



# ENTRUSTED: SHARING THE GOSPEL & OUR LIVES

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**Faithfulness in Ministry**  
*Conference*

5 - 9 June 2023

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# WELCOME

Welcome! Thank you for attending the 2023 Faithfulness in Ministry Conference, hosted by the Office of the Director of Safe Ministry (ODSM).

The Office of the Director of Safe Ministry (ODSM) was formerly known as the Professional Standards Unit (PSU). The ODSM plays a significant role in supporting safe ministry practices across the Diocese and the safeguarding of children and vulnerable persons through screening, training, policies and advice. The ODSM administers the complaints and discipline procedure in relation to clergy and church workers. Our new title is more reflective of our role in partnering with churches in order to help prevent abuse and misconduct in addition to responding when these things occur.

The ODSM also runs the triennial Faithfulness in Ministry Conference (FiM) on behalf of the Archbishop. FiM has been running across the Diocese since 2005 with the support and encouragement of the Safe Ministry Board. The conference was initially intended to be an opportunity to focus on different aspects of Faithfulness in Service, the Diocesan Code of Conduct for clergy and church workers. In order to prioritise the importance of the training event, the Archbishop requires all licensed clergy and authorised lay ministers in the Diocese to attend. FiM is organised and paid for by the ODSM.

In 2023 we have taken the opportunity to focus on two key recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (recommendation 16.40 regarding Protective Behaviours and recommendation 16.5b regarding Pastoral Consultation (professional supervision)), in order to ensure that the senior leadership across our churches are better equipped in these areas.

The ODSM is unable to do this work alone and we are delighted to partner with other Diocesan organisations in bringing the conference to you.

The theme of the 2023 conference, *'Entrusted: Sharing the Gospel and our lives'*, is drawn from the apostle Paul's example in 1 Thessalonians 2. We understand that a gospel ministry that is rich in relationships can be deeply rewarding, but rarely comes without challenge. Practical strategies are required to ensure that those entrusted with the gospel can sustain a fruitful ministry in which the gospel and lives are shared, and where church workers and those they serve, especially the most vulnerable, are protected.

We are pleased to have a range of subject area experts and speakers presenting to you today, and it is our hope and prayer that the Conference will be valuable in further equipping you to serve the Lord in gospel ministry.

*Lachlan Bryant*  
*Director of the Office of Safe Ministry*

# PROGRAM

- 8:30am    Registration
- 9:00am    **Welcome** and housekeeping
- 9:15am    **Bible Study**  
*Archbishop Kanishka Raffel*
- 9:45am    **Protective Behaviours 1(a)**  
*Canon Craig Roberts*
- 10:10am   **Protective Behaviours 1(b)**  
*Mrs Andrea Musulin*
- 10:45am   **Morning Tea**
- 11:15am   **Protective Behaviours 2**  
*Mrs Andrea Musulin*
- 12:15pm   **Lunch**
- 1:15pm    **Pastoral Consultancy 1**  
*Mr David McDonald*
- 2:20pm    **Pastoral Consultancy in Practice**
- 3:00pm    **Pastoral Consultancy: The Diocesan Approach**  
*Archdeacon Kara Hartley*
- 3:20pm    **Finish up/feedback**
- 3:30pm    **Depart**

# Clergy Assistance Program

Supporting you during difficult moments in ministry



**There are many challenges associated with being in ministry. You don't have to navigate these alone.**

Anglicare, in partnership with the Anglican Diocese of Sydney, offers professional, Christian counselling for clergy and their spouses.

Access to this service is completely confidential – the Diocese does not receive information about who accesses the program.

ANCS0025



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# SPEAKERS



**Mr David McDonald**

Dave is married to Fiona and they have four children and five grandchildren. Having previously trained in social work and then theology at Moore College, Dave has more than 30 years of experience in Christian ministry. He has worked for AFES and been involved in planting and leading Crossroads and Stromlo Churches in Canberra. More recently Dave has been the National Director of FIEC and is now part-time pastor at Salt Community Church in Bonny Hills, where they live.

Dave is involved in coaching, mentoring and supervising pastors and Christian leaders throughout Australia and New Zealand. Having formally trained in these areas, he is a keen advocate for ministry workers having external formal relationships to encourage them in their life and ministry.



