting Church, so that we could have consistency,
4 particularly around the principles of interim redress
5 measures across the Uniting Church, that that would be
6 helpful to survivors.

7
8 We used the report that the Royal Commission made on
9 redress as a guide, and considered that along with our own
10 experiences, to come to draft this Framework for Interim
11 Redress Measures, which was also approved at the Assembly
12 Standing Committee, and then this framework has been used
13 by the various Synods to either put in place interim
14 redress schemes or interim redress processes.

15
16 MR STEWART: The use of the word "interim" to describe
17 this, as I understand, from what I read in it - and I will
18 just seek clarification on this - by "interim", what is
19 meant is until such time as the Assembly or the Standing
20 Committee of the Assembly changes it or repeals it, or the
21 commencement of a government-run redress scheme, whichever
22 is the earlier; is that right?

23
24 MS GEYER: That is correct.

25
26 MR STEWART: So in a sense, one of the foundational
27 premises of this policy is that we will end up with
28 a national, government-led redress scheme in due course?

29
30 MS GEYER: That has definitely been the position of the
31 Uniting Church as a whole, and something that we have
32 advocated for throughout the time of the Commission.

33
34 MR STEWART: So this is obviously at the national level,
35 being the national framework. Have each of the Synods
36 taken this up and adopted their own Synod level frameworks?

37
38 MS GEYER: Some of our Synods have set up interim redress
39 schemes. At least one Synod has decided to bring any
40 requests for redress under the scheme of another Synod, and
41 the others are in the process of developing theirs.

42
43 MR STEWART: If one has regard to this document, for
44 example, at paragraph 10 on Ringtail page 112, it is said
45 that there would be a minimum payment of \$10,000, and then,
46 at the top of the next page, it says a maximum payment of
47 \$200,000. What is the thinking around the upper limit?

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

MR McMILLAN: The National Task Group accepted the Royal Commission's recommendations in its discussion around that. You will be aware from other information that we've supplied to you that different Synods have different views about that upper limit, and, of course, the scheme that the Commonwealth announced has \$150,000 upper limit.

MR STEWART: And the New South Wales Synod says \$150,000?

MR McMILLAN: That's right.

MR STEWART: It is envisaged then that with a redress payment under this interim scheme there would be a deed of release, so releasing the Church, or whatever entity of the Church, from any civil claim arising from the child sexual abuse; that's right, isn't it?

REVEREND DEN HOUTING: That's correct. So Queensland has an interim redress scheme. That has been running since September/October, at the end of last year, and we've made several settlements and it is normal practice that there is a deed of release at the end of that process.

MR STEWART: What is the position in relation to claims that arise from the pre-1977 period, in other words, prior to the formation of the Uniting Church of Australia?

REVEREND DEN HOUTING: Yes, so we accept any claim from any of the pre-1977 Churches or institutions.

MR STEWART: Is that answer specifically in respect of Queensland or is it --

MS GEYER: No, across the Uniting Church.

COMMISSIONER FITZGERALD: Could I ask a question on that? If I'm correct, each of the Synods, up until now, has the capacity to determine the finer detail of their own redress arrangements in terms of, for example, caps. What is the position in relation to, again, your independent schools? Are they able to determine their own redress arrangements? And that has been the subject of issues raised in private sessions with Commissioners, that many aspects of the Uniting Church seem to have taken a different approach and come to different decisions. Now, that's over a period of time. So what would be the current position? Would

1 a school be able to determine its own approach?
2
3 REVEREND DEN HOUTING: Yes, that's correct.
4
5 COMMISSIONER FITZGERALD: And what is in place to change
6 that?
7
8 REVEREND DEN HOUTING: Again, I will have to revert back
9 to the previous discussion, which is that this is a work in
10 progress.
11
12 COMMISSIONER FITZGERALD: So if we come to the issue of
13 the National Redress Scheme, which Mr Stewart will
14 undoubtedly get to, could the Uniting Church agree to opt
15 in, but different aspects of the Uniting Church decide not
16 to?
17
18 MR McMILLAN: An independently incorporated school, yes,
19 could decide not to.
20
21 THE CHAIR: Do you think that would be likely? In other
22 words, is there not moral persuasion --
23
24 MR McMILLAN: I think in the current environment, it may
25 be unlikely. I think there's a lot changed in the period
26 of time that the Royal Commission has been operating.
27
28 COMMISSIONER FITZGERALD: Can I just clarify, is it the
29 case that in relation to the independent schools, by and
30 large, the Synod or some other organisation within the
31 Uniting Church appoints the directors, the boards? Would
32 that largely be the case?
33
34 MS GEYER: Appoints some.
35
36 REVEREND DEN HOUTING: No, I don't think we could say that
37 with any confidence.
38
39 MR McMILLAN: No.
40
41 REVEREND DEN HOUTING: Sorry, if they are a Uniting Church
42 affiliated school, so if there is some affiliation, then
43 there is normally an appointment process to a board, but we
44 don't appoint the board.
45
46 COMMISSIONER FITZGERALD: But you have an involvement in
47 those who will ultimately be appointed to the board?

1
2 REVEREND DEN HOUTING: Not necessarily.
3
4 COMMISSIONER FITZGERALD: I'm trying to find the point of
5 leverage that the Church has in relation to quite a large
6 number of institutions. Is it through the personnel that
7 it can appoint, or is it just moral persuasion as
8 his Honour has indicated?
9
10 REVEREND DEN HOUTING: I think there are a variety of
11 governance arrangements for independent schools and I could
12 not make a blanket statement about them.
13
14 MR McMILLAN: By and large their constitutions, which will
15 vary, would specify what the Church, what the Synod, who
16 the Synod could appoint, how many members.
17
18 MS GEYER: If that was the case.
19
20 COMMISSIONER MURRAY: It is complicated, isn't it, in some
21 cases by some of the schools being under statute - in other
22 words, they have been established by Parliament?
23
24 REVEREND DEN HOUTING: Correct, and some by letters of
25 patent and some are ecumenical schools. So each
26 constitution is significantly different.
27
28 COMMISSIONER MURRAY: So the structure is quite different?
29
30 REVEREND DEN HOUTING: Correct.
31
32 COMMISSIONER FITZGERALD: But would it be the case that,
33 for example, Wesley Mission in Sydney would be obligated by
34 the position of the New South Wales Synod?
35
36 MR McMILLAN: Yes.
37
38 COMMISSIONER FITZGERALD: By and large? So is it really,
39 in the Uniting Church structure, only the independent
40 schools that are a bit of an outlier in relation to what
41 can and can't be required of them?
42
43 MS GEYER: That is mostly the case.
44
45 MR STEWART: Coming then to the government-proposed
46 National Redress Scheme, as I have understood from you, the
47 Uniting Church is supportive of such a scheme; is that

1 right?

2

3 MS GEYER: That's correct.

4

5 MR STEWART: And would look to be part of such a scheme?

6

7 MS GEYER: Yes.

8

9 MR STEWART: Of course, I appreciate that many of the
10 details are being worked out as we speak. Were you in a
11 position to follow the evidence that was given on behalf of
12 the different governments earlier this week in discussing
13 the scheme?

14

15 MS GEYER: No, not myself.

16

17 MR McMILLAN: No.

18

19 MR STEWART: There are some things in there to look at.
20 From the perspective of the Church, what do you identify as
21 the key points of difficulty or concern that you might have
22 with the scheme and how it might work?

23

24 MS GEYER: One of them is that where the acts of our
25 Church at the various state levels are in the state
26 jurisdiction, and what the responses of the various state
27 governments would mean for us being able to do that.

28

29 MR STEWART: So that is both a constitutional question as
30 to state capacity --

31

32 MS GEYER: Yes.

33

34 MR STEWART: -- but it is also, I suppose, a political
35 question, as to what individual states, state governments,
36 might choose to do in relation to this scheme; is that the
37 point?

38

39 MS GEYER: Yes.

40

41 MR STEWART: Other particular difficulties?

42

43 MR McMILLAN: In our particular case, because of the
44 inquiry in Victoria that predates the national
45 Royal Commission, then they have and are determining
46 particular legislative matters that may bind our Victoria
47 and Tasmanian Synod. That's still open for conversation.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

THE CHAIR: I don't think they will get in the way of a National Redress Scheme, though. Tell me this: you obviously have a great many adherents and a capacity, no doubt, from time to time to influence government in what they do; is that right?

MS GEYER: That's true, I guess.

MR McMILLAN: I don't think the Church influences governments in any way like they did in the 1950s and 60s.

THE CHAIR: Of course, it would help for you to encourage governments to work with you to ensure that the redress system happens, wouldn't it?

MS GEYER: We have.

MR McMILLAN: And we're certainly doing that, your Honour. I have facilitated over the last year meetings of our ecumenical partners to have conversations about redress and about redress schemes, and we had a meeting with the Commonwealth only recently, in January, to talk about matters that needed to be explored if they were going to go forward with a national scheme.

THE CHAIR: I mean, there are obviously details to be worked out, and it is going to require goodwill from all those involved to work them out, but there is no insurmountable hurdle in this process.

MS GEYER: That would be good.

MR McMILLAN: There is certainly goodwill on the part of the Churches in relation to this matter.

THE CHAIR: Yes.

MR STEWART: Does the Church have a position or a view on how the scheme should be funded?

MS GEYER: Well, the discussions that we've had so far around the contributions that the different institutions who opt in would need to make, and on the institutions, including the Church, making any payments or covering expenses that related to claims that were made by survivors against that institution or the Church, would absolutely be

1 fair.

2

3 MR McMILLAN: We have endorsed the principle that the
4 Royal Commission endorsed about the government being the
5 funder of last resort, and that's often a sticking point in
6 conversation.

7

8 MR STEWART: And I take it that you are involved in
9 consultation processes that are currently taking place
10 around the country on the scheme?

11

12 MS GEYER: We have had one meeting, yes.

13

14 REVEREND DEN HOUTING: I'm not - I can't speak for other
15 states, but certainly institutions and Churches have met
16 with the state government minister.

17

18 THE CHAIR: When you are having those discussions with
19 each other and governments about the issue of funder of
20 last resort, can you remind them that when you analyse it,
21 it's not likely to be a very large body of people or a very
22 large sum of money, because all of the evidence we now have
23 tells us that the concentration of survivors is coming from
24 the well-known and larger institutions.

25

26 MS GEYER: Happy to.

27

28 THE CHAIR: Perhaps you might just help to remind everyone
29 of that.

30

31 MR McMILLAN: We can do that.

32

33 COMMISSIONER MURRAY: In support of that, about
34 20 per cent of all those institutions that have been
35 alleged to us would be in the top - just 20 institutions.
36 So there is a strong concentration.

37

38 MS GEYER: Thank you.

39

40 MR STEWART: I'm moving on to the question of civil
41 litigation. We have - it has been made available to us,
42 and I will take you to it in a moment - the New South Wales
43 Synod Guiding Principles for Responding to Civil Claims for
44 Institutional Child Sexual Abuse. Is there a national
45 framework document for that, or a national equivalent?

46

47 MS GEYER: We do have principles around that that, at

1 a national level, we have agreed to and have been endorsed
2 by the Synods.

3

4 MR STEWART: So then looking at the New South Wales one,
5 which is at tab 19, you will see that this was last revised
6 in November 2016 and adopted in December 2016. To your
7 knowledge, does this at least reasonably follow the
8 national framework document, by which I mean the national
9 framework document on responding to civil claims?

10

11 REVEREND DEN HOUTING: Our model litigant principles.

12

13 MR STEWART: The model litigant principles do, okay. So
14 just in relation to that then, if one goes to Ringtail
15 page 243, and paragraph 3, the Statement of Principles, are
16 those the principles you are referring to?

17

18 MS GEYER: These are more principles, extra principles
19 than the ones that I've seen for the national one, but they
20 do have the same intent, I think.

21

22 MR STEWART: And does this follow the report of the
23 Royal Commission which recommended that institutions which
24 don't fall under the statutory model litigant requirements,
25 because they are independent, such as churches, should
26 nevertheless themselves adopt a set of principles for how
27 they respond to claims?

28

29 MS GEYER: Yes.

30

31 MR STEWART: Are these documents of each of the Synods
32 given to solicitors and barristers representing the Church
33 or Church institutions in each case?

34

35 MS GEYER: I don't know the answer to that question.

36

37 REVEREND DEN HOUTING: The model litigant principles have
38 been adopted by each Synod. I do not know whether they are
39 given to each - anybody who is instructed. At this stage,
40 certainly in the Queensland Synod, we have not had any
41 civil litigation instituted against the Church since the
42 adoption of these principles.

43

44 MR STEWART: Ms Geyer and Mr McMillan, are you able to
45 assist on this?

46

47 MS GEYER: No, because I don't know what the status is in

1 each of the Synods.

2

3 MR McMILLAN: Apart from each Synod agreeing to the model
4 litigant principles, we're not familiar with the direct
5 operation that may have happened in each Synod with regard
6 to instruction.

7

8 MR STEWART: Are you able to tell us how, if at all, these
9 are disseminated beyond just the members of the committees
10 that have adopted them?

11

12 REVEREND DEN HOUTING: So, sorry, I should explain, that
13 by the Synod Standing Committee adopting the model litigant
14 principles, that indicates a significant stance or
15 a posture towards any civil litigation that may be brought
16 to the Church. We recognise that any action commenced
17 against the Church will be dealt with on a case-by-case
18 basis, and those principles will guide the Synod's
19 response. So any civil action will always be dealt with at
20 a Synod level, not at any other level of the Church, and so
21 the Synod will guide that response and will hold the Synod
22 Standing Committee's position or posture on that,
23 absolutely.

24

25 THE CHAIR: I'm not quite sure how that operates in
26 practice, because it's one thing for the Synod or a Synod
27 committee to understand how it will respond --

28

29 REVEREND DEN HOUTING: It's position, yes.

30

31 THE CHAIR: -- the people who really need to know are your
32 lawyers.

33

34 REVEREND DEN HOUTING: Our internal counsel knows.

35

36 THE CHAIR: Queensland may have a very healthy culture
37 amongst litigators, but I can assure you in some other
38 places, litigators can become very aggressive, to the point
39 of defeating model litigant principles, unless the client
40 insists those principles be followed. Now, my question
41 really is: is that understood and is the Church taking
42 steps to ensure that those who actually represent it in the
43 courts understand that the Church requires them to act in
44 accordance with the principles?

45

46 REVEREND DEN HOUTING: As far as I'm able to answer that
47 question - that is, I'm not speaking to every matter - I am

1 confident that the posture of the Church is very well
2 understood in this regard.

3

4 THE CHAIR: And the second question, then - and this is
5 Commissioner Fitzgerald's particular question, I suppose -
6 what about the schools that are independent? Are steps
7 taken to ensure that those schools follow and instruct
8 their lawyers to follow the same principles?

9

10 MS GEYER: I couldn't say.

11

12 MR McMILLAN: I would say that that's part of our earlier
13 conversation - it's part of the conversation, that is
14 a work in progress. Normally, if a Synod was instructing
15 lawyers, a general secretary who has overseen this model
16 litigant procedure would instruct lawyers in that way. It
17 is a different situation with an independent school.

18

19 THE CHAIR: As the numbers show, of course, the schools
20 are a particularly vulnerable point for any institution.
21 Now, although it may be seen in your structure as
22 independent, the general public aren't going to appreciate
23 that, and your face as a Church will be represented through
24 the litigation policy and its pursuit in the courts in the
25 event that one of the Uniting Church independent schools is
26 sued. I'm sure you understand that.

27

28 REVEREND DEN HOUTING: We are acutely aware of that.

29

30 THE CHAIR: Have you taken any steps to try to ensure that
31 those independent schools are prepared to embrace and
32 follow the principles?

33

34 MS GEYER: That would be at a Synod level, so I can't
35 speak about that.

36

37 REVEREND DEN HOUTING: Again, on a state-by-state basis,
38 I can't speak to every engagement with the schools.
39 However, I am aware - I am absolutely aware - that every
40 Synod is acutely aware of this issue and is working as part
41 of our early stage conversation, to ensure that those
42 matters are properly addressed.

43

44 THE CHAIR: Part of the problem, of course, in this space,
45 is that, by the very nature of the damage that may have
46 been done, the plaintiff, as they become in litigation, may
47 have peculiar difficulties in pursuing their claim in the

1 conventional way, which requires the defendant, through its
2 lawyers, to respond, perhaps, in a somewhat different way
3 to what might normally happen in a contest in the courts.
4 Now, that issue undoubtedly, if it hasn't surfaced, will
5 surface in the schools area when litigation is pursued, and
6 one can think already, of course, where there might be
7 a bundle of claims that have been brought against a Uniting
8 Church school. It will be very important for the Church to
9 ensure that its lawyers or the school's lawyers in relation
10 to independent schools do accept and abide by the
11 principles, or damage will ultimately be done to the
12 Church. You understand that?

13
14 REVEREND DEN HOUTING: Yes.

15
16 MS GEYER: Yes.

17
18 MR McMILLAN: Your point is well taken.

19
20 MR STEWART: The position of a barrister - I imagine it is
21 the same for a solicitor - who is instructed on behalf of
22 a government entity that is subject to model litigant
23 policy will know that he or she, in representing that
24 government entity, must act in accordance with that policy
25 in at least two ways: one is, invariably, the brief from
26 the Crown Solicitor, or the Australian Government
27 Solicitor, whoever it is, will say, "and there is this
28 model litigant policy that we are subject to. Make sure
29 you abide by it", and also they will know because, through
30 legal practice directives, there is a legal aspect to it.
31 In the case of private institutions like churches adopting
32 principles like this, which is fantastic, they should be
33 adopted, the lawyers aren't going to know, unless it is
34 specifically brought to their attention.

35
36 REVEREND DEN HOUTING: That would be the responsibility of
37 the General Secretary, and because the Synod Standing
38 Committees have endorsed the model litigant principles, the
39 General Secretary would be absolutely answerable to the
40 council of the Church if they failed to do that.

