



Proposal 1

That the Synod of SA resolve to:

1.
 - a. ADOPT standing orders and rules of debate as set out in 'A Manual for Meetings in the Uniting Church', as recorded in the Constitution and Regulations, 2018 edition. (Reg. 3.8.4)
 - b. APPROVE that the style of decision making shall be by the use of coloured cards (physical or online) unless a secret ballot is called for by the Moderator.
 - c. AGREE that in the event that a procedural motion for the council to move into "Private sitting" is carried by a simple majority then ALL those who are not members of the Council must leave the meeting. The required Uniting Technology and Synod staff will be able to remain to execute their respective tasks.
 - d. DETERMINE that all discussions or decisions will be conducted in ways which comply with the Church's responsibilities under the "Synod Work Health and Safety **Corporate** Policy and Procedures" and the Work Health and Safety (WHS) Act 2012 (SA).
2. NOTE that at the beginning of each session the Moderator will deal with the business coming before the house in the following order:
 - a. Minutes of any meeting requiring to be approved or confirmed.
 - b. Letters or other communications to be received.
 - c. Reports from the Business Committee or other special committee appointed by the Synod.
 - d. Confirmation or variation of the proposed hours of session and order of the day.
 - e. Formal Business.
 - f. The order of the day.
3. RECEIVE all reports as provided (electronic and hard copy) in the Reports and Business Papers of the Synod of South Australia 30 January & 11 – 13 February 2021 and Supplements thereto.
4. NOTE that:
 - a. Questions relating to the proposals brought before the Synod by the Business Committee will be answered at the time when the proposals are being considered by a plenary session of the Synod.
 - b. Questions relating to the reports and proposals which are not considered by a plenary session of Synod because of time constraints, will be referred along with the particular proposals to the Synod Standing Committee.
 - c. Comments and/or questions from the floor (physical or online) and replies to questions **shall be limited to three (3) minutes** unless otherwise determined by the house.

5. DETERMINE that the Roll shall only contain the names of those members:
 Session 1 (30 January) online in the Zoom Webinar
 Sessions 3 – 14(11- 13 February) those listed on the roll of members at its closure on
 Thursday 11 February 2021 at 11:30am.

6. DEFINE the boundaries of the house to be the seated area of the ground floor and the creche of Adelaide West Uniting Church. When meeting online the bounds will be those members of Synod online in the Zoom webinar meeting.

7. ADOPT the Hours of Session as listed hereunder:

Online via Zoom Webinar:

Session	1	Saturday 30 January	8:30am – 10:30am
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At Burnside City Uniting Church (Celebration of Ministry Service):j

Session	2	Sunday 7 February	2:30pm – 4:30pm
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At Adelaide West Uniting Church:

Sessions 3- 7	Thursday 11 February	9:00am – 9:00pm
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Sessions 8 – 11	Friday 12 February	9:00am – 6:00pm
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Session 12- 14	Saturday 13 February	9:00am – 4:00pm
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8. APPOINT the following officers for this Synod meeting:

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| a. | Assistant Secretaries | Rev Sue Page (Event Manager)
Rev Benji Callen
Kerry Wilson |
| b. | Minute Secretaries | Tracey Bost
Bev Freeman
Chris Jaensch |
| c. | Chief Scrutineer
Ballot Scrutineers | Anne Wilson
Peter Wilson, Evangeline McAllan |
| d. | Chaplains | Rev Beth Seaman
Rev Malcolm Rawlings |
| e. | Business Committee | Rev Felicity Amery, Bronte Wilson,
Rev Sue Page, Rev Benji Callen, Kerry Wilson |