**Canon Craig Roberts**

Craig came to faith in Christ through the youth ministry of his local church when two young men intentionally discipled Craig and his mates over several years. After a decade in corporate finance he studied at Moore College before 17 years of pastoral ministry at Neutral Bay Anglican church. Since 2017 he has been CEO of Youthworks where his team helps churches flourish through intentional prioritisation of safe and effective youth and children's ministry. Craig is a Chartered Accountant, Fellow of the Australian Institute of Company

Directors and serves on several Anglican governance bodies.

Craig can be contacted at [Craig.Roberts@youthworks.net](mailto:Craig.Roberts@youthworks.net)

### **Mrs Andrea Musulin**

Andrea served for 30 years with WA Police specialising in Child Protection and was the officer in charge of the WA Police Family and Domestic Violence Unit. Andrea was instrumental in the development of the WA Protective Behaviours Unit and in 2014 was invited by the Perth Catholic Diocese to develop the first Catholic Safeguarding Program in Australia and worked as Director of the Perth Catholic Archdiocese Safeguarding office. For many years Andrea has worked with different denominations and organisations across Australia training clergy and church workers in the area of child protection. Andrea has published and co-authored a number of child protection publications including protective behaviours materials for use in the church context. Andrea has also been involved in the development of Protective Behaviours curriculum for the WA Department of Education. Andrea is a committed catholic and has raised 6 children. Andrea maintains a contemporary approach to child protection and wellbeing and has a passion for the safety of all children.



Andrea can be contacted at [wacpso@gmail.com](mailto:wacpso@gmail.com)

# **BIBLE STUDY**

*Archbishop Kanishka Raffel*

1 Thessalonians 2





# **PROTECTIVE BEHAVIOURS**

*Canon Craig Roberts*

Delighting in the goodness of God's Word

God's plan

God's appointed means

Our desire

A litmus test

Adolescence: a spiritual kill zone

Top 3 belief blockers

1. Child Abuse
2. Hypocrisy
3. Religious Wars

## Top 3 belief enablers

1. '5 eyes'
2. Safe places to express doubts and questions
3. Opportunities to serve

## 2 Protective Behaviour Themes

1. We all have the right to feel safe at all times.
2. Nothing is so awful you can't talk to someone you trust about it.

### Protective Behaviours

#### Recommendation 16.40

*Consistent with Child Safe Standard 2, wherever a religious institution has children in its care, those children should be provided with age-appropriate prevention education that aims to increase their knowledge of child sexual abuse and build practical skills to assist in strengthening self-protective skills and strategies. Prevention education in religious institutions should specifically address the power and status of people in religious ministry and educate children that no one has a right to invade their privacy and make them feel unsafe.*

Final Report Recommendations, Royal Commission into Institutional Responses to Child Sexual Abuse

# **PROTECTIVE BEHAVIOURS**

*Mrs Andrea Musulin*

- Overview of child maltreatment in Australia
- Key Learnings from the Royal Commission
- 10 Child Safe Standards

- Implementation of Child Safe Standard 2—age appropriate resources

Protective Behaviours

Recommendation 16.40

*Consistent with Child Safe Standard 2, wherever a religious institution has children in its care, those children should be provided with age-appropriate prevention education that aims to increase their knowledge of child sexual abuse and build practical skills to assist in strengthening self-protective skills and strategies. Prevention education in religious institutions should specifically address the power and status of people in religious ministry and educate children that no one has a right to invade their privacy and make them feel unsafe.*

Final Report Recommendations, Royal Commission into Institutional Responses to Child Sexual Abuse

# **PASTORAL CONSULTANCY**

*Mr David McDonald*

Pastoral Consultancy

Recommendation 16.5

*The Anglican Church of Australia should develop and each diocese should implement mandatory national standards to ensure that all people in religious or pastoral ministry (bishops, clergy, religious and lay personnel):*

- a. undertake mandatory, regular professional development, compulsory components being professional responsibility and boundaries, ethics in ministry and child safety*
- b. undertake mandatory professional/pastoral supervision*
- c. undergo regular performance appraisals.*

Final Report Recommendations, Royal Commission into Institutional Responses to Child Sexual Abuse