41
42 MR STEWART: And if there is an instance where a litigant,
43 a plaintiff, child sexual abuse survivor plaintiff, take
44 the view that litigation has been conducted on behalf of
45 the Church contrary to these principles, to whom should
46 such a complaint be made? Would that be to the General
47 Secretary of the Synod?

1
2 REVEREND DEN HOUTING: It would be immediately to the
3 General Secretary, and again, if that was not - the General
4 Secretary failed to adhere to an adopted policy of the
5 Church, then the General Secretary would be subject to the
6 disciplinary processes of the Church.

7
8 We also have other avenues. Anybody could also
9 approach the Moderator or could approach the President.
10 There are very varying and multiple ways that a General
11 Secretary could be called to account on this. It doesn't
12 stop, as in the buck does not stop, in terms of
13 responsibility and accountability, to the broader framework
14 and principles of the Church, at the General Secretary. We
15 are responsible for administering and ensuring that people
16 adhere to it, but the office is not closed, as in it is not
17 an opaque office.

18
19 MR STEWART: That perhaps conveniently leads us into
20 the topic of professional standards and discipline, which
21 is I think largely covered in your statement,
22 Reverend den Houting.

23
24 REVEREND DEN HOUTING: Yes.

25
26 MR STEWART: But of course any of you are welcome to
27 answer my questions in this regard.

28
29 If one starts at tab 7, there is a particular policy,
30 which will come up in a moment. It says "Member of
31 adherent", but I take it that is supposed to be "Member or
32 adherent"; is that right?

33
34 MS GEYER: Correct.

35
36 MR McMILLAN: Yes.

37
38 MR STEWART: Member or Adherent of Sexual Abuse and Sexual
39 Misconduct Complaints Policy - can you just explain what
40 the role is of this policy?

41
42 MS GEYER: We have within our regulations the complaints
43 procedures against ministers, and since the work of the
44 Royal Commission began, we identified that a gap was
45 a policy relating to members or adherents, and so this
46 policy was developed since the beginning of the work of the
47 Commission to fill that gap and to have an understanding

1 about what the complaints policy might look like in this
2 area.

3

4 MR STEWART: And members or adherents would be, if I can
5 puts it this way, obviously meaning no disrespect, ordinary
6 congregants?

7

8 MS GEYER: Correct.

9

10 MR STEWART: If one looks at page 12, that's Ringtail
11 0689, right at the top it is provided:

12

13 *If the matter is one that requires*
14 *notification to the police, no*
15 *investigation will commence until the*
16 *police investigation has been finalised.*

17

18 Now, there is a similar provision in relation to ministers,
19 but in relation to ministers, there is also, as
20 I understand it, the ability to, as it is put, make them
21 stand aside pending a police investigation; is that right?

22

23 MS GEYER: Yes.

24

25 MR STEWART: And in relation to members or adherents, is
26 there that power or is there even the need for that power?
27 You seem to be nodding, Reverend den Houting?

28

29 REVEREND DEN HOUTING: Yes, I can say that in - so this is
30 a great example of an operational issue that has been
31 captured in our Safe Ministry With Children framework and
32 tools, and we are very clear that if an allegation has been
33 made, then the safety of the environment is something that
34 needs to be ensured, and so any layperson who was involved
35 in any leadership or activity with young people would be
36 stood aside from that activity. They would no longer be
37 able to actively participate.

38

39 MR STEWART: And where is the power for that? Is that
40 also in the same regulation that deals with the question of
41 ministers?

42

43 REVEREND DEN HOUTING: No, that's not a power. The
44 tools - so the Safe Ministry With Children tools are based
45 on or utilise this policy as a practice that says if you
46 are participating in a position of leadership within the
47 Church and an allegation or a complaint is made against

1 you, then the first principle is: is the environment safe?
2 And because they are volunteers, there doesn't need to be -
3 well, this is the head of power, really, that allows those
4 tools to be instigated.

5

6 MR STEWART: At tab 12 there is an extract of the
7 regulations. It has the contents for the regulations and
8 then it has just chapter 5. After that, of course, if you
9 want to refer to any other chapter, we can access it.
10 That's the one on Church discipline. If I can take you in
11 particular to Ringtail page 248, that comes in the section
12 dealing with the Synod Sexual Misconduct Complaints
13 Committee. There is a definition of sexual misconduct.
14 I take it that child sexual abuse would be dealt with under
15 this, would it?

16

17 REVEREND DEN HOUTING: Yes, for ministry - for people who
18 are in positions of ministry.

19

20 MR STEWART: Ministry, yes. Then at page 260, there is
21 the position with regard to legal proceedings at the foot
22 of the page, that:

23

24 *If criminal legal proceedings relating to*
25 *the alleged sexual misconduct are commenced*
26 *against the respondent --*

27

28 That would be the minister in this case; would that be
29 right?

30

31 REVEREND DEN HOUTING: That's correct.

32

33 MR STEWART:

34

35 *... no further action regarding the*
36 *complaint will be taken by the Committee*
37 *until such time as criminal proceedings are*
38 *concluded.*

39

40 Do we understand that correctly to be subject to what is
41 provided at regulation 5.7.5 on page 268?

42

43 REVEREND DEN HOUTING: That's correct. So if the
44 complaint was made and the Synod was aware that there was
45 a criminal proceeding on foot, the minister would be stood
46 aside immediately and Church processes would be suspended
47 until the outcome of that criminal investigation, which

1 may - because sometimes it is an allegation of something
2 that may not be criminal behaviour but still would be
3 a breach our ethics, we would still continue our process
4 after that. Clearly, anything that involves criminal
5 behaviour would also then be commenced immediately upon
6 conclusion of the criminal proceedings.

7
8 MR STEWART: Except that the Church importantly - I forget
9 the exact wording - says in the case of civil
10 disobedience - so there is an exception for some criminal
11 conduct, obviously entirely unrelated to child sexual
12 abuse.

13
14 REVEREND DEN HOUTING: Absolutely. But it would depend on
15 the level and the nature of the civil disobedience, too.

16
17 MR STEWART: As interesting a topic as that no doubt is,
18 we won't go there.

19
20 Your Honour, those were the topics I intended
21 covering.

22
23 THE CHAIR: Yes. Ms Eastman?

24
25 MS EASTMAN: Your Honour, there are three matters.
26 First, can I deal with the issue of the New South Wales
27 policy in relation to civil claims and what was the subject
28 of a model litigant discussion.

29
30 THE CHAIR: You mean the Synod's policy?

31
32 MS EASTMAN: Yes.

33
34 THE CHAIR: Can you help us, how many independent schools
35 are there in the Uniting Church umbrella in New South
36 Wales?

37
38 MS EASTMAN: I think there are 12 - 10 or 12.

39
40 THE CHAIR: Sorry?

41
42 MS EASTMAN: Ten or 12 independent schools.

43
44 THE CHAIR: Someone behind you has one finger up.

45
46 MS EASTMAN: I am sorry. Let me clarify it this way: in
47 terms of incorporated schools - so independent of the Synod

1 and acting outside - there is one.
2
3 THE CHAIR: Which is?
4
5 MS EASTMAN: It is Margaret Jurd. It is a college rather
6 than a high school. It is a training school.
7
8 THE CHAIR: But all of the other schools which we
9 New South Wales people understand to be Uniting Church
10 schools are directly related to the Synod?
11
12 MS EASTMAN: All of the others directly related to the
13 Synod, except for the Newington school, which is related to
14 the Synod but it also is established by its own
15 legislation. So the Newington College is slightly
16 different to the other schools. But all of the other
17 schools are affiliated with the Synod and they have school
18 councils. Each of those school councils has members who
19 are approved by the Synod Standing Committee, and depending
20 on the school, the school council may have one or two
21 members of the school council, which is the school board,
22 which are directly appointed as the Synod representative on
23 that school.
24
25 THE CHAIR: Can the Synod hire and fire any member of the
26 board, or the council?
27
28 MS EASTMAN: I'm not sure that the Synod would describe
29 the process as "hiring and firing", but I think if an issue
30 of concern was raised with the Synod about the conduct of
31 any member of a school board or school council, then
32 appropriate steps would be taken, probably in consultation
33 with the --
34
35 THE CHAIR: If the Synod doesn't agree with the way the
36 council is progressing a matter or an issue, what capacity
37 does the Synod have to say to the council, "You have got
38 this wrong. Do it correctly"?
39
40 MS EASTMAN: Without, your Honour, me stepping in to the
41 role of giving evidence, but, your Honour --
42
43 THE CHAIR: As long as we get the correct position,
44 I don't care where it comes from.
45
46 MS EASTMAN: Your Honours may recall that this was an
47 issue which was the subject of some evidence in Case

1 Study 23.

2

3 THE CHAIR: You were there. I wasn't for that, so your
4 recall would be better. Can you help us now.

5

6 MS EASTMAN: Yes, in terms of, for example, the Synod
7 saying that the whole of the school board or council would
8 be terminated, the Synod wouldn't have that power or that
9 authority. These issues are more likely to be dealt with
10 in communication and dialogue between the relevant Synod
11 and, usually, probably the Moderator and the General
12 Secretary with the chair of the school board and, in some
13 cases, the headmaster or the principal of the school. But
14 I don't think that occasion has arisen, your Honour, so
15 that anything I say might be in the realm of the
16 speculative or hypothetical.

17

18 THE CHAIR: Then the ultimate question is can the Synod
19 enforce or force a school to ensure that it follows the
20 model litigant policy?

21

22 MS EASTMAN: In that respect, the General Secretary of the
23 Synod for New South Wales and ACT is present this afternoon
24 and she has given me some instructions in relation to the
25 operation of the New South Wales policy. In terms of the
26 model litigant approach and the matters that are set out in
27 that policy, and matters that have involved one of the
28 Synod schools in civil litigation in the New South Wales
29 Supreme Court, that policy has been provided to the
30 solicitors and to counsel and counsel has advised the court
31 in proceedings that the model litigant approach will be
32 followed by the school.

33

34 Your Honour may appreciate that there will be
35 different interpretations of "model litigant", and
36 sometimes even in matters involving government departments,
37 that the other side might not feel that matters have been
38 dealt with in accordance with the model litigant policy, so
39 there will always be differing views in any adversarial
40 proceedings. But the Church has given very strict
41 instructions to those appearing that they are to appear and
42 act in accordance with the model litigant policy.

43

44 THE CHAIR: Ms Eastman, you, like many others, are
45 familiar with the culture of the Bar in New South Wales.
46 It is important, in giving the instructions to follow the
47 model litigant policy, that everyone involved understands

1 that someone who has been damaged in the way that may give
2 rise to a claim of sexual abuse may have real difficulty in
3 confronting the issue again in the course of litigation
4 process.

5
6 MS EASTMAN: And yet, your Honour, that has been raised in
7 matters involving the Church in New South Wales litigation.
8 In a number of recent cases, the approach taken by the
9 Church is not to put in issue a survivor's allegations that
10 they have been the subject of abuse. So great care has
11 been taken, if a survivor had to give evidence in the
12 context of civil litigation, that the survivor would be
13 treated appropriately.

14
15 That, to my knowledge, has not occurred yet. There is
16 yet to be a full hearing or a trial involving such matters,
17 but in directions hearings, those matters have certainly --

18
19 THE CHAIR: The issue can arise well before the trial.

20
21 MS EASTMAN: But indirectly --

22
23 THE CHAIR: Because of the process that the Common Law
24 Division requires in relation to the recitation of the
25 facts you can run into this difficulty at quite an early
26 stage of the process.

27
28 MS EASTMAN: Your Honour, I think the parties who have
29 appeared in the Supreme Court involving these issues have
30 been very mindful of these matters and have, at least on
31 four occasions, referred the judge to the fact that the
32 Church wishes to take an approach that is consistent with
33 the guidelines of the Royal Commission and a model litigant
34 approach.

35
36 THE CHAIR: I am pleased to hear that.

37
38 MS EASTMAN: That's the first issue.

39
40 The second issue is that learned Counsel Assisting
41 referred in his opening address to a number of statistics
42 or data concerning claims. The Church has collected that
43 material over the past week from all of the different
44 Synods. It is yet to have an opportunity to look and to
45 analyse that material so that the Church can give the
46 Royal Commission I think some helpful information around
47 the data in terms of the total numbers, but also what the

1 incidents mean, whether it is referable simply to an
2 allegation or an inquiry or a complaint or that there has
3 been a finding or report. The Church has indicated that it
4 is happy to work with the Royal Commission staff and be
5 guided by the Royal Commission as to how it might best
6 present that data.

7
8 THE CHAIR: Thank you for that. We will incorporate, of
9 course, the ultimate data into the final report.

10
11 MS EASTMAN: The third matter is that I think, as learned
12 Counsel Assisting indicated, other than the case studies
13 referred to, this is the first opportunity for the Church
14 to appear to raise and discuss with the Royal Commission
15 its policies, and Mr McMillan wanted to make a short
16 statement, if it's convenient to the Commission.

17
18 THE CHAIR: Yes.

19
20 MR McMILLAN: Thank you, your Honour.

21
22 On behalf of the Uniting Church in Australia,
23 I sincerely apologise to all children in our care who
24 suffered sexual abuse of any kind in our Church, whether it
25 happened since the union of 1977 or before that in our
26 predecessor churches.

27
28 We are, and I am, deeply sorry that we didn't protect
29 and care in accordance with our Christian values for those
30 children, and I want to acknowledge the impact that it has
31 had in the lives of those young people and to say I am
32 truly sorry.

33
34 Our commitment to you is we will seek to make amends
35 and to ensure that others don't suffer in the same way that
36 you have.

37
38 As Church leaders, we pledge ourselves to continue to
39 understand and to implement the lessons that we have learnt
40 through this Royal Commission and remain open to the
41 insights of survivors and professionals.

42
43 We pledge to continuously seek improvement, to
44 regularly renew our policies and practices in all parts of
45 our Church, and to ensure that they reflect the best
46 practice for care, service and support of children.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

We pledge to ensure that these priorities are integrated into our organisational culture and practices.

This is our commitment to you. Thank you.

THE CHAIR: Nothing further, Ms Eastman?

MS EASTMAN: No, thank you, your Honour.

THE CHAIR: Very well. That brings this hearing to an end. Can I also, as we do with everyone, thank you for the contribution that the three of you have made. In giving you our thanks, we should also recognise the work that you have done during the course of the Commission in relation to the various matters discussed today.

That brings the hearing to an end and you are all excused.

<THE WITNESSES WITHDREW

THE CHAIR: We will adjourn until I think Friday of next week.

MR STEWART: I've no idea.

THE CHAIR: Friday at 10 o'clock next week.

AT 3.45 THE COMMISSION WAS ADJOURNED TO FRIDAY, 17 MARCH 2017 AT 10AM

#

#56-001 [1] - 26564:14

\$

\$10,000 [1] - 26580:45

\$150,000 [2] -
26581:7, 26581:9

\$200,000 [1] -
26580:47

0

0.2 [1] - 26559:11

0689 [1] - 26592:11

1

1 [2] - 26554:24,
26563:5

1,065,000 [1] -
26556:24

1,600 [1] - 26558:19

1.5 [1] - 26559:6

10 [7] - 26554:27,
26560:30, 26560:47,
26567:10, 26580:44,
26594:38, 26599:27

10AM [1] - 26599:30

11(c) [1] - 26575:31

112 [1] - 26580:44

12 [8] - 26558:21,
26559:9, 26567:10,
26592:10, 26593:6,
26594:38, 26594:42

133 [1] - 26559:24

14 [1] - 26565:28

16 [1] - 26563:7

17 [3] - 26554:23,
26579:38, 26599:30

17.5 [1] - 26559:28

179 [1] - 26558:16

18 [1] - 26558:21

19 [2] - 26563:8,
26587:5

1950s [1] - 26585:11

1977 [3] - 26556:19,
26559:17, 26598:25

2

2 [1] - 26563:39

2,078 [1] - 26558:36

2,504 [2] - 26559:21,
26559:24

2.20pm [3] - 26562:25,
26562:27, 26562:29

20 [2] - 26586:34,
26586:35

2015 [5] - 26556:3,
26556:5, 26560:15,
26566:16, 26570:26

2016 [7] - 26556:1,
26559:3, 26560:29,
26561:28, 26565:30,
26587:6

2017 [6] - 26554:27,
26561:8, 26563:7,
26563:31, 26563:39,
26599:30

21 [1] - 26563:16

22 [1] - 26556:19

222 [1] - 26562:38

23 [2] - 26555:21,
26596:1

24 [1] - 26555:23

243 [1] - 26587:15

248 [1] - 26593:11

25 [1] - 26555:25

255 [1] - 26559:26

259 [1] - 26554:20

260 [1] - 26593:20

268 [1] - 26593:41

278 [1] - 26558:14

2pm [1] - 26554:27

3

3 [2] - 26563:44,
26587:15

3.45 [1] - 26599:29

3.7.4.7 [1] - 26563:18

30 [1] - 26563:11

30,000 [1] - 26558:18

31 [1] - 26559:3

324 [1] - 26563:9

34 [1] - 26558:27

4

4 [4] - 26556:1,
26561:7, 26561:28,
26563:30

40 [1] - 26559:20

40,000 [1] - 26558:18

45 [1] - 26555:29

48 [3] - 26572:18,
26572:23, 26572:47

5

5 [2] - 26561:7,
26593:8

5.7.5 [1] - 26593:41

537 [1] - 26575:30

538 [1] - 26569:42

56 [1] - 26554:19

56th [1] - 26555:2

6

6 [3] - 26561:30,
26566:41, 26575:30

60 [1] - 26563:3

60s [1] - 26585:11

64 [1] - 26558:15

7

7 [3] - 26563:39,
26566:43, 26591:29

8

82 [1] - 26563:9

9

9 [1] - 26563:31

91 [1] - 26559:3

96 [1] - 26563:16

A

ABC [1] - 26571:21

abide [2] - 26590:10,
26590:29

ability [1] - 26592:20

able [9] - 26557:2,
26559:31, 26581:42,
26582:1, 26584:27,
26587:44, 26588:8,
26588:46, 26592:37

absolute [1] - 26569:9

absolutely [9] -
26568:19, 26569:38,
26572:26, 26573:40,
26585:47, 26588:23,
26589:39, 26590:39,
26594:14