- f. Facilitation Team Michelle Harris, Bruce Ind, Rhanee Tsetsakos,
Wendy Perkins (Convenor), Malcolm Wilson
 - g. First Aid Officer Rev Cheryl Wilson
9. Associate the following people with the meeting for the purposes of participating in presenting reports and proposals:
- | | | |
|--------------|---------------------|-----------------|
| Rev Sue Page | Dr Don Hopgood (AO) | Jannine Jackson |
| Sue Raw | Velvy Holden | |
| Brian Hern | Matt Wilson | |
10. DECLARE that proposals be dealt with in the following order:
- a. Those which must be dealt with by Synod in full session which cannot be referred (in an order decided by the Business Committee).
 - b. Those which arrive by 5pm Friday 8 January 2021 (in an order decided by the Business Committee).
 - c. All others (in an order decided by the Business Committee).
11. ADOPT the following procedure in respect of ballots:
- a. Note that nominations for all councils, committees and boards have closed prior to the meeting.
 - b. Agree that any necessary ballots be held during the meeting with ballots conducted electronically via Survey Monkey with secure links sent to members at a time determined by the Business Committee and that ballots will close at a time to be determined by Business Committee.
12. ASK that proposals with costing implications:
- a. include a process for raising new revenue and/or
 - b. be submitted to the next year's budget process to be determined by Synod and/or
 - c. be submitted to annual Synod grant processes.

Proposers: Rev Felicity Amery
Rev Sue Page

Proposal 2

FUTURE SYNOD MEETING

That the Synod of SA resolve to:

DETERMINE that:

- a) The next Synod meeting be held from Thursday 23 June to Saturday 25 June 2022 at a location to be determined by Synod Standing Committee in consultation with Synod Business Committee.
- b) The term of the current Moderator be extended until the Synod meeting following the 2022 Synod meeting.
- c) The term of membership of Synod boards and committees due to expire in November 2021 be extended to June 2022.
- d) Synod Standing Committee may amend the terms for those appointments to Synod boards or committees which for legal or compliance reasons have relied on an annual Synod meeting being held in November 2021.

Rationale:

The Synod meeting which would have been held in October 2020 was postponed to February 2021 due to COVID-19. The Synod needs to determine when to hold its next meeting. Do we continue to hold Annual Synod meetings or move to another frequency?

The question of the timing of future meetings of the Synod was raised during the restructure process and in the course of 2021 Budget planning conversations. Regulation 3.5.6 (a) mandates that each Synod 'hold an ordinary meeting at a frequency determined by the Synod and at least once every three years between ordinary meetings of the Assembly.' Reg. 3.5.6(c) states that 'the Synod or its Standing Committee shall fix the time and place for the commencement of the next ordinary meeting of the Synod.'

Currently, SA is one of three synods (WA, Northern) that hold their meetings annually. The other synods (QLD, NSW/ACT, VIC/TAS) hold meetings every 18 months. It was our practice in SA, under the one the Presbytery/ Synod structure that one of the 3 (and then 2) meetings per year was designated the Annual meeting of the Synod.

Now that we are back in a multiple presbytery structure, it may be time to explore the timing of our Synod meetings. We may decide to continue annual meetings or to move to a less frequent meeting

arrangement. Most presbyteries are meeting 3 times per year. Are we still happy to include an annual Synod meeting in the calendar? Would less frequent Synod meetings open up other opportunities for resourcing events or other creative possibilities.

The other factor to consider is the Synod budget. Holding meetings less often will reduce the pressure on the Mission and Service Fund budget.

The Synod will need to also bear in mind that changing the frequency of the meeting of the Synod will impact on the moderatorial term. The Synod will appoint the Moderator Nominating Committee at its meeting in February 2021, in order to bring candidates for discernment to the next meeting of the Synod. The Moderator-elect will then become Moderator at the meeting after they are elected/discerned Moderator-elect.

Our Synod may not be in a position to change the frequency of meetings on a long term basis at this point, but it is suggested that we do not hold another Synod meeting until 2022.

Proposers: Rev Sue Page
Rev Felicity Amery

Feedback from Working Group discussion on Saturday 30 January

- Very little time was allocated on 30 January for working groups and for discussion in the meeting
- Not all working groups met and only 14 of 17 groups sent responses

Of the responses given, there was:

- Strong support for annual meetings
- Some warmth for 18 month intervals
- General support for June 2022 date
- Some concern about the length of time (16 months) between this Synod and the next
- Some support for an online, short meeting in November 2021 to conduct any essential business e.g. approving the Budget
- Some concern for rural communities for whom November is not a good time to meet – so a preference for June annual meetings was expressed by a number of groups

Suggested way forward: Continue with proposal in current form, acknowledging feedback, and reminding members that each Synod meeting sets the date for the next, but that Synod Standing Committee may call a special online meeting later in 2021.

