



Catholic Diocese of Sandhurst

REVIEW OF STRATEGIC, CONSULTATIVE AND ADMINISTRATIVE STRUCTURES

2020

TERMS OF REFERENCE

Background

Following his ordination as the eighth Bishop of Sandhurst in October 2019, the Most Reverend Shane Mackinlay DD has commissioned a review of current and potential structures of the Diocese for strategic and consultative decision-making, and for providing administration services, to advise and support him in planning for the future of the Diocese.

The scope of the review includes the following:

- Curia (not currently coordinated in a formal way)
- Council of Priests (required, but not yet re-established)
- College of Consultors (operating)
- Finance Council (operating)
- Diocesan Pastoral Council (potential)
- Parish Visitation by bishop (required every 5 years)
- Chancery responsibilities, positions and structures
- Bishop's Office staffing

This review is structural; it is not a performance review of current or previous bodies or their members, nor of individual staff who support those bodies. It seeks to explore what will best suit the present and future ministry, pastoral, organizational and administrative needs of the Bishop and the Diocese.

The need for the review is informed by the views and aspirations of Church leaders and of the State through the recent Royal Commission into Institutional Responses to Child Sexual Abuse.

The joys and hopes, the grief and anguish of the people of our time, especially the poor and the afflicted, are the joys and hopes, the grief and anguish of the followers of Christ as well ... We must be aware of and understand the aspirations, the yearnings, and other dramatic features of the world in which we live. ... Ours is a new age of history with profound and rapid changes ... We are entitled then to speak of a real social and cultural transformation whose repercussions are felt at the religious level.¹

¹ Vatican II, *Gaudium et Spes* (7 December 1965), n. 1.



In accordance with contemporary standards of good governance, we encourage the Catholic Church in Australia to explore and develop ways in which its structure and practices of governance may be made more accountable, more transparent, more meaningfully consultative and more participatory, including at the diocesan and parish level.²

The review seeks to identify structures that would allow the diocese to embed contemporary standards of good governance, respecting the authority and responsibilities of the Bishop, and observing the requirements of the Code of Canon Law.

Reviewer

The review is to be undertaken by Mr Francis Moore, formerly the Executive Director Administration of the Archdiocese of Melbourne from 2007 to 2019, and a Director and Deputy Chair of the Catholic Education Commission of Victoria from 2008 to 2019, with such internal and external assistance from time to time as outlined below.

On 26 May 2020 Bishop Mackinlay approved this document and authorized Mr Moore to carry out the review in accordance with this document.

Focus Areas

The principal focus of the review will be the best structure and processes to enable the Bishop and the Diocese to deliver their mission in the future.

Terms of Reference

1. Assess the effectiveness of the structure and processes for each of the current consultative bodies;
2. Identify principles, structures, practices and processes to achieve best practice in diocesan governance that will enable the Bishop and the Diocese to operate in a strategic and collaborative way, drawing on the best possible advice of lay people and clergy for the delivery of the Church's mission.
3. Recommend any changes that would ensure the administrative structures of the Diocese are effective and appropriate to support the proposed consultative and strategic structures and processes;

Methodology

The review will include:

1. A short questionnaire sent to clergy and finance council, and to senior staff of the diocese, who provide administrative support to the strategic and consultative bodies;

² Royal Commission Final report



2. Targeted consultations with clergy and laypeople from the 3 regions of the diocese, individuals and groups as necessary;
3. Review of relevant work by the Governance Review Project Team (GRPT) of the Implementation Advisory Group (IAG) into the Governance and Management of Dioceses and Parishes;
4. Obtaining canon law advice to ensure that the review methodology and recommendations accord with the requirements of Canon Law;
5. Provision of a report to Bishop Mackinlay containing any recommendations for change.

Timeline

- Questionnaires will be sent by 5 June 2020 with 14 days allowed to respond
- All targeted consultations to be completed by 31 July 2020
- Draft report presented to College of Consultors 8 September 2020
- Final report to be delivered by 30 September 2020