Abuse [3] - 26559:45,
26586:44, 26591:38

abuse [37] - 26555:7,
26555:15, 26555:22,
26555:24, 26555:47,
26559:4, 26559:8,
26559:10, 26559:16,
26559:22, 26559:25,
26559:27, 26559:29,
26559:44, 26560:38,
26560:41, 26561:30,
26561:39, 26561:43,
26561:45, 26562:6,
26573:32, 26575:34,
26576:5, 26576:42,
26577:9, 26577:39,
26577:42, 26578:7,
26578:34, 26581:17,
26590:43, 26593:14,

26594:12, 26597:2,
26597:10, 26598:24

ABUSE [1] - 26554:15

abused [1] - 26576:47

accept [3] - 26568:15,
26581:29, 26590:10

accepted [1] - 26581:2

access [1] - 26593:9

accordance [5] -
26588:44, 26590:24,
26596:38, 26596:42,
26598:29

according [1] -
26558:44

account [2] -
26574:39, 26591:11

accountability [1] -
26591:13

accreditation [1] -
26570:4

achieved [1] - 26575:1

acknowledge [1] -
26598:30

act [4] - 26558:23,
26588:43, 26590:24,
26596:42

ACT [1] - 26596:23

acting [1] - 26595:1

action [3] - 26588:16,
26588:19, 26593:35

active [1] - 26579:15

actively [1] - 26592:37

activities [7] -
26557:39, 26558:33,
26558:39, 26558:41,
26558:47, 26560:24,
26569:36

activity [4] - 26575:25,
26575:26, 26592:35,
26592:36

acts [1] - 26584:24

actual [1] - 26569:33

acutely [2] - 26589:28,
26589:40

adapt [2] - 26569:16,
26570:21

adapted [1] -
26566:45

addition [1] - 26570:2

additional [1] -
26570:26

address [8] -
26556:44, 26561:6,
26562:34, 26562:38,
26562:43, 26563:2,
26577:37, 26597:41

addressed [1] -
26589:42

adhere [2] - 26591:4,
26591:16

adhered [1] -
26568:17

adherent [2] -
26591:31, 26591:32

Adherent [1] -
26591:38

adherents [6] -
26556:25, 26558:35,
26585:4, 26591:45,
26592:4, 26592:25

adjacent [1] -
26563:10

adjourn [2] - 26562:9,
26599:22

administering [1] -
26591:15

adopt [7] - 26561:25,
26561:44, 26562:5,
26569:13, 26569:14,
26572:4, 26587:26

adopted [11] -
26560:10, 26566:14,
26566:19, 26567:34,
26569:25, 26580:36,
26587:6, 26587:38,
26588:10, 26590:33,
26591:4

adopting [3] -
26571:25, 26588:13,
26590:31

adoption [3] -
26567:47, 26571:17,
26587:42

adult [1] - 26576:43

adults [2] - 26558:41,
26570:1

advantages [1] -
26568:37

adversarial [2] -
26562:1, 26596:39

advise [4] - 26576:32,
26576:36, 26576:37,
26579:4

advised [3] -
26557:30, 26573:42,
26596:30

advocated [1] -
26580:32

affecting [1] -
26560:33

affiliated [4] -
26558:10, 26558:14,
26582:42, 26595:17

affiliation [1] -
26582:42

afoot [1] - 26574:16

afternoon [1] -
26596:23

agencies [6] -
26558:7, 26558:16,

26558:18, 26558:30,
26565:45, 26570:2
agency [1] - 26563:10
aggressive [1] -
26588:38
ago [1] - 26577:1
agree [3] - 26579:24,
26582:14, 26595:35
agreed [1] - 26587:1
agreeing [1] - 26588:3
agreement [1] -
26577:33
align [3] - 26560:21,
26566:7, 26569:38
aligned [1] - 26571:32
aligns [2] - 26561:2,
26561:11
allegation [6] -
26577:16, 26577:28,
26592:32, 26592:47,
26594:1, 26598:2
allegations [12] -
26555:6, 26555:15,
26555:22, 26555:30,
26559:15, 26559:21,
26559:24, 26559:36,
26559:43, 26561:45,
26578:7, 26597:9
alleged [4] - 26577:17,
26577:30, 26586:35,
26593:25
allow [2] - 26576:34,
26577:10
allows [1] - 26593:3
alluded [1] - 26564:40
ambiguity [1] -
26577:38
amend [1] - 26571:36
amended [1] -
26571:17
amendment [1] -
26563:15
amendments [2] -
26563:7, 26563:22
amends [1] - 26598:34
analyse [2] -
26586:20, 26597:45
analysis [2] -
26559:19, 26559:32
Andrew [1] - 26554:38
Anglican [1] -
26556:23
Angus [1] - 26554:42
Ann [1] - 26554:34
Anne [1] - 26563:45
announced [3] -
26556:1, 26561:29,
26581:7
annual [1] - 26570:16
annually [1] -
26574:28
answer [9] - 26564:19,
26567:20, 26572:18,
26574:12, 26578:46,
26581:32, 26587:35,
26588:46, 26591:27
answerable [1] -
26590:39
anticipate [1] -
26574:7
AO [1] - 26554:35
apart [1] - 26588:3
APM [1] - 26554:35
apologise [2] -
26575:46, 26598:23
appear [4] - 26559:24,
26562:17, 26596:41,
26598:14
appearance [1] -
26562:14
appeared [1] -
26597:29
appearing [1] -
26596:41
applies [1] - 26560:22
applying [1] -
26576:15
appoint [3] -
26582:44, 26583:7,
26583:16
appointed [4] -
26557:2, 26572:38,
26582:47, 26595:22
appointment [1] -
26582:43
appointments [1] -
26572:33
appoints [2] -
26582:31, 26582:34
appreciate [3] -
26584:9, 26589:22,
26596:34
approach [12] -
26561:33, 26572:47,
26578:16, 26581:45,
26582:1, 26591:9,
26596:26, 26596:31,
26597:8, 26597:32,
26597:34
approached [1] -
26577:10
approaches [1] -
26572:28
appropriate [5] -
26557:28, 26572:4,
26575:13, 26575:38,
26595:32
appropriately [2] -
26575:27, 26597:13
approved [4] -
26556:28, 26561:6,
26580:11, 26595:19
area [4] - 26566:4,
26572:27, 26590:5,
26592:2
areas [4] - 26567:27,
26567:28, 26574:31,
26578:7
arise [3] - 26570:32,
26581:26, 26597:19
arisen [1] - 26596:14
arising [2] - 26559:16,
26581:16
arrangements [5] -
26573:29, 26573:34,
26581:40, 26581:42,
26583:11
arrived [1] - 26578:21
aside [3] - 26592:21,
26592:36, 26593:46
aspect [1] - 26590:30
aspects [2] -
26581:44, 26582:15
Assembly [40] -
26556:10, 26556:11,
26556:38, 26557:8,
26557:10, 26557:15,
26557:16, 26557:17,
26557:18, 26557:20,
26557:22, 26557:30,
26557:32, 26557:33,
26557:39, 26557:40,
26558:5, 26559:37,
26559:42, 26560:4,
26560:8, 26560:11,
26561:1, 26561:6,
26562:37, 26562:42,
26565:41, 26566:14,
26566:20, 26567:34,
26567:36, 26567:41,
26568:21, 26569:15,
26580:11, 26580:19,
26580:20
assembly [2] -
26567:41, 26568:1
assess [2] - 26561:2,
26575:39
assist [2] - 26577:16,
26587:45
Assisting [3] -
26554:42, 26597:40,
26598:12
associated [3] -
26560:23, 26573:25,
26574:2
association [1] -
26574:1
assure [1] - 26588:37
assured [1] -
26572:46
AT [2] - 26599:29,
26599:30
Atkinson [1] -
26554:35
attendees [2] -
26559:3, 26559:9
attention [2] -
26563:8, 26590:34
Auchenflower [1] -
26563:3
audit [3] - 26574:26,
26574:28, 26574:29
auditing [2] -
26569:46, 26574:17
audits [4] - 26574:19,
26574:27, 26574:29,
26574:37
August [3] - 26556:2,
26556:5, 26560:15
auspices [1] -
26571:23
Australia [17] -
26555:4, 26556:18,
26556:20, 26556:21,
26556:23, 26557:44,
26558:1, 26558:15,
26558:27, 26558:37,
26562:37, 26573:17,
26576:8, 26579:35,
26581:27, 26598:22
Australian [3] -
26557:45, 26557:47,
26590:26
authorities [4] -
26575:13, 26575:36,
26575:37, 26577:4
authority [5] -
26557:13, 26557:17,
26567:36, 26567:42,
26596:9
available [2] -
26559:31, 26586:41
avenues [1] - 26591:8
avoid [1] - 26561:47
aware [12] - 26563:46,
26572:28, 26574:44,
26575:17, 26577:44,
26579:7, 26581:4,
26589:28, 26589:39,
26589:40, 26593:44
awareness [1] -
26560:39

B

backs [1] - 26571:16
Bar [1] - 26596:45
barrister [1] -
26590:20
barristers [1] -
26587:32
base [2] - 26575:14,
26575:15
based [4] - 26562:5,
26569:10, 26569:18,
26592:44
basic [1] - 26569:12
basis [2] - 26588:18,
26589:37
Basis [2] - 26556:28,
26556:32
Bayliss [1] - 26563:3
become [3] -
26575:17, 26588:38,
26589:46
becomes [2] -
26575:35, 26575:43
began [1] - 26591:44
begin [2] - 26568:21,
26568:39
beginning [4] -
26564:33, 26572:37,
26574:20, 26591:46
begun [3] - 26568:19,
26568:32, 26574:27
behalf [6] - 26558:23,
26562:14, 26584:11,
26590:21, 26590:44,
26598:22
behaviour [3] -
26555:31, 26594:2,
26594:5
behind [2] - 26569:13,
26594:44
believes [1] - 26562:4
best [5] - 26564:19,
26571:1, 26578:16,
26598:5, 26598:45
better [2] - 26564:26,
26596:4
between [9] -
26557:17, 26558:21,
26565:13, 26565:16,
26567:22, 26567:36,
26572:37, 26574:29,
26596:10
beyond [1] - 26588:9
bind [1] - 26584:46
bit [1] - 26583:40
blanket [2] -
26575:42, 26583:12
board [12] - 26571:21,
26572:38, 26574:4,
26578:26, 26582:43,
26582:44, 26582:47,
26595:21, 26595:26,
26595:31, 26596:7,
26596:12
boards [4] - 26558:6,
26572:33, 26572:35,

26582:31
Bob [1] - 26554:35
body [1] - 26586:21
boundaries [3] -
26556:40, 26558:3,
26558:31
breach [1] - 26594:3
brief [2] - 26562:9,
26590:25
briefly [3] - 26556:15,
26564:21, 26564:28
bring [3] - 26570:20,
26570:34, 26580:39
brings [2] - 26599:10,
26599:17
Brisbane [1] - 26563:3
broader [1] - 26591:13
brought [7] - 26563:8,
26565:46, 26566:25,
26566:28, 26588:15,
26590:7, 26590:34
buck [1] - 26591:12
BUNDLE [1] -
26564:14
bundle [3] - 26563:5,
26564:12, 26590:7
BY [1] - 26562:31

C

camera [1] - 26562:10
camp [1] - 26558:32
cap [1] - 26561:30
capacity [5] - 26571:9,
26581:39, 26584:30,
26585:4, 26595:36
Capital [1] - 26557:46
caps [1] - 26581:40
captured [1] -
26592:31
care [8] - 26555:24,
26558:8, 26559:9,
26595:44, 26597:10,
26598:23, 26598:29,
26598:46
Care [1] - 26555:27
carefully [2] -
26555:9, 26578:17
carried [2] - 26574:26,
26574:28
carry [1] - 26558:11
Case [6] - 26554:19,
26555:20, 26555:23,
26555:25, 26555:29,
26595:47
case [20] - 26555:2,
26555:13, 26555:17,
26555:20, 26555:34,
26572:15, 26576:41,
26582:29, 26582:32,

26583:18, 26583:32,
26583:43, 26584:43,
26587:33, 26588:17,
26590:31, 26593:28,
26594:9, 26598:12
case-by-case [1] -
26588:17
cases [3] - 26583:21,
26596:13, 26597:8
Catholic [1] -
26556:23
caught [1] - 26566:31
cent [3] - 26559:6,
26559:11, 26586:34
central [1] - 26571:9
certain [1] - 26555:17
certainly [11] -
26567:25, 26569:37,
26573:7, 26573:36,
26575:14, 26576:25,
26585:19, 26585:34,
26586:15, 26587:40,
26597:17
cetera [1] - 26564:43
Chair [1] - 26554:33
CHAIR [39] - 26562:9,
26562:20, 26564:23,
26582:21, 26585:2,
26585:13, 26585:27,
26585:37, 26586:18,
26586:28, 26588:25,
26588:31, 26588:36,
26589:4, 26589:19,
26589:30, 26589:44,
26594:23, 26594:30,
26594:34, 26594:40,
26594:44, 26595:3,
26595:8, 26595:25,
26595:35, 26595:43,
26596:3, 26596:18,
26596:44, 26597:19,
26597:23, 26597:36,
26598:8, 26598:18,
26599:6, 26599:10,
26599:22, 26599:27
chair [1] - 26596:12
chaired [1] - 26557:9
change [5] -
26567:42, 26573:45,
26578:42, 26579:4,
26582:5
changed [2] -
26579:9, 26582:25
changes [3] -
26570:41, 26579:36,
26580:20
chapter [2] - 26593:8,
26593:9
Child [5] - 26555:38,
26559:44, 26560:12,

26560:15, 26586:44
child [41] - 26555:5,
26555:7, 26555:15,
26555:22, 26555:24,
26555:40, 26555:47,
26559:7, 26559:16,
26559:21, 26559:27,
26559:29, 26559:43,
26560:18, 26560:24,
26560:30, 26560:31,
26560:37, 26560:38,
26560:42, 26560:44,
26560:47, 26561:20,
26561:30, 26561:39,
26561:43, 26561:45,
26567:4, 26573:32,
26575:12, 26575:34,
26575:44, 26576:47,
26577:9, 26581:16,
26590:43, 26593:14,
26594:11
CHILD [1] - 26554:15
child-focused [1] -
26560:38
child-related [1] -
26560:24
Children [2] -
26592:31, 26592:44
children [14] -
26558:17, 26558:32,
26558:40, 26559:1,
26559:5, 26559:10,
26560:33, 26560:36,
26560:39, 26567:28,
26569:47, 26598:23,
26598:30, 26598:46
children's [2] -
26558:32, 26558:41
choose [2] -
26577:11, 26584:36
chosen [1] - 26555:9
Christian [3] -
26555:30, 26556:22,
26598:29
Church [174] -
26555:4, 26555:5,
26555:14, 26555:18,
26555:19, 26555:22,
26555:27, 26555:37,
26555:39, 26555:41,
26555:42, 26555:43,
26555:44, 26555:46,
26556:10, 26556:11,
26556:13, 26556:16,
26556:18, 26556:20,
26556:21, 26556:22,
26556:23, 26556:24,
26556:30, 26556:32,
26556:36, 26556:47,

26557:1, 26557:3,
26557:6, 26557:8,
26557:27, 26557:28,
26557:38, 26557:44,
26558:9, 26558:15,
26558:17, 26558:28,
26558:35, 26558:38,
26558:44, 26559:5,
26559:11, 26559:14,
26559:17, 26559:23,
26559:27, 26559:28,
26559:31, 26559:35,
26559:37, 26559:47,
26560:4, 26560:7,
26560:12, 26560:15,
26560:18, 26560:23,
26560:26, 26561:11,
26561:13, 26561:14,
26561:18, 26561:19,
26561:23, 26562:3,
26562:4, 26562:15,
26562:18, 26562:34,
26562:37, 26564:35,
26564:39, 26564:42,
26564:47, 26565:1,
26565:2, 26565:10,
26566:46, 26567:15,
26567:29, 26568:23,
26568:24, 26569:11,
26569:36, 26570:32,
26570:34, 26570:41,
26571:9, 26571:12,
26571:14, 26571:22,
26572:15, 26572:17,
26572:22, 26572:38,
26573:13, 26574:2,
26574:23, 26574:34,
26575:26, 26577:47,
26578:1, 26578:3,
26578:9, 26578:25,
26578:30, 26578:41,
26579:15, 26579:19,
26579:45, 26579:47,
26580:3, 26580:5,
26580:31, 26581:15,
26581:16, 26581:27,
26581:35, 26581:45,
26582:14, 26582:15,
26582:31, 26582:41,
26583:5, 26583:15,
26583:39, 26583:47,
26584:20, 26584:25,
26585:10, 26585:39,
26585:45, 26585:47,
26587:32, 26587:33,
26587:41, 26588:16,
26588:17, 26588:20,
26588:41, 26588:43,
26589:1, 26589:23,
26589:25, 26590:8,
26590:12, 26590:40,