Proposal 3

MINISTERIAL MATTERS – IN MEMORIAM

That the Synod of SA resolve to:

STAND in silence to acknowledge the ministry of the following Ministers and Lay Pastor who have died since the 2019 Annual Meeting of the Synod, and in gratitude to God for their contribution to the ministry and mission of the Uniting Church:

Rev Dr Thomas Atherton
Rev Dr Rodger Charles Bassham
Rev Kelvin Graham Benn
Lay Pastor Reginald (Reg) Casling
Rev Bernard (Bernie) Clarke AM
Rev Robert George Davis
Rev Allan Cyril George
Rev Kenneth Henry Rofe
Rev Norman (Norm) Alfred Scrimshaw
Rev John Woodhouse

Proposers: Rev Felicity Amery
Rev Sue Page

Rationale: Report S3.3

Proposal 4

MISSION AND SERVICE FUND BUDGET 2021

That the Synod of SA resolve to:

1. NOTE the Mission and Service Fund Budget 2021 report.
2. NOTE that the Mission and Service Fund, due to the financial impact of COVID-19, will not meet its balanced budget target in 2021.
1. NOTE the 2021 Mission and Service Fund budget, attached as Attachment 1, in particular:
 - a. A deficit budget (on an accrual basis) of \$793,649
 - b. A capital expenditure budget of \$87,560
 - c. The funding the 2021 Mission and Service Fund operating budget deficit from retained earnings.
3. NOTE the forecast combined operating result of the Mission and Service Fund for years ending 31 December 2020 and 31 December 2021 is an operating deficit of \$38,496.

Rationale: See Mission and Service Fund 2020 Budget Report S1 .7

Proposers: Michael McClaren Peter Battersby
Member & Representative, Executive Officer, Resources
Resources Board

Proposal 5

RESOURCES BOARD

That the Synod of SA resolve to:

1. NOTE the Resources Board Report 2020.
2. EXPRESS its gratitude to Mr Tom Adams for his exceptional contribution to the Synod since 1995, in particular his generous service to The Parkin Mission of SA Inc, The Parkin Trust Inc, the Resources Board and Uniting Church Investment Committee.
3. PLACE on record its appreciation of the Thuruna Campsite Management Committee for its dedicated service to the Uniting Church through oversight of the Thuruna Campsite and commitment to seeing the campsite develop as a place of Christian discipleship, learning and fellowship.

Rationale: See Resources Board & Property Trust Report S2 6

Proposers: Michael McClaren Peter Battersby
Member & Representative, Executive Officer, Resources
Resources Board

Proposal 6

REGARDING RESPECTFUL COMMUNITIES

That the Synod of SA resolve to:

REQUEST the Placements and Safe Church Team to:

1. In consultation with the presbyteries collate current resources and develop further ones that help clarify and strengthen expectations regarding mutually respectful communication and behaviour of congregational leaders and members.
2. Develop “Respectful Communities” by-laws and educational resources that clarify processes for the support and discipline of church leaders and members.
3. Support presbyteries and congregations to enact and abide by the “Respectful Communities” by-laws and access the related educational resources.

Rationale:

The Uniting Church in Australia recognises its responsibility to provide worshipping and pastoral communities that are free from abuse and that provide safe environments for all people to explore and express their faith in the Gospel.¹

The Uniting Church is committed to providing a safe environment for all people to encounter God, to deepen relationships, grow in faith² and conduct the ministry and mission of the church.

Synod and Presbytery leaders are asked regularly to intervene where members of a congregation, including those in leadership, are behaving in unhealthy ways. These may include persistent, unwanted behaviour directed towards ministers and other office bearers, including long and vitriolic emails, shouting, sabotage and other forms of passive aggressive behaviour. This is not about the avoidance of conflict. Healthy churches have healthy conflict. Unhealthy churches have “no conflict”, heightened or chronic conflict. Being able to recognise when behaviour is unacceptable and addressing it in a local context requires wisdom and courage.