# Centre for Ministry Development

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# SAFE MINISTRY TEAM

## Lachlan Bryant, Director

Lachlan has worked for the Diocese in this role for over 11 years. He is a legal practitioner with extensive experience in child protection, professional standards, governance, risk management and compliance. Lachlan helped to steer the Diocese through the Royal Commission into Institutional Responses to Child Sexual Abuse and has taught at the University of Wollongong School of Law over the last few years. Lachlan is a Fellow of the Governance Institute of Australia and is also a Member of the Australian Institute of Company Directors. Lachlan lives on the South Coast and goes to church in Shellharbour with his wife Joh and their four sons. Lachlan can be contacted at [lachlan@safeministry.org.au](mailto:lachlan@safeministry.org.au)

## Stephen Coleman, Assistant Director

Stephen is a solicitor. Before joining the OSDM in 2018, Stephen was for 20 years an industrial and employment and general commercial barrister in Sydney with a local and regional practice, and an Adjudicator.

Stephen is a member of Lower Mountains Anglican Parish, and also attends Gosford Presbyterian Church. He has been married to Joni for 40 years, and they have three adult children, and four grandsons. Stephen is a director on the Board of Reach Beyond Australia, a Christian shortwave broadcaster currently broadcasting in 25 or so languages to India, Pakistan, Myanmar, Japan and the surrounding region from transmitters in Kununurra, and with studios in Kilsyth, Victoria. Stephen is a member of the Amateur Radio Missionary Service (ARMS) and a licensed amateur radio operator. Stephen can be contacted at [scoleman@safeministry.org.au](mailto:scoleman@safeministry.org.au)

## **Belinda Burn, Chaplain**

Belinda provides pastoral support for those who make a disclosure about abuse or misconduct, and considers it an immense privilege to walk with, and learn from, survivors of abuse. She provides advice, support and training for clergy, ministry workers and bible college students in the Diocese. A highlight in Belinda's year is to organise the annual Diocesan service of lament, hope and healing for survivors of abuse.

Belinda is trained in theology, professional supervision, and pastoral counselling, and has spent most of her adult life working in parish pastoral ministry in the Diocese. Belinda has been married to John for 31 years, and they have five adult children, three children-in-law and one grandchild, and Belinda loves to spend time with them all. Belinda attends The Bridge Anglican Church at Kirribilli. Belinda can be contacted at [belinda@safeministry.org.au](mailto:belinda@safeministry.org.au)

## **Stacie Pakula, Legal Officer/ Executive Assistant to the Director**

Stacie Pakula works as a Legal Officer and Executive Assistant to the Director of Safe Ministry. Stacie assists with complaints handling under the Ministry Standards Ordinance and assists the ODSM in its prevention and education work through: screening, policy review and development, and by responding to Safe Ministry enquiries and providing advice to those working in our parishes and diocesan organisations.

Stacie completed a Bachelor of Arts/Law at the University of Wollongong and had the privilege of doing a part time MTS apprenticeship with the Uni Bible Group following her studies. Stacie is married to Ben who serves as an Anglican Clergyman in the Diocese, and they have three children. Stacie enjoys all things culinary and loves spending time at the beach. Stacie can be contacted at [stacie@safeministry.org.au](mailto:stacie@safeministry.org.au)

### **Rosemary Angus, Team Administrator**

In her role of Administrator for the ODSM team, Rosemary manages enquiries, the pre-screening process for clergy appointments, records management, arranges committee meetings, and assists the team with all admin tasks.

Rosemary has three adult children, and a granddaughter. She loves spending time with friends and family, renovating, gardening, walks on the beach and kayaking on the Hawkesbury River. Rosemary can be contacted at [rosemary@safeministry.org.au](mailto:rosemary@safeministry.org.au)

### **Neil Atwood, Parish Consultant**

Neil has been the Parish Consultant with the ODSM since 2013, working with parish Safe Ministry Reps and staff teams to implement good Safe Ministry policies and procedures. Over time Neil has added the role of IT/web developer to help create a productive set of websites and to develop and maintain the online Safe Ministry Training system.

Neil is married to Robyn, and they have four adult sons and ten grandchildren. His other role as Archdeacon of Western Sydney means that he rarely gathers with his home church of Emu Plains, but he sees a lot of our churches in the region! Neil is into photography and most technology – especially seeing more renewable energy in our homes and revolutionising our transport. An enthusiastic Tesla owner! Neil can be contacted at [neil@safeministry.org.au](mailto:neil@safeministry.org.au)

### **Kylie Williams, Safe Ministry Training Consultant**

As the Safe Ministry Team Training Consultant, Kylie is responsible for writing, maintaining, and helping to manage the delivery of safe ministry training throughout the Sydney Diocese, both online and face-to-face. She has had a focus in this area for over 20 years and was formerly the Safe Ministry Adviser for Anglican Youthworks.