26590:45, 26591:5,
26591:6, 26591:14,
26592:47, 26593:10,
26593:46, 26594:8,
26594:35, 26595:9,
26596:40, 26597:7,
26597:9, 26597:32,
26597:42, 26597:45,
26598:3, 26598:13,
26598:22, 26598:24,
26598:38, 26598:45
Church's [9] -
26555:46, 26556:4,
26558:2, 26558:29,
26559:20, 26559:40,
26561:33, 26565:44,
26574:47
Church-run [1] -
26575:26
churches [5] -
26556:19, 26556:27,
26587:25, 26590:31,
26598:26
Churches [3] -
26581:30, 26585:35,
26586:15
circumstance [1] -
26577:21
circumstances [1] -
26577:3
Civil [4] - 26556:3,
26556:6, 26561:25,
26586:43
civil [16] - 26555:26,
26556:4, 26561:37,
26561:38, 26569:26,
26581:16, 26586:40,
26587:9, 26587:41,
26588:15, 26588:19,
26594:9, 26594:15,
26594:27, 26596:28,
26597:12
claim [4] - 26581:16,
26581:29, 26589:47,
26597:2
claimants [1] -
26561:47
Claims [1] - 26586:43
claims [16] -
26559:16, 26559:26,
26559:29, 26561:38,
26561:43, 26561:44,
26562:1, 26562:6,
26569:27, 26581:25,
26585:46, 26587:9,
26587:27, 26590:7,
26594:27, 26597:42
clarification [1] -
26580:18
clarify [4] - 26573:12,

26578:40, 26582:28, 26594:46
classified [1] - 26558:9
clear [4] - 26570:6, 26576:21, 26579:7, 26592:32
clearly [3] - 26564:24, 26576:41, 26594:4
clergy [1] - 26579:10
client [1] - 26588:39
close [3] - 26571:33, 26573:33, 26574:3
closed [1] - 26591:16
clubs [1] - 26558:41
Coate [1] - 26554:34
Code [2] - 26559:46, 26559:47
collected [1] - 26597:42
COLLEEN [1] - 26562:27
Colleen [4] - 26556:10, 26557:33, 26562:23, 26562:42
college [1] - 26595:5
College [2] - 26555:30, 26595:15
comfortable [1] - 26577:11
coming [3] - 26564:46, 26583:45, 26586:23
commence [1] - 26592:15
commenced [4] - 26559:26, 26588:16, 26593:25, 26594:5
commencement [1] - 26580:21
COMMISSION [2] - 26554:14, 26599:29
Commission [51] - 26555:9, 26555:12, 26555:20, 26555:36, 26556:2, 26558:23, 26559:4, 26559:14, 26559:19, 26559:34, 26560:29, 26560:46, 26561:16, 26561:19, 26561:24, 26564:18, 26564:36, 26564:46, 26565:8, 26565:26, 26566:8, 26566:26, 26566:29, 26566:45, 26567:4, 26567:40, 26567:43, 26570:47, 26571:35, 26572:37, 26574:4, 26574:20, 26579:14, 26579:44, 26579:46, 26580:8, 26580:32, 26582:26, 26584:45, 26586:4, 26587:23, 26591:44, 26591:47, 26597:33, 26597:46, 26598:4, 26598:5, 26598:14, 26598:16, 26598:40, 26599:14
Commission's [9] - 26555:2, 26555:28, 26556:5, 26561:12, 26564:33, 26567:10, 26567:12, 26567:31, 26581:3
commissioned [1] - 26561:1
COMMISSIONER [22] - 26572:14, 26572:30, 26572:44, 26573:11, 26573:20, 26573:31, 26573:38, 26573:42, 26574:7, 26579:1, 26579:7, 26581:37, 26582:5, 26582:12, 26582:28, 26582:46, 26583:4, 26583:20, 26583:28, 26583:32, 26583:38, 26586:33
Commissioner [2] - 26572:32, 26589:5
Commissioners [7] - 26554:34, 26555:1, 26561:36, 26561:41, 26562:17, 26578:25, 26581:44
commitment [2] - 26598:34, 26599:4
committed [2] - 26571:8, 26574:34
committee [2] - 26557:16, 26588:27
Committee [15] - 26558:22, 26559:43, 26561:7, 26565:42, 26566:20, 26567:35, 26567:41, 26568:21, 26571:15, 26580:12, 26580:20, 26588:13, 26593:13, 26593:36, 26595:19
Committee's [1] - 26588:22
committees [2] - 26558:7, 26588:9
Committees [1] - 26590:38
common [4] - 26573:12, 26573:16, 26573:17, 26573:24
Common [1] - 26597:23
Commonwealth [9] - 26555:46, 26561:25, 26561:28, 26561:29, 26561:32, 26566:10, 26579:13, 26581:7, 26585:23
communicate [1] - 26575:17
communication [1] - 26596:10
communities [1] - 26560:34
community [3] - 26555:28, 26558:17, 26572:46
compensation [1] - 26561:44
complained [1] - 26576:33
complaint [13] - 26575:34, 26575:43, 26576:1, 26576:19, 26576:26, 26576:29, 26577:2, 26577:7, 26590:46, 26592:47, 26593:36, 26593:44, 26598:2
Complaints [2] - 26591:39, 26593:12
complaints [4] - 26560:37, 26576:15, 26591:42, 26592:1
compelled [1] - 26560:21
compliance [5] - 26555:45, 26561:14, 26574:9, 26574:10, 26574:17
complicated [1] - 26583:20
concealment [1] - 26578:5
concentrate [1] - 26570:28
concentrated [1] - 26567:26
concentration [2] - 26586:23, 26586:36
concern [2] - 26584:21, 26595:30
concerned [2] - 26576:14, 26577:38
concerning [4] - 26556:4, 26561:38, 26561:45, 26597:42
concluded [1] - 26593:38
conclusion [1] - 26594:6
Conduct [2] - 26559:46, 26560:1
conduct [2] - 26594:11, 26595:30
conducted [2] - 26555:11, 26590:44
confidence [1] - 26582:37
confident [1] - 26589:1
confirm [4] - 26559:32, 26563:23, 26563:31, 26563:39
confirmation [1] - 26568:1
confronting [1] - 26597:3
congregants [1] - 26592:6
congregation [2] - 26558:37, 26558:40
Congregational [1] - 26556:20
congregations [4] - 26558:30, 26558:36, 26558:37, 26558:38
Congregations [1] - 26556:42
connection [1] - 26565:13
consider [1] - 26564:45
consideration [2] - 26579:12, 26579:16
considered [4] - 26555:18, 26555:26, 26579:1, 26580:9
considering [1] - 26574:39
consist [1] - 26558:28
consistency [5] - 26564:41, 26565:46, 26573:5, 26574:24, 26580:3
consistent [4] - 26555:40, 26560:17, 26565:44, 26597:32
consistently [1] - 26572:23
constitution [1] - 26583:26
constitutional [1] - 26584:29
constitutions [1] - 26583:14
consultation [3] - 26555:29, 26586:9, 26595:32
contents [1] - 26593:7
contest [1] - 26590:3
context [1] - 26597:12
contexts [2] - 26561:30, 26569:35
continual [1] - 26560:40
continue [6] - 26565:21, 26565:24, 26565:25, 26574:36, 26594:3, 26598:38
continued [1] - 26565:15
continuously [2] - 26560:43, 26598:43
contrary [1] - 26590:45
contribution [1] - 26599:12
contributions [1] - 26585:43
control [2] - 26571:23, 26573:26
convenient [1] - 26598:16
conveniently [1] - 26591:19
conventional [1] - 26590:1
conversation [10] - 26565:16, 26572:36, 26573:2, 26578:4, 26579:22, 26584:47, 26586:6, 26589:13, 26589:41
conversations [3] - 26572:45, 26573:8, 26585:21
coordinate [2] - 26557:39, 26564:34
correct [29] - 26563:11, 26563:13, 26563:20, 26563:24, 26563:32, 26563:40, 26564:6, 26564:8, 26564:10, 26566:46, 26567:1, 26567:39, 26568:3, 26576:11, 26576:45, 26578:14, 26579:30, 26580:24, 26581:19, 26581:38, 26582:3, 26583:24, 26583:30, 26584:3, 26591:34, 26592:8, 26593:31, 26593:43, 26595:43
correctly [3] - 26566:31, 26593:40, 26595:38
correlate [1] -

26556:40
Council [2] - 26558:38, 26558:39
council [12] - 26556:39, 26557:8, 26558:46, 26571:15, 26590:40, 26595:20, 26595:21, 26595:26, 26595:31, 26595:36, 26595:37, 26596:7
Councils [1] - 26559:47
councils [18] - 26556:33, 26556:34, 26556:38, 26556:39, 26556:41, 26556:45, 26557:5, 26557:13, 26557:43, 26558:45, 26560:6, 26560:12, 26560:25, 26565:45, 26569:11, 26574:34, 26595:18
counsel [4] - 26557:28, 26588:34, 26596:30
Counsel [3] - 26554:42, 26597:40, 26598:12
country [1] - 26586:10
couple [2] - 26567:21, 26572:21
course [18] - 26565:40, 26568:15, 26568:34, 26574:39, 26575:24, 26575:46, 26580:28, 26581:6, 26584:9, 26585:13, 26589:19, 26589:44, 26590:6, 26591:26, 26593:8, 26597:3, 26598:9, 26599:14
Court [2] - 26596:29, 26597:29
court [1] - 26596:30
courts [3] - 26588:43, 26589:24, 26590:3
cover [2] - 26577:39, 26577:42
covered [1] - 26591:21
covering [3] - 26573:21, 26585:45, 26594:21
CPIU [1] - 26575:15
created [1] - 26571:31
creates [2] - 26561:19, 26573:32
creches [1] - 26558:41
criminal [8] - 26593:24, 26593:37, 26593:45, 26593:47, 26594:2, 26594:4, 26594:6, 26594:10
critical [1] - 26555:19
Cross [1] - 26563:45
Crown [1] - 26590:26
culture [4] - 26560:33, 26588:36, 26596:45, 26599:2
current [18] - 26555:3, 26557:23, 26557:34, 26558:24, 26559:42, 26565:29, 26565:37, 26570:19, 26576:3, 26576:16, 26576:19, 26576:29, 26576:31, 26577:39, 26577:42, 26578:34, 26581:47, 26582:24
cycle [1] - 26570:17

D

damage [2] - 26589:45, 26590:11
damaged [1] - 26597:1
data [7] - 26559:15, 26559:19, 26559:32, 26597:42, 26597:47, 26598:6, 26598:9
dated [3] - 26563:7, 26563:31, 26563:39
Deacons [1] - 26557:1
deal [3] - 26576:40, 26578:1, 26594:26
dealing [5] - 26559:36, 26559:43, 26578:2, 26578:20, 26593:12
deals [2] - 26569:42, 26592:40
dealt [7] - 26576:6, 26579:26, 26588:17, 26588:19, 26593:14, 26596:9, 26596:38
December [3] - 26559:3, 26565:30, 26587:6
decide [2] - 26582:15, 26582:19
decided [3] - 26565:25, 26569:28, 26580:39
decision [1] - 26565:41
decisions [3] - 26557:12, 26560:33, 26581:46
deed [2] - 26581:14, 26581:23
deeply [1] - 26598:28
defeating [1] - 26588:39
defendant [1] - 26590:1
define [1] - 26578:24
definitely [4] - 26574:21, 26577:41, 26578:29, 26580:30
definition [1] - 26593:13
delivering [1] - 26570:43
den [8] - 26556:12, 26558:24, 26562:23, 26562:45, 26563:1, 26563:38, 26591:22, 26592:27
DEN [62] - 26562:29, 26563:1, 26563:42, 26569:8, 26569:32, 26570:12, 26570:39, 26571:11, 26571:27, 26571:45, 26572:7, 26572:12, 26572:26, 26573:24, 26573:36, 26573:40, 26573:45, 26574:12, 26575:11, 26575:23, 26575:46, 26576:5, 26576:11, 26576:18, 26576:25, 26576:31, 26576:45, 26577:6, 26577:25, 26577:33, 26578:40, 26578:46, 26579:3, 26581:19, 26581:29, 26582:3, 26582:8, 26582:36, 26582:41, 26583:2, 26583:10, 26583:24, 26583:30, 26586:14, 26587:11, 26587:37, 26588:12, 26588:29, 26588:34, 26588:46, 26589:28, 26589:37, 26590:14, 26590:36, 26591:2, 26591:24, 26592:29, 26592:43, 26593:17, 26593:31, 26593:43, 26594:14
denomination [1] - 26556:22
departments [1] - 26596:36
departures [2] - 26567:3, 26567:7
describe [2] - 26580:16, 26595:28
designed [2] - 26560:21, 26561:46
detail [2] - 26556:45, 26581:39
details [3] - 26576:37, 26584:10, 26585:27
determine [3] - 26581:39, 26581:42, 26582:1
determining [1] - 26584:45
develop [4] - 26560:26, 26564:40, 26568:22, 26569:45
developed [4] - 26560:15, 26561:5, 26571:39, 26591:46
developing [2] - 26570:28, 26580:41
development [1] - 26555:38
develops [1] - 26560:5
dialogue [1] - 26596:10
difference [1] - 26576:13
differences [4] - 26567:22, 26569:27, 26569:33, 26578:13
different [26] - 26565:35, 26566:45, 26568:9, 26569:11, 26569:25, 26569:34, 26569:35, 26571:29, 26572:28, 26575:24, 26576:8, 26577:43, 26581:5, 26581:45, 26581:46, 26582:15, 26583:26, 26583:28, 26584:12, 26585:43, 26589:17, 26590:2, 26595:16, 26596:35, 26597:43
differently [2] - 26569:28, 26576:6
differing [1] - 26596:39
difficult [2] - 26568:6, 26570:9
difficulties [3] - 26575:7, 26584:41, 26589:47
difficulty [3] - 26584:21, 26597:2, 26597:25
direct [1] - 26588:4
direction [1] - 26558:5
directions [1] - 26597:17
directives [1] - 26590:30
directly [6] - 26555:13, 26571:32, 26573:25, 26595:10, 26595:12, 26595:22
directors [1] - 26582:31
disciplinary [3] - 26569:19, 26571:12, 26591:6
discipline [4] - 26557:12, 26559:39, 26591:20, 26593:10
discrete [1] - 26578:20
discuss [2] - 26560:13, 26598:14
discussed [1] - 26599:15
discussing [1] - 26584:12
discussion [5] - 26568:42, 26579:33, 26581:3, 26582:9, 26594:28
discussions [2] - 26585:42, 26586:18
disobedience [2] - 26594:10, 26594:15
disrespect [1] - 26592:5
disseminated [1] - 26588:9
district [1] - 26556:41
diversity [2] - 26560:35, 26567:30
Division [1] - 26597:24
doctrine [2] - 26557:11, 26559:38
document [7] - 26556:28, 26560:44, 26579:41, 26580:43, 26586:45, 26587:8, 26587:9
documents [4] - 26566:37, 26571:36, 26579:23, 26587:31
done [4] - 26565:14, 26589:46, 26590:11, 26599:14
doubt [3] - 26569:21, 26585:5, 26594:17
draft [1] - 26580:10
drivers [1] - 26574:13
due [1] - 26580:28
during [3] - 26561:22, 26561:34, 26599:14
duties [2] - 26557:26, 26557:37