Experience has taught us that if we address presenting issues early and seek the assistance of the wider church, we have a greater chance of restoring relationships and refocusing our energy on God’s mission through the church.

¹ Uniting Church in SA Safe Place Statement

² Uniting Church Assembly Code of Conduct for Lay Leaders

For the wider church to be able to intervene in helpful ways we need education around what it means to be a disciple. It helps for congregations and church councils to have thought through and agreed on what mature discipleship looks like in their community. The kind of community that they are seeking to form in response to the good news. It is hard to hold people accountable to standards they do not know exist.

We already have some useful resources such as the Code of Ethics and Ministry Practice for Ministers in the UCA and similarly the Code of Ethics for Lay Preachers. A South Australian Synod Code of Conduct Declaration has been developed. The Called to Care programme contains some useful material. The Code of Conduct for Lay Leaders developed by the Assembly is also useful. These documents and others will inform the process.

https://resources.uca.org.au/images/stories/Regulations/2012/A5_-Code_of_Ethics-2010-UPDATED-and-_CORRECTED-2012.pdf

<https://assembly.uca.org.au/cudw/disciples/item/2805-code-of-conduct-for-lay-leaders>

<https://sa.uca.org.au/documents/safe-church/sc-docs/Code-of-Conduct-for-Volunteers-and-lay-leaders-0518.pdf>

Proposers: Philip Gardner
Rebecca Purling

Proposal 7

RECOGNITION OF 'ACTIVE' RETIRED ORDAINED MINISTERS

Proposal

That the Synod of SA resolve to:

1. ENDORSE a new category title of "active retired ordained Minister" who are those ordained Deacons and Ministers of the Word, whom Presbytery Pastoral Relations Committees have indicated are available to serve the whole Church in various ministerial capacities.
2. REQUEST each Presbytery Pastoral Relations Committee to review and compile a list of those retired ministers willing and able to offer ministry service to the Church, and that such lists be made available on request to the Safe Church and Placements Committee of the Synod of South Australia and the Assembly of the Uniting Church in Australia.
3. DETERMINE that upon retirement, ordained Deacons and Ministers of the Word, continue to have access to the Online Synod Directory, and be included in all Synod communications, unless they request otherwise.

Proposers: Rev Sue Ellis
Rev Rebecca Purling

Rationale

1. The intention of this proposal that a new category be created among Ministers, to be known as 'Active Retired Ordained Minister'. An active retired ordained minister in this instance, is regarded as an ordained minister, who has indicated their availability to their Presbytery for serving the church, and of whom the Presbytery agrees has the capacity to continue to serve on behalf of the church. Ordination is seen in the Uniting Church as the setting apart of those called to be ministers of the Word, (Basis of Union, Paragraph 14) and this setting apart is normally for life. (Assembly DocBytes - Ordination)

Retirement offers the ordained minister, the choice of the amount of activity they may wish to undertake, when requested by the Presbytery, Synod or Assembly. Not all ministers in their retirement will want to continue service and not all will keep the capacity to serve, due to health constraints and/or keeping up to date with Safe Church/Code of Ethics requirements. We note that it is the responsibility of the active retired ordained Minister to maintain compliance with safe church expectations, Code of Ethics updates, supervision and ongoing education already when serving in interim or supply capacity with congregations. This proposal desires that

Presbytery Pastoral Relations Committees, who already have pastoral oversight of retired ministers in their bounds, be the determining body for assessing the suitability of a retired ordained minister to be listed as 'active' and to be responsible for the annual review of that willingness and capacity to serve the church. The Synod and Assembly could then annually request from Presbyteries the names of active retired ministers as they seek to fill ministry needs.

2. It is the current Synod policy that once an ordained Deacon or Minister of the Word retires, they no longer receive Synod communications nor have access to the Online Synod Directory. This reality comes as a great surprise to people who have given their lives to serve the Church. The online directory has been the main means by which the Uniting Church leaders and congregations connect with other congregation representatives and ministry leaders, to undertake work beyond the local community.