Kylie is also an experienced Early Childhood Educator and loves working with children – she is passionate about helping them to learn about Jesus and his love for them.

She lives with her family in the south of Sydney and appreciates the beauty and serenity of its bush surrounds. She enjoys taking the dog for a walk along the local beach and having the occasional coffee at a local cafe. Kylie can be contacted at [kylie@safeministry.org.au](mailto:kylie@safeministry.org.au)

### **Brenda Shepherd, Administrator**

Brenda's role is to provide administration support for the work of the ODSM and Safe Ministry Training. This mainly involves the administration work of the Pastoral Care and Assistance Scheme payments, online and face to face safe ministry training, administration and compliance of safety plans, and administratively assisting the Ministry Standards Committee.

Brenda attends The Rock Church at Salamander Bay with her husband. She enjoys spending time with her three children and four grandchildren, going to the beach, gardening and caravanning. Brenda can be contacted at [brenda@safeministry.org.au](mailto:brenda@safeministry.org.au)

### **Elenne Ford, Dispute Resolution Consultant**

Elenne Ford is the ODSM Dispute Resolution Consultant. Depending upon the nature of the conflict and the relationship between the parties, Elenne offers a situation responsive approach to conflict which can include biblical counselling, facilitated conversation, informal and formal mediation, or conciliation. Elenne attends St Andrew's Cathedral. Healthy, happy and resilient relationships make her heart sing. Elenne can be contacted at [elenne@safeministry.org.au](mailto:elenne@safeministry.org.au) or 0419 644 788

### **Chris Kim, Paralegal**

As a paralegal Chris assists with legal and administrative tasks around the office. He is currently in his fourth year of a Commerce/Law degree at UNSW and attends St Andrew's Anglican, Strathfield.

### **Isabella Newton, Paralegal**

Isabella is a paralegal with the Safe Ministry team. She assists with legal and administrative tasks mainly in relation to historic matters. Isabella is in her final year of study for law and attends Unichurch UNSW.

# Our vision for a

"At SDS, we want to be **Enhancing Capacity for Mission**.

*That is, the gospel mission **you** do week in, week out. So the people who work for SDS aren't really my team, they're your team!*

*The SDS staff listed here are able to help with many of the issues you face day to day, or even with that big project you have in mind. Why not get in touch?"*



**Robert Wicks**  
CEO of SDS



**Vikki Napier - Parish HR Partner**



**Jonathan Rochford - Lending Consultant**

## Legal Services

- Steve Lucas - Senior Legal Counsel
- Susan Duc - Legal Counsel
- Naomie Nguyen - Law Graduate
- Brydie Arkell - Paralegal



**Steve Lucas**



**Greg Ellem**

## Parish Property Services

- Greg Ellem - Head of Parish Property
- Scott Lincoln - Manager, Parish Property
- Cindy Wong - Manager, Insurance Services
- Prasanna Shanmugam - Manager, Compliance & Support

# great partnership

## Parish Services

- Daniel Glynn - Head of Parish Services
- Jason Ferguson - Manager, Parish Operations
- Anita Yem - Parish Support Partner
- Martin Thearle - Manager, Diocesan Finance



**Daniel Glynn**



**Catherine Rich**

## Registry and Archives

- Catherine Rich - Diocesan Registrar
- Anna McCarthy - Registry Database Administrator
- Louise Trott - Diocesan Archivist
- Nola Betts - Registry Assistant

## A perfect example

After several years of searching, one parish finally found a property that was an ideal fit for its future ministry needs. However, competition was hot and the parish needed to act quickly or risk missing out.

Obtaining a loan from a bank can be a slow process, so the parish approached SDS's Lending Consultant Jonathan Rochford, who swiftly arranged for Sydney Anglican Loans to consider and approve a large bridging loan. This enabled the parish to purchase the property before selling a smaller property several months later.

The remaining balance of the loan will be paid off by the parish over 15 years, all while enjoying the benefits of a new ministry facility ideally suited to its needs.