E

- early** [2] - 26589:41, 26597:25
Eastman [3] - 26594:23, 26596:44, 26599:6
EASTMAN [19] - 26562:17, 26594:25, 26594:32, 26594:38, 26594:42, 26594:46, 26595:5, 26595:12, 26595:28, 26595:40, 26595:46, 26596:6, 26596:22, 26597:6, 26597:21, 26597:28, 26597:38, 26598:11, 26599:8
ecumenical [2] - 26583:25, 26585:21
education [1] - 26560:40
either [1] - 26580:13
elders [1] - 26557:3
elect [1] - 26557:21
elected [1] - 26557:16
elects [3] - 26557:20, 26557:32, 26577:22
element [1] - 26567:30
elements [19] - 26560:30, 26560:31, 26560:47, 26561:3, 26561:6, 26561:12, 26566:28, 26566:44, 26567:4, 26567:8, 26567:10, 26567:11, 26567:14, 26570:26, 26570:27, 26570:46, 26571:1
embedded [1] - 26560:32
embrace [1] - 26589:31
employees [1] - 26558:18
empowered [1] - 26558:22
enable [1] - 26558:11
encourage [6] - 26576:32, 26576:36, 26577:3, 26577:14, 26585:13
encouragement [1] - 26557:27
end [6] - 26565:26, 26580:27, 26581:21, 26581:23, 26599:11, 26599:17
endorsed [4] - 26586:3, 26586:4, 26587:1, 26590:38
enforce [1] - 26596:19
engage [1] - 26560:24
engagement [1] - 26589:38
enlarged [1] - 26575:32
ensure [17] - 26557:38, 26561:19, 26569:12, 26570:33, 26571:39, 26572:3, 26572:22, 26585:14, 26588:42, 26589:7, 26589:30, 26589:41, 26590:9, 26596:19, 26598:35, 26598:45, 26599:1
ensured [1] - 26592:34
ensuring [1] - 26591:15
entirely [2] - 26570:24, 26594:11
entities [5] - 26558:8, 26558:14, 26560:23, 26573:13, 26573:22
entity [5] - 26573:25, 26573:27, 26581:15, 26590:22, 26590:24
environment [5] - 26561:20, 26570:42, 26582:24, 26592:33, 26593:1
environments [2] - 26560:41, 26569:35
envisaged [1] - 26581:13
equipped [1] - 26560:38
equity [2] - 26560:35, 26567:30
equivalent [1] - 26586:45
essentially [2] - 26565:29, 26566:44
establish [1] - 26558:6
established [5] - 26558:8, 26558:11, 26564:17, 26583:22, 26595:14
et [1] - 26564:43
ethics [1] - 26594:3
event [1] - 26589:25
evidence [16] - 26555:36, 26556:8, 26557:23, 26557:34, 26559:34, 26560:3, 26561:11, 26561:17, 26561:23, 26562:4, 26563:45, 26584:11, 26586:22, 26595:41, 26597:11
exact [1] - 26594:9
exactly [1] - 26566:36
examined [4] - 26555:14, 26555:17, 26555:19, 26555:24
example [11] - 26568:47, 26569:26, 26571:19, 26571:20, 26571:27, 26579:10, 26580:44, 26581:40, 26583:33, 26592:30, 26596:6
except [2] - 26594:8, 26595:13
exception [1] - 26594:10
exceptions [1] - 26575:47
excuse [1] - 26574:27
excused [1] - 26599:18
execution [1] - 26557:38
executive [3] - 26571:34, 26571:35, 26574:4
Executive [2] - 26557:10, 26557:33
exercise [2] - 26569:21, 26571:12
exercised [1] - 26557:13
EXHIBIT [1] - 26564:14
expect [7] - 26561:42, 26569:29, 26569:32, 26571:7, 26573:32, 26574:36, 26575:14
expectation [3] - 26569:20, 26571:33, 26575:27
expectations [1] - 26569:17
expected [6] - 26560:11, 26561:10, 26561:16, 26561:22, 26562:3, 26570:5
expenses [1] - 26585:46
experience [1] - 26569:10
experiences [2] - 26559:7, 26580:10
expertise [1] - 26572:27
experts [1] - 26565:2
explain [6] - 26556:15, 26564:20, 26564:28, 26579:41, 26588:12, 26591:39
explanations [1] - 26566:42
explored [2] - 26561:34, 26585:24
extent [1] - 26568:17
external [1] - 26570:42
extra [1] - 26587:18
extract [1] - 26593:6
extremely [1] - 26580:2
face [1] - 26589:23
facilitated [1] - 26585:20
facilities [1] - 26559:9
fact [7] - 26568:39, 26572:46, 26575:8, 26577:15, 26577:26, 26579:11, 26597:31
factor [1] - 26567:26
facts [1] - 26597:25
failed [2] - 26590:40, 26591:4
fair [1] - 26586:1
fall [1] - 26587:24
familiar [2] - 26588:4, 26596:45
families [1] - 26560:34
family [1] - 26567:28
fantastic [1] - 26590:32
far [6] - 26564:6, 26567:31, 26570:13, 26573:6, 26585:42, 26588:46
Farrer [1] - 26554:24
February [2] - 26563:31, 26563:39
field [1] - 26578:21
fields [1] - 26565:3
figure [1] - 26563:9
fill [1] - 26591:47
final [1] - 26598:9
finalised [1] - 26592:16
finally [1] - 26563:44
fine [1] - 26568:12
finer [1] - 26581:39
finger [1] - 26594:44
fire [1] - 26595:25
firing [1] - 26595:29
first [7] - 26568:46, 26574:20, 26574:21, 26593:1, 26594:26, 26597:38, 26598:13
fit [2] - 26566:46, 26568:42
FITZGERALD [13] - 26572:14, 26572:30, 26572:44, 26579:1, 26579:7, 26581:37, 26582:5, 26582:12, 26582:28, 26582:46, 26583:4, 26583:32, 26583:38
Fitzgerald [1] - 26554:36
Fitzgerald's [1] - 26589:5
flat [1] - 26570:31
focused [2] - 26560:38, 26561:37
follow [10] - 26565:36, 26568:35, 26569:30, 26584:11, 26587:7, 26587:22, 26589:7, 26589:8, 26589:32, 26596:46
followed [2] - 26588:40, 26596:32
following [4] - 26555:37, 26557:22, 26559:44, 26560:46
follows [1] - 26596:19
foot [2] - 26593:21, 26593:45
force [2] - 26571:9, 26596:19
forget [1] - 26594:8
formal [1] - 26579:4
formation [2] - 26559:16, 26581:27
formed [1] - 26555:10
forth [1] - 26567:44
forward [5] - 26566:25, 26566:28, 26572:45, 26577:1, 26585:25
foundational [2] - 26556:40, 26580:26
four [2] - 26571:29, 26597:31
frame [5] - 26566:33, 26566:37, 26570:8, 26570:12, 26570:13
Framework [6] - 26555:39, 26559:45, 26560:13, 26560:16, 26579:39, 26580:10
framework [72] - 26555:40, 26555:43, 26555:45, 26560:16, 26560:18, 26560:21, 26560:25, 26561:2,

F

26561:5, 26561:11, 26561:12, 26564:40, 26565:43, 26566:1, 26566:13, 26566:14, 26566:19, 26566:26, 26566:27, 26566:32, 26566:40, 26567:8, 26567:22, 26567:23, 26567:32, 26567:47, 26568:7, 26568:15, 26568:16, 26568:20, 26568:25, 26568:40, 26568:46, 26569:3, 26569:9, 26569:13, 26569:14, 26569:21, 26569:22, 26569:30, 26569:39, 26569:42, 26570:2, 26570:14, 26570:18, 26570:25, 26570:36, 26570:45, 26570:47, 26571:17, 26573:46, 26574:22, 26574:32, 26574:35, 26574:40, 26575:11, 26575:23, 26575:30, 26576:14, 26576:19, 26577:37, 26580:1, 26580:12, 26580:35, 26586:45, 26587:8, 26587:9, 26591:13, 26592:31

frameworks [4] - 26571:47, 26572:39, 26575:24, 26580:36

FRIDAY [1] - 26599:30

Friday [3] - 26554:27, 26599:22, 26599:27

full [2] - 26562:33, 26597:16

function [1] - 26571:12

functions [1] - 26556:35

funded [2] - 26570:43, 26585:40

funder [2] - 26586:5, 26586:19

future [1] - 26566:9

G

GAIL [1] - 26562:27

Gail [1] - 26562:42

gap [2] - 26591:44, 26591:47

gaps [1] - 26570:19

General [20] - 26556:11, 26556:12, 26557:9, 26557:22, 26557:32, 26557:34, 26557:37, 26558:25, 26562:42, 26563:2, 26590:37, 26590:39, 26590:46, 26591:3, 26591:5, 26591:10, 26591:14, 26596:11, 26596:22

general [5] - 26557:38, 26558:1, 26578:15, 26589:15, 26589:22

generally [2] - 26557:27, 26578:9

geographic [2] - 26558:2, 26558:31

GEYER [61] - 26562:27, 26562:42, 26563:13, 26563:28, 26563:36, 26564:4, 26564:8, 26564:32, 26565:24, 26565:33, 26565:40, 26566:16, 26566:23, 26567:1, 26567:7, 26567:17, 26568:11, 26568:19, 26568:30, 26568:45, 26569:6, 26574:19, 26575:3, 26577:41, 26578:29, 26578:36, 26579:21, 26579:30, 26579:44, 26580:24, 26580:30, 26580:38, 26581:35, 26582:34, 26583:18, 26583:43, 26584:3, 26584:7, 26584:15, 26584:24, 26584:32, 26584:39, 26585:8, 26585:17, 26585:32, 26585:42, 26586:12, 26586:26, 26586:38, 26586:47, 26587:18, 26587:29, 26587:35, 26587:47, 26589:10, 26589:34, 26590:16, 26591:34, 26591:42, 26592:8, 26592:23

Geyer [14] - 26556:10, 26557:33, 26562:23, 26562:40, 26562:42, 26563:7, 26563:23, 26564:20, 26564:28, 26567:20, 26568:8, 26574:15, 26577:36, 26587:44

given [13] - 26559:6, 26565:28, 26567:41, 26570:25, 26570:31, 26574:16, 26578:21, 26579:15, 26584:11, 26587:32, 26587:39, 26596:24, 26596:40

goodwill [2] - 26585:28, 26585:34

governance [10] - 26556:16, 26556:30, 26557:11, 26558:2, 26559:38, 26560:32, 26567:26, 26571:36, 26573:33, 26583:11

governed [3] - 26556:33, 26572:23, 26572:42

governing [3] - 26571:15, 26571:46, 26572:8

Government [3] - 26561:28, 26566:10, 26590:26

government [13] - 26561:31, 26561:41, 26561:42, 26562:4, 26580:21, 26580:28, 26583:45, 26585:5, 26586:4, 26586:16, 26590:22, 26590:24, 26596:36

government-led [1] - 26580:28

government-proposed [1] - 26583:45

government-run [1] - 26580:21

governmental [1] - 26561:32

governments [8] - 26579:13, 26579:35, 26584:12, 26584:27, 26584:35, 26585:11, 26585:14, 26586:19

Governor [1] - 26554:23

Grammar [2] - 26555:21, 26555:22

great [3] - 26585:4, 26592:30, 26597:10

Group [11] - 26564:32, 26565:15, 26565:17, 26565:21, 26565:31, 26566:3, 26566:5, 26568:38, 26568:43, 26581:2

group [1] - 26558:38

Group's [1] - 26568:20

Groups [5] - 26564:17, 26564:29, 26565:5, 26565:17, 26565:21

groups [3] - 26558:41, 26565:7, 26568:38

guess [1] - 26585:8

guide [4] - 26567:9, 26580:9, 26588:18, 26588:21

guided [1] - 26598:5

guidelines [4] - 26559:35, 26561:44, 26561:46, 26597:33

Guidelines [1] - 26559:46

guiding [2] - 26557:12, 26571:36

Guiding [1] - 26586:43

H

handle [1] - 26578:6

happy [2] - 26586:26, 26598:4

harm [2] - 26575:40, 26578:38

harmful [1] - 26555:31

head [1] - 26593:3

headmaster [1] - 26596:13

healthy [1] - 26588:36

hear [9] - 26555:36, 26558:23, 26559:34, 26560:3, 26560:46, 26561:5, 26561:17, 26561:22, 26597:36

Hearing [1] - 26554:19

hearing [11] - 26555:2, 26555:35, 26556:8, 26557:24, 26557:35, 26561:22, 26561:34, 26597:16, 26599:10, 26599:17

hearings [3] - 26555:10, 26555:11, 26597:17

Heather [5] - 26556:12, 26558:24, 26562:23, 26563:1, 26577:42

HEATHER [1] - 26562:29

Helen [1] - 26554:37

help [4] - 26585:13, 26586:28, 26594:34, 26596:4

helpful [3] - 26580:2, 26580:6, 26597:46

hierarchical [2] - 26556:34, 26558:44

high [2] - 26569:20, 26595:6

highlights [2] - 26570:18

hire [1] - 26595:25

hiring [1] - 26595:29

historical [6] - 26576:5, 26576:16, 26576:31, 26576:42, 26577:9, 26577:39

hold [2] - 26572:3, 26588:21

home [3] - 26555:24, 26558:7, 26559:8

Honour [17] - 26555:1, 26562:7, 26562:17, 26562:22, 26564:12, 26583:8, 26585:19, 26594:20, 26594:25, 26595:40, 26595:41, 26596:14, 26596:34, 26597:6, 26597:28, 26598:20, 26599:8

Honours [1] - 26595:46

horizon [1] - 26571:3

Houting [8] - 26556:12, 26558:24, 26562:23, 26562:45, 26563:1, 26563:38, 26591:22, 26592:27

HOUTING [62] - 26562:29, 26563:1, 26563:42, 26569:8, 26569:32, 26570:12, 26570:39, 26571:11, 26571:27, 26571:45, 26572:7, 26572:12, 26572:26, 26573:24, 26573:36, 26573:40, 26573:45, 26574:12, 26575:11, 26575:23, 26575:46, 26576:5, 26576:11, 26576:18, 26576:25, 26576:31, 26576:45, 26577:6, 26577:25, 26577:33, 26578:40, 26578:46, 26579:3, 26581:19, 26581:29, 26582:3, 26582:8, 26582:36, 26582:41, 26583:2, 26583:10, 26583:24, 26583:30, 26586:14, 26587:11, 26587:37, 26588:12, 26588:29, 26588:34, 26588:46, 26589:28, 26589:37, 26590:14, 26590:36, 26591:2, 26591:24, 26592:29, 26592:43, 26593:17, 26593:31,

26593:43, 26594:14
hurdle [1] - 26585:30
hypothetical [1] -
26596:16

I

idea [1] - 26599:25
identified [4] -
26566:44, 26567:5,
26572:15, 26591:44
identifies [1] -
26560:25
identify [5] -
26565:37, 26567:21,
26577:17, 26577:30,
26584:20
identifying [1] -
26577:31
imaginary [1] -
26571:21
imagine [3] - 26570:8,
26570:32, 26590:20
immediately [6] -
26575:35, 26575:38,
26577:7, 26591:2,
26593:46, 26594:5
impact [1] - 26598:30
implement [4] -
26555:42, 26560:7,
26565:42, 26598:39
Implementation [1] -
26566:4
implementation [14] -
26560:42, 26568:7,
26568:8, 26568:11,
26568:14, 26568:16,
26568:22, 26568:27,
26569:43, 26570:14,
26574:21, 26574:22,
26574:24, 26574:36
implemented [8] -
26560:11, 26560:27,
26561:13, 26568:46,
26569:4, 26569:10,
26571:3, 26574:33
implementing [1] -
26559:47
implements [1] -
26560:5
important [6] -
26565:6, 26565:37,
26566:1, 26566:6,
26590:8, 26596:46
importantly [1] -
26594:8
improved [1] -
26560:43
improvement [1] -
26598:43

inapplicable [1] -
26567:15
inaugurated [1] -
26556:18
inauguration [2] -
26556:27, 26559:20
incident [1] -
26575:26
incidents [4] -
26559:15, 26559:21,
26559:24, 26598:1
include [4] -
26555:20, 26558:32,
26558:40, 26579:18
including [4] -
26555:6, 26558:47,
26575:36, 26585:45
incorporate [2] -
26555:42, 26598:8
incorporated [8] -
26571:31, 26571:43,
26571:45, 26572:7,
26572:34, 26572:39,
26582:18, 26594:47
incorrect [1] -
26563:47
independent [17] -
26571:21, 26572:19,
26573:28, 26581:41,
26582:29, 26583:11,
26583:39, 26587:25,
26589:6, 26589:17,
26589:22, 26589:25,
26589:31, 26590:10,
26594:34, 26594:42,
26594:47
independently [6] -
26571:31, 26571:32,
26571:43, 26571:46,
26572:34, 26582:18
indicate [2] -
26576:35, 26579:23
indicated [4] -
26577:42, 26583:8,
26598:3, 26598:12
indicates [2] -
26572:18, 26588:14
indication [1] -
26577:9
indirectly [1] -
26597:21
individual [1] -
26584:35
individuals [1] -
26560:23
influence [3] -
26571:24, 26572:35,
26585:5
influences [1] -
26585:10

inform [1] - 26578:42
information [3] -
26578:34, 26581:4,
26597:46
informed [3] -
26560:35, 26566:7,
26578:11
initial [1] - 26568:46
inquire [1] - 26555:3
inquiry [2] - 26584:44,
26598:2
insights [1] -
26598:41
insist [1] - 26574:9
insists [1] - 26588:40
insofar [3] - 26563:46,
26576:14, 26577:36
instance [2] -
26573:20, 26590:42
instigated [1] -
26593:4
instituted [1] -
26587:41
institution [7] -
26559:5, 26559:23,
26560:31, 26560:44,
26571:22, 26585:47,
26589:20
institutional [6] -
26555:47, 26560:22,
26560:32, 26561:30,
26561:39, 26561:43
Institutional [1] -
26586:44
INSTITUTIONAL [1] -
26554:14
institutions [32] -
26555:12, 26555:18,
26555:41, 26558:6,
26558:9, 26558:10,
26558:14, 26559:6,
26560:7, 26560:19,
26560:26, 26561:32,
26561:42, 26565:45,
26570:10, 26570:33,
26570:40, 26571:2,
26571:14, 26574:34,
26578:1, 26581:30,
26583:6, 26585:43,
26585:44, 26586:15,
26586:24, 26586:34,
26586:35, 26587:23,
26587:33, 26590:31
instruct [2] - 26589:7,
26589:16
instructed [2] -
26587:39, 26590:21
instructing [1] -
26589:14
instruction [1] -

26588:6
instructions [3] -
26596:24, 26596:41,
26596:46
insurance [3] -
26573:28, 26573:31,
26574:13
insurer [3] - 26573:13,
26573:21, 26573:25
insurers [4] -
26573:16, 26573:33,
26574:9, 26574:12
insurmountable [1] -
26585:30
integrated [2] -
26571:38, 26599:2
intended [2] -
26577:38, 26594:20
intent [1] - 26587:20
intention [1] -
26576:23
inter [6] - 26556:33,
26556:34, 26556:38,
26557:5, 26558:45,
26560:4
inter-related [6] -
26556:33, 26556:34,
26556:38, 26557:5,
26558:45, 26560:4
interaction [1] -
26565:16
interest [1] - 26573:33
interesting [1] -
26594:17
interim [10] - 26566:6,
26580:1, 26580:4,
26580:13, 26580:14,
26580:16, 26580:18,
26580:38, 26581:14,
26581:20
Interim [2] - 26579:39,
26580:10
internal [2] -
26579:26, 26588:34
internally [1] -
26579:27
interpretations [1] -
26596:35
INTO [1] - 26554:14
introduced [1] -
26570:45
introductory [1] -
26566:41
invariably [1] -
26590:25
investigation [6] -
26575:16, 26575:18,
26592:15, 26592:16,
26592:21, 26593:47
invited [1] - 26561:31

involved [6] -
26560:35, 26585:29,
26586:8, 26592:34,
26596:27, 26596:47
involvement [2] -
26567:28, 26582:46
involves [1] - 26594:4
involving [5] -
26558:47, 26596:36,
26597:7, 26597:16,
26597:29
issue [17] - 26572:27,
26576:1, 26579:13,
26582:12, 26586:19,
26589:40, 26590:4,
26592:30, 26594:26,
26595:29, 26595:36,
26595:47, 26597:3,
26597:9, 26597:19,
26597:38, 26597:40
issues [5] - 26555:19,
26570:32, 26581:43,
26596:9, 26597:29
items [1] - 26565:37
itself [3] - 26566:14,
26566:43, 26568:1

J

January [2] - 26563:7,
26585:23
Jennifer [1] -
26554:34
job [1] - 26571:35
join [1] - 26561:32
joint [2] - 26563:6,
26563:30
judge [1] - 26597:31
July [1] - 26560:29
June [1] - 26556:19
Jurd [1] - 26595:5
jurisdiction [2] -
26578:17, 26584:26
jurisdictions [3] -
26577:44, 26579:8,
26579:17
Justice [2] - 26554:33,
26554:34