The Online Directory data exists for the primary purpose of communication and correspondence related to the activities conducted by the [sic] Presbytery and Synod of South Australia. It may also be used in relation to any authorised activities of other Synods or the Assembly of the Uniting Church in Australia. (from the SA Synod website January 2021)
Access to the Synod Directory is restricted to "Ministers, Congregation office bearers and Synod Staff" and requires the person to be registered and to log on to access the data. Keeping retired ordained members connected to the SA Synod would be a sign of the value which the Synod places upon the service of these members, the majority of whom continue to serve in ministry supply, Interim ministry and on preaching plans as well as voluntarily serving on Church boards, committees, with Inter-Church and Inter-Faith groups, or writing liturgy, theological articles and books, or leading retreats, Bible studies and seminars. This proposal seeks to recognise the unique place of ordained ministry in the life of the Uniting Church and in honouring it, to utilise its gifts for ministry to the Church.

3. In requesting the Synod approve this continuing access to the Online Directory, with a new category of minister, it is important to recognise that the Online Directory is a different resource to the Synod CRM resource, which is the primary data base used by Synod Office departments for internal and external contacts.

Proposal 8

PROPERTY REVIEW REPORT

That the Synod of SA resolve to:

1. COMMEND the diligent work of the Property Services Team in undertaking the building safety inspections.
2. ACKNOWLEDGE with thanks the generous and loyal commitment of many people who have contributed to the care and maintenance of congregation properties over many years.
3. RECOGNISE that although the buildings themselves hold special significance for many congregation members the buildings are primarily to be used to progress the mission of God and REQUEST every congregation to:
 - a. GIVE ATTENTION urgently and diligently to their Buildings Safety Report
 - b. DETERMINE whether the property can be made safe and compliant in order that it might be used for continuing ministry and mission
 - c. ACKNOWLEDGE any shortfalls in safety and compliance which cannot be met
 - d. WORK with Resources staff of the Synod and their Presbytery to address the issues.
4. RECOGNISE that the Synod does not have the financial capacity to make and keep safe all the properties currently vested in the Property Trust; REQUEST appropriate Synod staff and Presbytery leaders to work with congregations to:
 - a. DEVELOP financially manageable plans to upgrade congregational property to a safe and compliant standard
 - b. Where such upgrades are not feasible, WORK with congregations on suitable plans for the future of buildings and property
 - c. CREATE opportunities for discussion with surrounding congregations to discover appropriate pathways for future use of buildings and property
 - d. DETERMINE the future of the ministry and mission currently conducted in those buildings
 - e. DEVELOP essential requirements to assist congregations to manage future on-going beneficial use.
5. REQUEST the General Secretary to develop a future-focused strategy (to include an implementation plan) to determine the number and geographic locations of buildings to house vibrant missional communities including a framework to identify potential 'strategic' buildings, working:
 - a. collaboratively with appropriate Synod staff and Presbytery leadership; and
 - b. interactively with congregations as they seek to undertake the tasks in (3) and (4) above.
6. REQUEST a report detailing the outcomes of these proposals be presented to the next Synod meeting.

Proposers: Rev Rob Stoner

Rev Felicity Amery

Proposal 9

STIPENDS

That the Synod of SA resolve to:

1. APPROVE the amendment of Section 5 of the Ministerial Stipends and Related Conditions of Placement Handbook as follows (changes highlighted):

5. ACCOMMODATION ALLOWANCE AND ARRANGEMENTS

All ministers in placement are entitled to provision of accommodation, whether by provision of an appropriate manse or an accommodation allowance

Schedule A.2

5.3 Clergy Couples

The entitlement to provision of accommodation, whether by provision of an appropriate manse or an accommodation allowance applies equally to all ministers in placement, irrespective of their marital status or living arrangements.

Clergy couples who live in their own home, and do so with the approval of the Congregation(s) and Presbytery PRC, will receive a full accommodation allowance each or pro rata if working part time.