**sydneyanglicans<sup>+</sup>**

SYDNEY DIOCESAN SERVICES

Contact SDS on (02) 9265 1555 or [sds.asn.au/contact-us](http://sds.asn.au/contact-us)

# RESOURCES

## *For Supervisees and Supervisors*

Christopher Ash, *Zeal Without Burnout: Seven Keys to a Lifelong Ministry of Sustainable Sacrifice*. The Good Book Company, 2016.

Tod Bolsinger, *Canoeing the Mountains: Christian Leadership in Uncharted Territory*. IVP, 2015.

Peter Brain, *Going the Distance: How to Stay Fit for a Lifetime of Ministry*. Matthias Media, 2004.

Jenny Brown, *Growing Yourself Up: How to Bring Your Best to All of Life's Relationships (2nd Edition)*. Exisle, 2017.

Bob Burns, Tasha Chapman, and Donald Guthrie, *Resilient Ministry: What Pastors Told Us About Surviving and Thriving*. IVP Books, 2013

Stephen Covey, *The Seven Habits of Highly Effective People (30<sup>th</sup> Anniversary Edition)*. Simon and Schuster, 2020.

Jim Herrington, R. Robert Creech, and Trisha Taylor, *The Leader's Journey: Accepting the Call to Personal and Congregational Transformation*. Jossey-Bass, 2003.

R. Kent Hughes and Barbara Hughes, *Liberating Ministry from the Success Syndrome*, Crossway, 2008.

Kelly M. Kopic, *You're Only Human: How Your Limits Reflect God's Design and Why That's Good News*. Brazos Press, 2022.

Patrick Lencioni, *The Five Dysfunctions of a Team*. Jossey-Bass, 2002.

Bruce Miller, *Your Church in Rhythm: The Forgotten Dimensions of Seasons and Cycles*. Jossey-Bass, 2011.

David Murray, *Reset: Living a Grace-Paced Life in a Burnout Culture*. Crossway, 2017.

Gordon Parker, Gabriella Tavella, and Kerrie Eyers, *Burnout: A Guide to Identifying Burnout and Pathways to Recovery*. Allen and Unwin, 2021.

Matt Perman, *What's Best Next. How the Gospel Transforms the Way You Get Things Done*. Zondervan, 2014.

Richard Swenson, *Margin: Restoring Emotional, Physical, Financial, and Time Resources to our Overloaded Lives (Revised Edition)*. Navpress, 2004.

Paul David Tripp, *Lead: 12 Gospel Principles for Leadership in the Church*. Crossway, 2020.



## *For Supervisors*

Peter Hawkins and Aisling McMahon, *Supervision in the Helping Professions (Fifth Edition)*. Open University Press, 2020.

Jane Leach and Michael Paterson, *Pastoral Supervision: A Handbook (Second Edition)*. SCM Press, 2015.

Jane Leach, *A Charge to Keep: Reflective Supervision and the Renewal of Christian Leadership*. Wesley's Foundery Books, 2020.

Michael Paterson and Liz Crumlish, *Group Supervision: Notes for Beginners*. The Institute of Pastoral Supervision and Reflective Practice, 2022.

Michael Bungay Stanier, *The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever*. Box of Crayons Press, 2016.

Scott Thomas and Tom Wood, *Gospel Coach: Shepherding Leaders to Glorify God*. Zondervan, 2012.

## *Understanding Abuse*

Dianne Langberg, *Redeeming Power. Understanding Authority and Abuse in the Church*, Brazos Press, 2020.

## *Protective Behaviours*

OCG Guide- "Empowerment and participation: A guide for organisations working with children and young people." - [https://ocg.nsw.gov.au/sites/default/files/2021-12/g\\_CSS\\_EmpowermentandParticipation.pdf](https://ocg.nsw.gov.au/sites/default/files/2021-12/g_CSS_EmpowermentandParticipation.pdf)

## *Youthworks Resources*

Harriet Connor, *Families in God's Plan*

Ed Springer and Matt Bartlett, *7 Principles of Effective Youth Discipleship*

Patricia Weerakoon, *Birds and Bees by the Book*

Patricia Weerakoon, *Talking Sex by the Book*

Available at [youthworksmedia.net](http://youthworksmedia.net)

## **FEEDBACK**

We would love your  
feedback!

Please scan the QR Code to  
take part in the 1 minute  
survey.