K

keep [1] - 26560:39
key [7] - 26559:42,
26566:28, 26566:44,
26567:21, 26570:27,
26570:32, 26584:21
kind [1] - 26598:24
knowledge [3] -
26560:39, 26587:7,
26597:15

known [5] - 26556:28,
26570:47, 26575:35,
26575:43, 26586:24
knows [1] - 26588:34
Knox [2] - 26555:21,
26555:22

L

lack [2] - 26574:44,
26575:8
lands [1] - 26577:21
language [1] -
26574:8
large [8] - 26572:17,
26578:16, 26582:30,
26583:5, 26583:14,
26583:38, 26586:21,
26586:22
largely [2] - 26582:32,
26591:21
larger [1] - 26586:24
largest [1] - 26556:22
last [13] - 26561:7,
26565:42, 26566:19,
26567:40, 26568:4,
26568:21, 26572:21,
26574:28, 26581:21,
26585:20, 26586:5,
26586:20, 26587:5
law [6] - 26578:2,
26578:3, 26578:4,
26578:33, 26578:42,
26579:28
Law [1] - 26597:23
laws [1] - 26579:5
lawyers [8] -
26588:32, 26589:8,
26589:15, 26589:16,
26590:2, 26590:9,
26590:33
Lay [2] - 26559:46,
26560:1
lay [2] - 26557:2,
26557:3
layperson [1] -
26592:34
leaders [4] - 26579:10,
26579:19, 26598:38
Leaders [2] -
26559:46, 26560:1
leadership [7] -
26557:27, 26557:38,
26560:32, 26567:25,
26578:30, 26592:35,
26592:46
leads [1] - 26591:19
learned [2] -
26597:40, 26598:11
learnt [1] - 26598:39

least [8] - 26565:25,
26565:30, 26572:15,
26576:22, 26580:39,
26587:7, 26590:25,
26597:30
leave [2] - 26567:19,
26573:11
led [4] - 26576:35,
26578:11, 26578:18,
26580:28
legal [7] - 26573:27,
26574:46, 26575:24,
26590:30, 26593:21,
26593:24
legislated [1] -
26570:3
legislation [3] -
26572:41, 26579:9,
26595:15
legislative [2] -
26579:36, 26584:46
lessons [1] - 26598:39
letters [1] - 26583:24
level [12] - 26565:7,
26565:14, 26565:46,
26578:14, 26579:22,
26580:34, 26580:36,
26587:1, 26588:20,
26589:34, 26594:15
Level [1] - 26554:23
levels [1] - 26584:25
leverage [1] - 26583:5
liabilities [1] -
26573:32
life [2] - 26565:10,
26565:18
light [1] - 26568:25
likelihood [1] -
26569:9
likely [4] - 26569:2,
26582:21, 26586:21,
26596:9
limit [3] - 26580:47,
26581:6, 26581:7
line [4] - 26570:1,
26570:35, 26570:36
linkages [1] - 26570:6
listened [1] -
26578:17
litigant [22] -
26561:37, 26587:11,
26587:13, 26587:24,
26587:37, 26588:4,
26588:13, 26588:39,
26589:16, 26590:22,
26590:28, 26590:38,
26590:42, 26594:28,
26596:20, 26596:26,
26596:31, 26596:35,
26596:38, 26596:42,

26596:47, 26597:33
Litigation [3] -
26556:3, 26556:6,
26561:25
litigation [15] -
26555:26, 26556:5,
26561:37, 26561:38,
26586:41, 26587:41,
26588:15, 26589:24,
26589:46, 26590:5,
26590:44, 26596:28,
26597:3, 26597:7,
26597:12
litigators [2] -
26588:37, 26588:38
live [4] - 26572:27,
26576:1, 26579:11,
26579:13
lives [1] - 26598:31
local [1] - 26558:30
locations [1] -
26558:19
look [9] - 26566:9,
26566:40, 26574:23,
26574:31, 26575:29,
26584:5, 26584:19,
26592:1, 26597:44
looked [4] - 26565:47,
26578:27, 26579:28,
26579:46
looking [5] -
26566:12, 26566:42,
26579:8, 26579:36,
26587:4
looks [1] - 26592:10
loosely [1] - 26556:40

M

Macquarie [1] -
26554:23
maintain [1] - 26558:6
maintains [1] -
26561:20
major [1] - 26567:26
majority [1] - 26559:7
managing [1] -
26561:38
mandated [2] -
26570:3, 26570:13
mandatory [13] -
26574:43, 26574:46,
26575:12, 26575:13,
26575:20, 26575:21,
26578:5, 26578:10,
26578:15, 26578:23,
26578:30, 26579:11,
26579:17
manner [1] - 26571:13
manuals [1] -

26570:15
map [1] - 26567:9
March [2] - 26554:27,
26561:7
MARCH [1] - 26599:30
Margaret [1] - 26595:5
material [5] -
26571:37, 26571:38,
26576:26, 26597:43,
26597:45
materials [1] -
26570:16
matter [9] - 26555:10,
26578:14, 26579:33,
26579:40, 26585:35,
26588:47, 26592:13,
26595:36, 26598:11
matters [21] - 26555:9,
26557:11, 26559:38,
26567:40, 26567:43,
26572:39, 26575:16,
26575:17, 26584:46,
26585:24, 26589:42,
26594:25, 26596:26,
26596:27, 26596:36,
26596:37, 26597:7,
26597:16, 26597:17,
26597:30, 26599:15
maximum [1] -
26580:46
McClellan [1] -
26554:33
McMillan [52] -
26556:9, 26557:22,
26562:23, 26562:25,
26562:33, 26562:36,
26563:6, 26563:20,
26563:22, 26563:26,
26563:34, 26564:2,
26564:10, 26566:25,
26566:36, 26567:20,
26567:25, 26567:39,
26568:3, 26568:37,
26570:24, 26572:30,
26572:32, 26573:4,
26573:12, 26573:16,
26575:5, 26577:37,
26578:9, 26579:32,
26581:2, 26581:11,
26582:18, 26582:24,
26582:39, 26583:14,
26583:36, 26584:17,
26584:43, 26585:10,
26585:19, 26585:34,
26586:3, 26586:31,
26587:44, 26588:3,
26589:12, 26590:18,
26591:36, 26598:15,
26598:20
mean [7] - 26575:20,

26576:42, 26584:27,
26585:27, 26587:8,
26594:30, 26598:1
meaning [1] - 26592:5
means [1] - 26558:45
meant [1] - 26580:19
Measures [2] -
26579:39, 26580:11
measures [2] -
26580:2, 26580:5
meet [1] - 26558:21
meeting [4] -
26557:20, 26557:22,
26585:22, 26586:12
meetings [4] -
26557:18, 26558:22,
26557:2, 26557:16,
26558:20
meets [2] - 26557:15,
26557:16
Member [3] -
26591:30, 26591:31,
26591:38
member [2] -
26595:25, 26595:31
members [14] -
26556:9, 26556:24,
26557:2, 26557:16,
26558:28, 26558:35,
26572:38, 26583:16,
26588:9, 26591:45,
26592:4, 26592:25,
26595:18, 26595:21
met [1] - 26586:15
Methodist [1] -
26556:20
microphone [1] -
26564:23
might [18] - 26564:45,
26567:20, 26569:29,
26572:30, 26572:41,
26574:8, 26574:9,
26574:31, 26584:21,
26584:22, 26584:36,
26586:28, 26590:3,
26590:6, 26592:1,
26596:15, 26596:37,
26598:5
million [1] - 26559:28
Milroy [1] - 26554:37
mind [2] - 26567:27,
26573:12
mindful [1] - 26597:30
minimise [3] -
26560:41, 26561:46,
26575:39
minimum [1] -
26580:45
minister [3] -
26586:16, 26593:28,
26593:45

Ministers [1] - 26557:1
ministers [7] - 26558:28, 26558:30, 26579:10, 26591:43, 26592:18, 26592:19, 26592:41
Ministry [2] - 26592:31, 26592:44
ministry [5] - 26556:47, 26558:33, 26593:17, 26593:18, 26593:20
mirror [1] - 26566:44
Misconduct [3] - 26595:45, 26591:39, 26593:12
misconduct [3] - 26559:36, 26593:13, 26593:25
Mission [2] - 26555:25, 26583:33
mission [3] - 26558:2, 26558:29, 26559:40
model [21] - 26561:37, 26587:11, 26587:13, 26587:24, 26587:37, 26588:3, 26588:13, 26588:39, 26589:15, 26590:22, 26590:28, 26590:38, 26594:28, 26596:20, 26596:26, 26596:31, 26596:35, 26596:38, 26596:42, 26596:47, 26597:33
Moderator [2] - 26591:9, 26596:11
modules [1] - 26569:47
moment [4] - 26574:32, 26576:13, 26586:42, 26591:30
Monday [1] - 26568:4
money [1] - 26586:22
monitor [2] - 26555:45, 26561:14
months [1] - 26558:21
moral [3] - 26572:35, 26582:22, 26583:7
morning [1] - 26564:24
most [4] - 26565:37, 26566:37, 26571:2, 26573:45
mostly [1] - 26583:43
move [1] - 26574:42
moved [1] - 26572:45
moving [4] - 26568:6, 26577:47, 26579:38, 26586:40
multiple [1] - 26591:10
Murray [1] - 26554:38
MURRAY [9] - 26573:11, 26573:20, 26573:31, 26573:38, 26573:42, 26574:7, 26583:20, 26583:28, 26586:33
must [2] - 26568:34, 26590:24

N

name [1] - 26571:20
names [1] - 26562:33
National [25] - 26555:38, 26556:10, 26556:11, 26559:44, 26560:12, 26560:15, 26561:26, 26564:16, 26564:29, 26564:32, 26565:15, 26565:17, 26565:20, 26565:31, 26566:3, 26566:5, 26568:20, 26568:38, 26568:43, 26569:15, 26579:39, 26581:2, 26582:13, 26583:46, 26585:3
national [43] - 26556:39, 26557:8, 26559:39, 26560:5, 26564:38, 26564:40, 26565:14, 26565:42, 26566:10, 26566:12, 26566:14, 26566:18, 26566:32, 26566:40, 26567:46, 26568:7, 26568:14, 26569:3, 26569:30, 26569:39, 26569:42, 26574:19, 26574:22, 26574:32, 26575:11, 26575:29, 26576:14, 26576:18, 26576:40, 26577:37, 26579:22, 26580:1, 26580:28, 26580:34, 26580:35, 26584:44, 26585:25, 26586:44, 26586:45, 26587:1, 26587:8, 26587:19
nationally [3] - 26555:40, 26560:17, 26564:34
nature [4] - 26556:44, 26564:28, 26589:45, 26594:15
necessarily [1] - 26583:2
necessary [1] - 26567:42
need [4] - 26585:44, 26588:31, 26592:26, 26593:2
needed [1] - 26585:24
needs [2] - 26566:9, 26592:34
negotiate [1] - 26576:33
nevertheless [2] - 26571:22, 26587:26
new [10] - 26565:47, 26568:25, 26569:3, 26569:9, 26569:21, 26570:21, 26570:24, 26570:45, 26571:37, 26573:42
New [13] - 26557:45, 26581:9, 26583:34, 26586:42, 26587:4, 26594:26, 26594:35, 26595:9, 26596:23, 26596:25, 26596:28, 26596:45, 26597:7
Newington [2] - 26595:13, 26595:15
next [4] - 26574:39, 26580:46, 26599:22, 26599:27
non [5] - 26556:34, 26558:44, 26561:32, 26561:42, 26562:4
non-government [2] - 26561:42, 26562:4
non-governmental [1] - 26561:32
non-hierarchical [2] - 26556:34, 26558:44
normal [1] - 26581:22
normally [3] - 26582:43, 26589:14, 26590:3
Northern [1] - 26557:47
noted [1] - 26559:37
nothing [1] - 26599:6
notice [1] - 26569:24
noticed [1] - 26566:39
notification [1] - 26592:14
notify [2] - 26577:25, 26577:27
November [3] - 26556:1, 26561:28, 26587:6
number [5] - 26556:33, 26559:35, 26583:6, 26597:8, 26597:41
numbers [3] - 26563:18, 26589:19, 26597:47

O

o'clock [1] - 26599:27
obligated [1] - 26583:33
obviously [6] - 26565:36, 26580:34, 26585:4, 26585:27, 26592:5, 26594:11
occasion [2] - 26557:29, 26596:14
occasions [1] - 26597:31
occur [2] - 26556:29, 26560:42
occurred [4] - 26559:8, 26559:22, 26559:25, 26597:15
occurs [2] - 26575:26, 26576:1
offence [1] - 26575:12
offences [1] - 26578:6
offering [1] - 26570:43
office [3] - 26557:21, 26591:16, 26591:17
officer [3] - 26571:34, 26571:35, 26574:4
Officer [2] - 26557:10, 26557:33
often [3] - 26577:6, 26577:8, 26586:5
once [1] - 26557:15
one [42] - 26561:36, 26566:10, 26566:42, 26568:37, 26569:29, 26569:41, 26570:32, 26571:19, 26571:20, 26571:21, 26572:15, 26572:32, 26573:21, 26574:20, 26574:39, 26575:30, 26575:31, 26577:13, 26577:14, 26578:24, 26579:40, 26580:26, 26580:39, 26580:43, 26584:24, 26586:12, 26587:4, 26587:14, 26587:19, 26588:26, 26589:25, 26590:6, 26590:25, 26591:29, 26592:10, 26592:13, 26593:10, 26594:44, 26595:1, 26595:20, 26596:27
ones [1] - 26587:19
ongoing [3] - 26561:18, 26565:37, 26566:3
online [1] - 26560:41
opaque [1] - 26591:17
open [2] - 26584:47, 26598:40
opening [1] - 26597:41
operate [4] - 26558:19, 26569:36, 26572:19, 26575:25
operates [1] - 26588:25
operating [1] - 26582:26
operation [3] - 26565:22, 26588:5, 26596:25
operational [4] - 26565:6, 26565:10, 26565:13, 26592:30
operations [1] - 26569:34
opportunity [4] - 26560:41, 26579:32, 26597:44, 26598:13
opt [2] - 26582:14, 26585:44
orally [1] - 26563:46
ordained [1] - 26556:47
order [2] - 26570:21, 26577:16
orders [1] - 26556:47
ordinary [2] - 26557:20, 26592:5
organisation [3] - 26561:1, 26567:4, 26582:30
organisational [2] - 26569:19, 26599:2
organisations [2] - 26562:5, 26578:6
original [3] - 26566:14, 26566:32, 26567:22
otherwise [1] - 26568:35
ourselves [1] - 26598:38
out-of-home [3] - 26555:24, 26558:7, 26559:8
outcome [1] - 26593:47
outlier [1] - 26583:40
outside [2] - 26572:40, 26595:1
overarching [2] - 26555:39, 26560:17
overlapping [1] -

26558:46
overlaps [1] -
26567:11
oversee [1] - 26557:39
overseeing [2] -
26558:10, 26558:29
overseen [1] -
26589:15
oversight [2] -
26558:39, 26578:6
own [12] - 26571:46,
26572:8, 26573:12,
26573:28, 26578:2,
26579:26, 26580:9,
26580:36, 26581:39,
26581:42, 26582:1,
26595:14

P

page [13] - 26563:8,
26563:16, 26566:43,
26569:42, 26575:30,
26580:44, 26580:46,
26587:15, 26592:10,
26593:11, 26593:20,
26593:22, 26593:41
pages [1] - 26569:41
paid [1] - 26559:28
panel [2] - 26556:8,
26556:9
paper [2] - 26555:29,
26579:33
paragraph [5] -
26563:9, 26563:16,
26575:31, 26580:44,
26587:15
parliament [1] -
26583:22
part [9] - 26566:5,
26568:19, 26573:46,
26584:5, 26585:34,
26589:12, 26589:13,
26589:40, 26589:44
participate [3] -
26560:33, 26577:12,
26592:37
participating [1] -
26592:46
particular [13] -
26566:26, 26566:33,
26569:27, 26570:33,
26571:23, 26572:41,
26574:15, 26584:41,
26584:43, 26584:46,
26589:5, 26591:29,
26593:11
particularly [5] -
26567:39, 26570:41,
26578:22, 26580:4,

26589:20
parties [1] - 26597:28
partners [1] -
26585:21
parts [2] - 26574:23,
26598:44
past [1] - 26597:43
pastors [1] - 26557:3
patent [1] - 26583:25
path [1] - 26577:12
payment [3] -
26580:45, 26580:46,
26581:14
payments [1] -
26585:45
peculiar [1] -
26589:47
pending [1] -
26592:21
people [10] -
26560:36, 26568:37,
26576:32, 26586:21,
26588:31, 26591:15,
26592:35, 26593:17,
26595:9, 26598:31
per [3] - 26559:6,
26559:11, 26586:34
perhaps [10] -
26564:19, 26568:6,
26574:15, 26576:39,
26577:1, 26577:36,
26579:40, 26586:28,
26590:2, 26591:19
period [3] - 26581:26,
26581:46, 26582:25
perpetrator [1] -
26577:30
perpetrators [1] -
26577:18
person [2] - 26577:10,
26577:28
personnel [1] -
26583:6
perspective [2] -
26569:38, 26584:20
persuasion [2] -
26582:22, 26583:7
perversely [1] -
26572:19
Peter [1] - 26554:33
physical [1] -
26560:40
picked [2] - 26567:31,
26570:27
picking [1] - 26564:23
piece [1] - 26570:24
Pitt [2] - 26562:38,
26562:43
pivot [1] - 26570:44
Place [1] - 26554:24

place [9] - 26559:10,
26559:23, 26559:25,
26570:26, 26572:21,
26577:11, 26580:13,
26582:5, 26586:9
places [1] - 26588:38
plaintiff [3] -
26589:46, 26590:43
plan [3] - 26568:22,
26568:28
plans [1] - 26574:16
pleased [1] - 26597:36
pledge [3] - 26598:38,
26598:43, 26599:1
point [10] - 26573:5,
26573:31, 26578:16,
26579:47, 26583:4,
26584:37, 26586:5,
26588:38, 26589:20,
26590:18
pointing [1] -
26578:13
points [1] - 26584:21
police [9] - 26575:37,
26576:27, 26576:36,
26577:16, 26577:25,
26577:27, 26592:14,
26592:16, 26592:21
policies [32] -
26555:3, 26555:14,
26555:25, 26559:35,
26559:42, 26560:7,
26560:22, 26560:27,
26560:43, 26564:42,
26567:29, 26567:44,
26568:24, 26568:41,
26569:16, 26569:25,
26569:30, 26569:46,
26570:15, 26570:28,
26570:35, 26570:37,
26571:25, 26572:4,
26572:5, 26572:8,
26572:40, 26578:11,
26579:23, 26598:15,
26598:44
Policy [6] - 26555:38,
26559:44, 26559:46,
26560:12, 26560:16,
26591:39
policy [30] - 26557:39,
26559:40, 26560:5,
26560:10, 26567:47,
26568:35, 26570:19,
26575:42, 26580:27,
26589:24, 26590:23,
26590:24, 26590:28,
26591:4, 26591:29,
26591:40, 26591:45,
26591:46, 26592:1,
26592:45, 26594:27,

26594:30, 26596:20,
26596:25, 26596:27,
26596:29, 26596:38,
26596:42, 26596:47
political [1] -
26584:34
position [24] -
26562:34, 26574:46,
26574:47, 26576:8,
26578:4, 26578:21,
26578:30, 26578:34,
26578:42, 26579:4,
26579:16, 26580:30,
26581:25, 26581:41,
26581:47, 26583:34,
26584:11, 26585:39,
26588:22, 26588:29,
26590:20, 26592:46,
26593:21, 26595:43
positioned [1] -
26570:44
positions [1] -
26593:18
posture [3] -
26588:15, 26588:22,
26589:1
potential [1] -
26561:46
power [7] - 26558:6,
26592:26, 26592:39,
26592:43, 26593:3,
26596:8
practice [12] -
26568:34, 26569:18,
26570:19, 26571:1,
26571:12, 26572:5,
26576:26, 26581:22,
26588:26, 26590:30,
26592:45, 26598:46
practices [14] -
26567:29, 26568:24,
26568:41, 26569:16,
26569:46, 26570:15,
26570:29, 26570:36,
26572:8, 26572:40,
26577:14, 26578:10,
26598:44, 26599:2
pre-1977 [2] -
26581:26, 26581:30
predates [1] -
26584:44
predecessor [1] -
26598:26
premises [1] -
26580:27
prepared [1] -
26589:31
Presbyterian [1] -
26556:21
Presbyteries [2] -

26558:27, 26558:28
Presbytery [1] -
26556:41
presbytery [1] -
26558:31
present [3] -
26560:30, 26596:23,
26598:6
President [8] -
26556:9, 26557:9,
26557:21, 26557:23,
26557:26, 26562:36,
26591:9
President-elect [1] -
26557:21
preventing [1] -
26555:23
previous [6] -
26555:13, 26555:17,
26555:34, 26569:10,
26569:22, 26582:9
previously [1] -
26579:14
principal [1] -
26596:13
principle [2] -
26586:3, 26593:1
principles [27] -
26560:25, 26561:38,
26562:5, 26570:22,
26580:4, 26586:47,
26587:11, 26587:13,
26587:16, 26587:18,
26587:26, 26587:37,
26587:42, 26588:4,
26588:14, 26588:18,
26588:39, 26588:40,
26588:44, 26589:8,
26589:32, 26590:11,
26590:32, 26590:38,
26590:45, 26591:14
Principles [2] -
26586:43, 26587:15
priorities [1] - 26599:1
private [6] - 26559:3,
26559:6, 26559:9,
26559:12, 26581:43,
26590:31
problem [3] -
26570:40, 26572:14,
26589:44
problematic [1] -
26555:31
procedure [1] -
26589:16
procedures [12] -
26555:3, 26555:14,
26555:25, 26559:35,
26560:8, 26560:27,
26560:44, 26564:42,

26569:17, 26569:19,
26578:2, 26591:43
proceeding [1] -
26593:45
proceedings [6] -
26593:21, 26593:24,
26593:37, 26594:6,
26596:31, 26596:40
process [15] -
26568:42, 26570:9,
26570:21, 26576:35,
26577:7, 26577:13,
26580:41, 26581:23,
26582:43, 26585:30,
26594:3, 26595:29,
26597:4, 26597:23,
26597:26
processes [9] -
26560:37, 26567:29,
26569:16, 26579:27,
26579:47, 26580:14,
26586:9, 26591:6,
26593:46
professional [1] -
26591:20
professionals [1] -
26598:41
Professor [1] -
26554:37
programs [1] -
26569:46
progress [6] -
26573:1, 26573:2,
26573:4, 26573:7,
26582:10, 26589:14
progressing [1] -
26595:36
projects [1] -
26565:30
promote [1] -
26559:40
promoted [1] -
26560:35
promotes [1] -
26560:5
promulgate [1] -
26571:36
promulgated [3] -
26565:43, 26569:15,
26571:40
promulgated" [1] -
26568:11
promulgation [1] -
26573:47
proper [1] - 26571:25
properly [1] -
26589:42
property [2] -
26571:30, 26572:20
proposals [1] -
26573:43
proposed [3] -
26555:41, 26555:44,
26583:45
protect [1] - 26598:28
protection [1] -
26555:5
provide [5] -
26555:39, 26558:16,
26560:17, 26564:41,
26578:5
provided [5] -
26559:15, 26575:32,
26592:11, 26593:41,
26596:29
provider [1] -
26555:28
providers [1] -
26558:8
provision [2] -
26566:33, 26592:18
provisions [2] -
26566:41, 26570:4
Public [1] - 26554:19
public [6] - 26555:2,
26555:10, 26555:35,
26561:34, 26589:22
publication [1] -
26560:47
publicised [1] -
26570:47
published [1] -
26560:29
pursued [2] -
26569:22, 26590:5
pursuing [2] -
26571:25, 26589:47
pursuit [1] - 26589:24
put [5] - 26568:3,
26569:42, 26580:13,
26592:20, 26597:9
puts [1] - 26592:5

Q

Queensland [19] -
26555:27, 26555:30,
26556:13, 26557:45,
26558:25, 26563:2,
26563:10, 26568:47,
26569:37, 26571:28,
26573:20, 26573:27,
26575:15, 26576:25,
26576:40, 26581:19,
26581:33, 26587:40,
26588:36
questions [1] -
26591:27
quickly [1] - 26570:45
quite [5] - 26570:9,
26583:5, 26583:28,
26588:25, 26597:25

R

raise [2] - 26572:14,
26598:14
raised [3] - 26581:43,
26595:30, 26597:6
range [1] - 26579:35
rather [3] - 26570:34,
26571:8, 26595:5
rationale [1] -
26569:13
re [1] - 26561:47
re-traumatisation [1] -
26561:47
reached [1] - 26578:4
read [5] - 26565:9,
26566:43, 26576:15,
26576:22, 26580:17
real [1] - 26597:2
really [6] - 26572:10,
26574:31, 26583:38,
26588:31, 26588:41,
26593:3
realm [1] - 26596:15
reason [2] - 26569:13,
26570:20
reasonably [1] -
26587:7
receive [3] - 26561:42,
26561:43, 26577:7
received [3] -
26577:15, 26577:26,
26577:27
recent [2] - 26573:45,
26597:8
recently [2] -
26560:10, 26585:23
recitation [1] -
26597:24
recognise [3] -
26557:2, 26588:16,
26599:13
recommendations [5]
- 26556:2, 26556:4,
26561:23, 26561:36,
26581:3
recommended [2] -
26561:41, 26587:23
Redress [12] -
26555:47, 26556:3,
26556:6, 26561:24,
26561:26, 26561:29,
26566:4, 26579:39,
26580:11, 26582:13,
26583:46, 26585:3
redress [23] -
26555:26, 26566:4,
26566:6, 26566:8,
26569:26, 26579:38,
26579:45, 26580:2,
26580:4, 26580:9,
26580:14, 26580:21,
26580:28, 26580:38,
26580:40, 26581:13,
26581:20, 26581:39,
26581:42, 26585:14,
26585:21, 26585:22
refer [2] - 26555:4,
26593:9
referable [1] - 26598:1
reference [1] -
26565:9
referred [4] -
26563:17, 26597:31,
26597:41, 26598:13
referring [3] -
26566:34, 26566:36,
26587:16
reflect [2] - 26571:16,
26598:45
regard [9] - 26574:16,
26574:45, 26578:5,
26579:28, 26580:43,
26588:5, 26589:2,
26591:27, 26593:21
regarding [2] -
26569:47, 26593:35
regardless [1] -
26575:42
regional [2] -
26556:39, 26557:43
registration [1] -
26570:5
regular [1] - 26570:17
regularly [1] -
26598:44
regulated [1] -
26570:43
regulation [3] -
26563:16, 26592:40,
26593:41
regulations [4] -
26567:42, 26591:42,
26593:7
regulatory [1] -
26569:35
relate [4] - 26559:7,
26559:27, 26559:29,
26567:43
related [12] -
26556:33, 26556:34,
26556:38, 26557:5,
26558:33, 26558:45,
26560:4, 26560:24,
26585:46, 26595:10,
26595:12, 26595:13
relating [2] -
26591:45, 26593:24
relation [23] - 26555:5,
26555:37, 26559:15,
26559:25, 26561:37,
26569:24, 26572:2,
26581:25, 26581:41,
26582:29, 26583:5,
26583:40, 26584:36,
26585:35, 26587:14,
26590:9, 26592:18,
26592:19, 26592:25,
26594:27, 26596:24,
26597:24, 26599:14
relational [1] -
26572:34
relationship [3] -
26571:38, 26574:1,
26575:15
relationships [3] -
26571:29, 26574:3,
26578:22
relatively [2] -
26570:31, 26570:45
release [2] - 26581:15,
26581:23
releasing [1] -
26581:15
relevant [3] -
26564:46, 26577:3,
26596:10
religion [2] -
26579:10, 26579:18
religious [1] -
26579:10
reluctant [1] - 26574:8
remain [1] - 26598:40
remind [2] - 26586:20,
26586:28
removed [1] -
26562:10
renew [1] - 26598:44
repeals [1] - 26580:20
report [20] - 26556:3,
26556:6, 26561:24,
26566:28, 26567:12,
26567:31, 26571:14,
26571:16, 26577:3,
26577:8, 26577:13,
26577:15, 26577:22,
26577:23, 26578:34,
26580:8, 26587:22,
26598:3, 26598:9
report-backs [1] -
26571:16
reported [7] - 26559:4,
26559:10, 26559:22,
26575:16, 26575:27,
26575:36, 26576:26
reporters [1] -
26579:11

reporting [13] - 26555:6, 26555:23, 26571:33, 26574:43, 26574:46, 26575:12, 26575:13, 26576:5, 26578:5, 26578:7, 26578:10, 26578:15, 26578:23, 26578:31, 26579:17
reports [2] - 26559:6, 26559:7
represent [2] - 26557:28, 26588:42
representative [1] - 26595:22
representatives [4] - 26555:37, 26561:10, 26562:3, 26565:2
represented [1] - 26589:23
representing [2] - 26587:32, 26590:23
represents [1] - 26559:11
request [1] - 26559:14
requested [1] - 26557:30
requests [1] - 26580:40
require [4] - 26557:41, 26578:33, 26579:9, 26585:28
required [4] - 26560:25, 26569:45, 26579:27, 26583:41
requirements [3] - 26570:5, 26579:17, 26587:24
requires [6] - 26557:29, 26578:3, 26588:43, 26590:1, 26592:13, 26597:24
resolution [1] - 26562:6
resort [2] - 26586:5, 26586:20
respect [6] - 26555:12, 26564:42, 26567:40, 26567:43, 26581:32, 26596:22
respected [1] - 26560:36
respond [6] - 26560:37, 26564:35, 26579:32, 26587:27, 26588:27, 26590:2
respondent [1] - 26593:26
Responding [1] - 26586:43
responding [4] - 26555:6, 26555:23, 26561:44, 26587:9
response [10] - 26555:15, 26555:21, 26555:29, 26555:46, 26556:1, 26556:4, 26561:18, 26564:18, 26588:19, 26588:21
responses [2] - 26562:1, 26584:26
RESPONSES [1] - 26554:15
responsibilities [3] - 26558:12, 26558:46, 26558:47
responsibility [8] - 26556:35, 26557:11, 26559:38, 26559:39, 26560:6, 26573:26, 26590:36, 26591:13
responsible [5] - 26558:1, 26558:10, 26558:29, 26558:39, 26591:15
result [1] - 26560:3
reveals [1] - 26559:19
Reverend [7] - 26556:12, 26558:24, 26562:45, 26563:38, 26573:21, 26591:22, 26592:27
REVEREND [61] - 26563:1, 26563:42, 26569:8, 26569:32, 26570:12, 26570:39, 26571:11, 26571:27, 26571:45, 26572:7, 26572:12, 26572:26, 26573:24, 26573:36, 26573:40, 26573:45, 26574:12, 26575:11, 26575:23, 26575:46, 26576:5, 26576:11, 26576:18, 26576:25, 26576:31, 26576:45, 26577:6, 26577:25, 26577:33, 26578:40, 26578:46, 26579:3, 26581:19, 26581:29, 26582:3, 26582:8, 26582:36, 26582:41, 26583:2, 26583:10, 26583:24, 26583:30, 26586:14, 26587:11, 26587:37, 26588:12, 26588:29, 26588:34, 26588:46, 26589:28, 26589:37, 26590:14, 26590:36, 26591:2, 26591:24, 26592:29, 26592:43, 26593:17, 26593:43, 26594:14
revert [1] - 26582:8
review [9] - 26555:11, 26561:1, 26566:25, 26566:27, 26566:33, 26566:37, 26570:17, 26570:20
reviewed [1] - 26560:43
revise [1] - 26574:37
revised [13] - 26561:5, 26565:42, 26566:1, 26566:18, 26566:40, 26567:8, 26567:22, 26568:20, 26568:25, 26570:18, 26574:29, 26574:40, 26587:5
revisited [1] - 26555:34
Ringtail [5] - 26575:30, 26580:44, 26587:14, 26592:10, 26593:11
rise [2] - 26578:23, 26597:2
risk [2] - 26575:40, 26578:38
Robert [1] - 26554:36
role [4] - 26556:44, 26579:42, 26591:40, 26595:41
roles [1] - 26556:35
roll [1] - 26568:28
roll-out [1] - 26568:28
rolled [1] - 26568:22
ROYAL [1] - 26554:14
Royal [47] - 26555:2, 26555:9, 26555:12, 26555:20, 26555:28, 26555:36, 26556:2, 26556:5, 26558:23, 26559:4, 26559:14, 26559:19, 26559:34, 26560:29, 26560:46, 26561:12, 26561:16, 26561:19, 26561:24, 26564:18, 26564:33, 26564:36, 26564:46, 26565:8, 26565:26, 26566:29, 26566:45, 26567:4, 26567:40, 26567:43, 26570:47, 26572:37, 26574:20, 26579:44, 26580:8, 26581:3, 26582:26, 26584:45, 26586:4, 26587:23, 26591:44, 26597:33, 26597:46, 26598:4, 26598:5, 26598:14, 26598:40
run [3] - 26575:26, 26580:21, 26597:25
running [1] - 26581:20
RUTH [1] - 26562:29
Ruth [1] - 26563:1

S

Safe [6] - 26555:38, 26559:44, 26560:12, 26560:16, 26592:31, 26592:44
safe [9] - 26555:6, 26560:30, 26560:39, 26560:42, 26560:44, 26560:47, 26561:20, 26567:4, 26593:1
safety [5] - 26555:40, 26560:18, 26560:31, 26564:42, 26592:33
SC [1] - 26554:42
schedule [1] - 26565:28
Scheme [6] - 26555:47, 26561:26, 26561:29, 26582:13, 26583:46, 26585:3
scheme [17] - 26561:33, 26566:10, 26580:21, 26580:28, 26580:40, 26581:6, 26581:14, 26581:20, 26583:47, 26584:5, 26584:13, 26584:22, 26584:36, 26585:25, 26585:40, 26586:10
schemes [5] - 26566:7, 26569:38, 26580:14, 26580:39, 26585:22
School [4] - 26555:21, 26555:23, 26558:42, 26571:21
school [28] - 26555:32, 26571:19, 26571:24, 26571:39, 26572:19, 26572:40, 26582:1, 26582:18, 26582:42, 26589:17, 26590:8, 26595:6, 26595:13, 26595:17, 26595:18, 26595:20, 26595:21, 26595:23, 26595:31, 26596:7, 26596:12, 26596:13, 26596:19, 26596:32
school's [1] - 26590:9
schools [44] - 26558:7, 26558:16, 26559:8, 26570:3, 26571:28, 26571:30, 26571:37, 26571:42, 26571:45, 26572:3, 26572:7, 26572:16, 26572:17, 26572:20, 26572:23, 26572:34, 26572:38, 26572:41, 26572:47, 26573:6, 26573:28, 26574:1, 26581:41, 26582:29, 26583:11, 26583:21, 26583:25, 26583:40, 26589:6, 26589:7, 26589:19, 26589:25, 26589:31, 26589:38, 26590:5, 26590:10, 26594:34, 26594:42, 26594:47, 26595:8, 26595:10, 26595:16, 26595:17, 26596:28
Schools [2] - 26571:34, 26574:4
screen [2] - 26569:41, 26575:31
second [4] - 26574:26, 26574:28, 26589:4, 26597:40
secretary [1] - 26589:15
Secretary [19] - 26556:11, 26556:12, 26557:9, 26557:32, 26557:34, 26557:37, 26558:25, 26562:43, 26563:2, 26590:37, 26590:39, 26590:47, 26591:3, 26591:4, 26591:5, 26591:11, 26591:14, 26596:12, 26596:22
section [1] - 26593:11
see [7] - 26565:43, 26567:11, 26574:22, 26577:38, 26577:43, 26578:26, 26587:5
seek [3] - 26580:18, 26598:34, 26598:43
seem [2] - 26581:45, 26592:27
senior [2] - 26555:36, 26561:10
sense [1] - 26580:26
sensitive [2] - 26570:41, 26575:24
sentences [1] - 26567:21
separate [1] - 26556:27

separately [2] - 26572:7, 26572:39
September/October [1] - 26581:21
seriously [2] - 26560:34, 26578:12
service [2] - 26558:19, 26598:46
services [5] - 26555:28, 26558:16, 26558:31, 26560:24, 26570:44
session [1] - 26559:9
sessions [3] - 26559:4, 26559:12, 26581:44
set [9] - 26559:39, 26562:5, 26564:32, 26564:38, 26565:5, 26565:12, 26580:38, 26587:26, 26596:26
sets [2] - 26556:29, 26570:21
settlement [1] - 26559:29
settlements [1] - 26581:22
several [1] - 26581:22
SEXUAL [1] - 26554:15
sexual [30] - 26555:7, 26555:15, 26555:22, 26555:24, 26555:31, 26559:4, 26559:8, 26559:10, 26559:16, 26559:21, 26559:27, 26559:29, 26559:36, 26559:43, 26560:38, 26561:30, 26561:39, 26561:43, 26561:45, 26562:6, 26573:32, 26575:12, 26581:16, 26590:43, 26593:13, 26593:14, 26593:25, 26594:11, 26597:2, 26598:24
Sexual [6] - 26559:45, 26586:44, 26591:38, 26593:12
shall [1] - 26555:4
Shalom [1] - 26555:30
short [1] - 26598:15
shortly [3] - 26556:45, 26563:5, 26564:32
show [1] - 26589:19
side [1] - 26596:37
significant [6] - 26567:3, 26567:7, 26567:27, 26572:36, 26573:8, 26588:14
significantly [2] - 26570:42, 26583:26
similar [1] - 26592:18
simply [1] - 26598:1
sincerely [1] - 26598:23
single [1] - 26561:25
sit [1] - 26565:3
situation [2] - 26576:41, 26589:17
six [1] - 26557:44
skills [1] - 26560:39
slightly [2] - 26566:45, 26595:15
solicitor [1] - 26590:21
Solicitor [2] - 26590:26, 26590:27
solicitors [2] - 26587:32, 26596:30
Someone [1] - 26594:44
someone [3] - 26576:42, 26578:33, 26597:1
sometimes [3] - 26569:32, 26594:1, 26596:36
somewhat [1] - 26590:2
sorry [8] - 26564:10, 26575:46, 26582:41, 26588:12, 26594:40, 26594:46, 26598:28, 26598:32
sort [1] - 26570:8
South [14] - 26557:45, 26557:47, 26581:9, 26583:34, 26586:42, 26587:4, 26594:26, 26594:35, 26595:9, 26596:23, 26596:25, 26596:28, 26596:45, 26597:7
space [1] - 26589:44
speaking [1] - 26588:47
specific [2] - 26574:30, 26574:38
specifically [3] - 26566:13, 26581:32, 26590:34
specify [1] - 26583:15
speculative [1] - 26596:16
spiritual [1] - 26557:26
staff [3] - 26557:40, 26560:38, 26598:4
staffed [2] - 26564:47, 26565:1
stage [3] - 26587:39, 26589:41, 26597:26
stance [1] - 26588:14
stand [1] - 26592:21
standards [3] - 26555:6, 26560:42, 26591:20
Standing [15] - 26558:22, 26559:42, 26561:7, 26565:41, 26566:20, 26567:35, 26567:41, 26568:21, 26571:15, 26580:12, 26580:19, 26588:13, 26588:22, 26590:37, 26595:19
standing [1] - 26557:15
start [3] - 26564:16, 26564:20, 26566:43
starts [2] - 26566:42, 26591:29
state [16] - 26556:40, 26557:43, 26562:33, 26569:34, 26571:16, 26572:41, 26572:44, 26579:12, 26584:25, 26584:26, 26584:30, 26584:35, 26586:16, 26589:37
state-by-state [1] - 26589:37
statement [11] - 26563:6, 26563:8, 26563:23, 26563:30, 26563:31, 26563:38, 26563:44, 26563:47, 26583:12, 26591:21, 26598:16
Statement [1] - 26587:15
states [7] - 26556:32, 26561:31, 26574:45, 26575:8, 26575:25, 26584:35, 26586:15
statistics [1] - 26597:41
status [2] - 26579:41, 26587:47
statute [1] - 26583:21
statutory [2] - 26575:37, 26587:24
stepping [1] - 26595:40
steps [8] - 26555:41, 26555:44, 26561:17, 26575:39, 26588:42, 26589:6, 26589:30, 26595:32
Stewart [3] - 26554:42, 26564:23, 26582:13
STEWART [103] - 26555:1, 26562:14, 26562:22, 26562:31, 26562:33, 26562:40, 26562:45, 26563:5, 26563:15, 26563:22, 26563:30, 26563:38, 26563:44, 26564:6, 26564:12, 26564:16, 26564:26, 26565:20, 26565:28, 26565:35, 26566:12, 26566:18, 26566:31, 26566:39, 26567:3, 26567:14, 26567:19, 26567:34, 26567:46, 26568:6, 26568:14, 26568:27, 26568:34, 26569:2, 26569:24, 26569:41, 26570:31, 26571:6, 26571:19, 26571:42, 26572:2, 26572:10, 26574:15, 26574:42, 26575:7, 26575:20, 26575:29, 26576:3, 26576:8, 26576:13, 26576:21, 26576:29, 26576:39, 26576:47, 26577:20, 26577:30, 26577:36, 26577:47, 26578:20, 26578:33, 26578:38, 26578:44, 26579:26, 26579:35, 26580:16, 26580:26, 26580:34, 26580:43, 26581:9, 26581:13, 26581:25, 26581:32, 26583:45, 26584:5, 26584:9, 26584:19, 26584:29, 26584:34, 26584:41, 26585:39, 26586:8, 26586:40, 26587:4, 26587:13, 26587:22, 26587:31, 26587:44, 26588:8, 26590:20, 26590:42, 26591:19, 26591:26, 26591:38, 26592:4, 26592:10, 26592:25, 26592:39, 26593:6, 26593:20, 26593:33, 26594:8, 26594:17, 26599:25
stick [1] - 26574:8
sticking [1] - 26586:5
still [5] - 26567:47, 26573:1, 26584:47, 26594:2, 26594:3
stood [2] - 26592:36, 26593:45
stop [2] - 26591:12
strategic [1] - 26565:14
Street [3] - 26562:38, 26562:43, 26563:3
strict [1] - 26596:40
strong [1] - 26586:36
strongly [1] - 26567:32
structure [8] - 26556:15, 26556:30, 26558:45, 26560:4, 26570:31, 26583:28, 26583:39, 26589:21
structures [1] - 26571:47
Stuart [4] - 26556:9, 26557:22, 26562:23, 26562:36
STUART [1] - 26562:25
students [1] - 26555:31
studies [4] - 26555:17, 26555:20, 26555:34, 26598:12
Study [6] - 26554:19, 26555:21, 26555:23, 26555:25, 26555:29, 26596:1
study [3] - 26555:2, 26555:13, 26572:16
sub [1] - 26567:14
sub-elements [1] - 26567:14
subject [12] - 26555:10, 26558:5, 26567:47, 26570:16, 26581:43, 26590:22, 26590:28, 26591:5, 26593:40, 26594:27, 26595:47, 26597:10
submission [2] - 26579:3, 26579:45
submissions [2] - 26555:18, 26555:27
subsequently [1] - 26560:26
success [1] - 26568:15
sued [1] - 26589:26
suffer [1] - 26598:35
suffered [1] - 26598:24
suitable [1] - 26560:36
suite [1] - 26570:28

suites [2] - 26569:29, 26569:45
sum [1] - 26586:22
Sunday [1] - 26558:42
supplied [1] - 26581:5
support [3] - 26574:47, 26586:33, 26598:46
supported [2] - 26560:37, 26561:23
supportive [1] - 26583:47
supports [1] - 26578:9
suppose [4] - 26569:29, 26575:7, 26584:34, 26589:5
supposed [1] - 26591:31
Supreme [2] - 26596:29, 26597:29
surface [1] - 26590:5
surfaced [1] - 26590:4
survivor [10] - 26575:44, 26576:35, 26577:22, 26577:26, 26577:31, 26577:34, 26578:11, 26590:43, 26597:11, 26597:12
survivor's [1] - 26597:9
survivor-led [1] - 26576:35
survivors [8] - 26555:47, 26561:29, 26578:12, 26578:17, 26580:6, 26585:46, 26586:23, 26598:41
suspended [1] - 26593:46
sworn [3] - 26562:25, 26562:27, 26562:29
Sydney [4] - 26554:24, 26562:38, 26562:43, 26583:33
Synod [21] - 26556:13, 26557:45, 26557:46, 26557:47, 26558:1, 26558:8, 26558:9, 26558:22, 26558:23, 26558:25, 26563:10, 26564:29, 26565:5, 26565:17, 26565:21, 26586:43, 26595:19
synod [67] - 26560:22, 26563:2, 26564:17, 26568:38, 26568:47, 26569:14, 26569:17, 26569:19, 26569:27, 26569:45, 26570:15, 26570:20, 26571:15, 26571:23, 26571:24, 26571:29, 26571:33, 26571:34, 26571:46, 26572:3, 26573:26, 26573:27, 26575:14, 26578:13, 26580:36, 26580:39, 26580:40, 26581:9, 26582:30, 26583:15, 26583:16, 26583:34, 26584:47, 26587:38, 26587:40, 26588:3, 26588:5, 26588:13, 26588:20, 26588:21, 26588:26, 26589:14, 26589:34, 26589:40, 26590:37, 26590:47, 26593:12, 26593:44, 26594:47, 26595:10, 26595:13, 26595:14, 26595:17, 26595:22, 26595:25, 26595:28, 26595:30, 26595:35, 26595:37, 26596:6, 26596:8, 26596:10, 26596:18, 26596:23, 26596:28
synod's [2] - 26588:18, 26594:30
synods [16] - 26555:43, 26555:45, 26557:44, 26558:5, 26565:45, 26568:40, 26569:25, 26570:9, 26570:27, 26570:34, 26573:14, 26580:13, 26581:5, 26581:38, 26588:1, 26597:44
Synods [14] - 26556:39, 26557:43, 26558:15, 26558:21, 26561:13, 26565:6, 26573:9, 26573:16, 26577:43, 26577:45, 26580:35, 26580:38, 26587:2, 26587:31
system [1] - 26585:15

T

tab [11] - 26563:5, 26563:30, 26563:39, 26563:44, 26565:28, 26566:41, 26575:30, 26579:38, 26587:5, 26591:29, 26593:6
table [1] - 26563:9
Task [17] - 26564:17, 26564:29, 26564:32, 26565:5, 26565:15, 26565:17, 26565:21, 26565:31, 26566:3, 26566:5, 26568:20, 26568:38, 26568:43, 26581:2
task [2] - 26565:7, 26568:38
tasks [2] - 26557:13, 26558:46
Tasmania [1] - 26557:46
Tasmanian [1] - 26584:47
teacher/preacher [1] - 26578:23
ten [1] - 26594:42
tend [2] - 26570:42, 26574:3
tender [2] - 26563:6, 26564:12
TENDER [1] - 26564:14
terminated [1] - 26596:8
terms [10] - 26565:9, 26566:32, 26566:43, 26577:17, 26581:40, 26591:12, 26594:47, 26596:6, 26596:25, 26597:47
territories [3] - 26561:31, 26574:45, 26575:9
territory [1] - 26556:40
Territory [1] - 26557:46
text [1] - 26566:32
theirs [1] - 26580:41
themselves [4] - 26570:34, 26574:9, 26587:26
they've [1] - 26574:27
thinking [5] - 26565:8, 26568:40, 26570:37, 26572:21, 26580:47
third [2] - 26556:22, 26598:11
third-largest [1] - 26556:22
three [8] - 26555:36, 26556:19, 26556:27, 26557:15, 26557:16, 26562:22, 26594:25, 26599:12
throughout [5] - 26558:37, 26565:44, 26568:23, 26568:24, 26580:32
TO [2] - 26554:15, 26599:29
today [1] - 26599:15
together [3] - 26558:35, 26565:12, 26566:7
tool [1] - 26574:29
tools [6] - 26569:16, 26570:16, 26592:32, 26592:44, 26593:4
top [3] - 26580:46, 26586:35, 26592:11
topic [4] - 26573:11, 26574:43, 26591:20, 26594:17
topics [2] - 26555:38, 26594:20
total [1] - 26597:47
towards [1] - 26588:15
Tower [1] - 26554:23
training [5] - 26560:40, 26569:47, 26570:16, 26574:35, 26595:6
transposition [1] - 26563:17
trauma [1] - 26578:11
traumatisation [1] - 26561:47
treated [1] - 26597:13
trends [1] - 26577:17
trial [2] - 26597:16, 26597:19
true [4] - 26563:23, 26563:32, 26563:40, 26585:8
truly [1] - 26598:32
trust [2] - 26571:30, 26572:20
try [4] - 26564:26, 26577:20, 26589:30
trying [1] - 26583:4
Tuesday [1] - 26568:4
turn [2] - 26557:5, 26566:39
two [7] - 26556:47, 26563:7, 26567:27, 26574:19, 26574:29, 26590:25, 26595:20
types [1] - 26578:22
26573:26, 26578:7, 26580:40, 26581:14, 26583:21, 26587:24, 26593:14
understood [3] - 26583:46, 26588:41, 26589:2
undertaken [2] - 26565:30, 26574:19
undoubtedly [2] - 26582:14, 26590:4
unified [1] - 26572:47
uniform [1] - 26560:5
uniformity [4] - 26569:26, 26574:45, 26574:47, 26575:8
union [3] - 26556:19, 26556:29, 26598:25
Union [3] - 26556:20, 26556:29, 26556:32
unit [2] - 26575:16, 26575:18
Uniting [35] - 26555:4, 26555:27, 26556:18, 26558:17, 26558:35, 26562:37, 26564:35, 26564:39, 26567:15, 26572:17, 26572:22, 26572:37, 26573:13, 26574:2, 26574:23, 26579:15, 26579:45, 26579:47, 26580:3, 26580:5, 26580:31, 26581:27, 26581:35, 26581:45, 26582:14, 26582:15, 26582:31, 26582:41, 26583:39, 26583:47, 26589:25, 26590:7, 26594:35, 26595:9, 26598:22
unless [3] - 26570:13, 26588:39, 26590:33
unlike [1] - 26555:11
unlikely [1] - 26582:25
unnecessarily [1] - 26561:47
unrelated [1] - 26594:11
up [20] - 26557:21, 26564:24, 26564:32, 26564:38, 26565:5, 26565:12, 26567:31, 26568:3, 26568:31, 26569:42, 26570:27, 26572:10, 26577:43, 26578:16, 26580:27, 26580:36, 26580:38, 26581:38, 26591:30, 26594:44
Updated [1] -

26559:45
upper [3] - 26580:47,
26581:6, 26581:7
upshot [1] - 26567:46
useful [1] - 26569:2
utilise [1] - 26592:45

V

values [2] - 26562:5,
26598:29
values-based [1] -
26562:5
variety [1] - 26583:10
various [12] -
26555:43, 26555:45,
26556:35, 26560:6,
26560:11, 26561:13,
26565:3, 26579:8,
26580:13, 26584:25,
26584:26, 26599:15
vary [1] - 26583:15
varying [1] - 26591:10
verb [1] - 26568:9
version [1] - 26570:25
via [2] - 26574:3,
26574:4
victim [1] - 26575:43
Victoria [3] -
26557:46, 26584:44,
26584:46
view [3] - 26573:31,
26585:39, 26590:44
views [2] - 26581:5,
26596:39
vigorously [1] -
26569:22
vital [1] - 26573:8
volunteers [2] -
26558:18, 26593:2
vulnerable [2] -
26570:1, 26589:20
well-known [1] -
26586:24
Wesley [2] - 26555:25,
26583:33
West [1] - 26557:47
Western [1] - 26576:8
whichever [1] -
26580:21
whole [6] - 26564:47,
26566:41, 26573:17,
26578:24, 26580:31,
26596:7
wider [1] - 26558:17
wishes [1] - 26597:32
WITHDREW [1] -
26599:20
witnesses [1] -
26562:22
WITNESSES [1] -
26599:20
wondering [1] -
26568:45
Word [1] - 26557:1
word [2] - 26568:8,
26580:16
wording [2] -
26576:22, 26594:9
words [5] - 26576:16,
26578:33, 26581:26,
26582:22, 26583:22
world [1] - 26572:17
worship [6] -
26557:11, 26558:35,
26559:10, 26559:23,
26559:26, 26559:38
worth [1] - 26568:45

W

Wales [13] - 26557:45,
26581:9, 26583:34,
26586:42, 26587:4,
26594:26, 26594:36,
26595:9, 26596:23,
26596:25, 26596:28,
26596:45, 26597:7
wasted [1] - 26568:35
ways [4] - 26566:46,
26578:24, 26590:25,
26591:10
website [1] - 26568:4
week [7] - 26565:42,
26568:4, 26579:12,
26584:12, 26597:43,

Y

year [6] - 26557:17,
26565:25, 26566:27,
26574:28, 26581:21,
26585:20
years [3] - 26557:15,
26559:20, 26572:21
young [3] - 26558:41,
26592:35, 26598:31
youth [3] - 26558:17,
26558:32, 26558:40