In relation to clergy couples who live in a manse, whether both are in placement in the same congregation, or in different congregations, one minister is entitled to receive a full accommodation allowance or pro rata if working part time.

The change to the current arrangements for clergy couples is to be implemented at change of placement.

Any variation to these arrangements is to be determined by Synod Placements Committee in consultation with Presbytery PRC.

2. That the Synod of SA resolve to:
 - a. ENDORSE the Assembly's Theology of Stipends document as the basis of understanding for all ministry placements including General Secretary and Associate General Secretary, and
 - b. ENCOURAGE members of the SA Synod Stipends Committee to advocate for this understanding in the national conversation and
 - c. ENCOURAGE language in position descriptions that clearly place these roles within the religious practitioner category.

Rationale: See Stipends Committee Report S2.7

Proposers: Brian Hern
Peter Battersby

Proposal 10

MEMBERSHIP OF SYNOD OF SOUTH AUSTRALIA

That the Synod of SA resolve to:

1. NOTE the decision of Synod Standing Committee (SSC20.122 – refer below) to:
 - a) approve Synod by-law 12.1.1 (which relates to the makeup of Synod membership), stipulating that for this Synod meeting Presbyteries each appoint 30 ministers and 30 lay people;
 - b) review this by-law in preparation for the next Synod meeting.
2. AMEND by-law (12.1.1 (c) - see also Reg 3.3.7 (a) (iii)) to ensure that for future Synod meetings the number of Ministers of the Word, Deaconesses, Deacons, Community Ministers, Lay Pastors, and Youth Workers appointed by each Presbytery is determined on a proportional basis depending on the number of approved placements* within each Presbytery.
3. AMEND Synod by-law 12.1.1 (d) to ensure that for future Synod meetings the number of confirmed lay members appointed by each Presbytery is determined on a proportional basis depending on the number of congregations and faith communities within each Presbytery.
4. AMEND Synod by-law 12.1.1 by adding a paragraph that includes in Synod membership (in addition to those in 12.1.1 (c) and (d)) those lay people exercising the Ministry of Pastor, with numbers appointed by each Presbytery determined on a proportional basis depending on the number of approved placements within each Presbytery.

* An approved placement is defined as a placement, whether full time or part time, and whether filled or vacant, which is approved by the Synod Placements Committee. An approved placement includes an approved chaplaincy placement.

Proposers: David Buxton
Rev Christine Manning

Rationale:

Synod meetings gather together Christians in the Uniting Church who all seek to get on with the business of being God's people in this time and place. They comprise those exercising pastoral ministry across the breadth of the Uniting Church - ordained ministers and deacons, pastors, congregation members, those on church leadership boards and various councils of the church and their related organisations.

At its heart this proposal is about fairness and proportional representation, ensuring that those elected to Synod from Presbyteries are done so in a just and equitable way.

Historically in SA, all Ministers of the Word, Deaconesses, Deacons, Community Ministers, Lay Pastors and Youth Workers have been members of Synod, along with confirmed lay members (usually one per congregation/faith community, not fewer than the ministerial members) and also confirmed members representing other bodies (Reg 3.3.7 (a) (v), (vi), (vii)). Those exercising the Ministry of Pastor were also part of the combined Presbytery & Synod meetings.

With the change to three Presbyteries and the challenges of COVID, the Synod Standing Committee determined for this Synod meeting only to reduce the number of ministerial members to 60% and also to determine equal numbers of ministers and confirmed lay members from each Presbytery (SSC20.122).

The proposers support a reduced overall Synod membership for this meeting, but are bringing this proposal to ensure fair and just representation for each Presbytery for future Synod meetings rather than the current 30/30 representation (30 ministers and 30 confirmed lay members from each Presbytery).

Regarding parts 2 and 3 of the proposal:

1. It is our understanding that most (if not all) other Synods do not determine Synod membership on equal numbers from all Presbyteries. Each Synod uses some sort of filter – eg placements, ministerial members etc.
2. The Assembly does not determine its membership only on equal numbers from each Synod. Reg 3.3.8 (a) (iii) (1) regarding Assembly membership is about proportional representation (eg. NSW and ACT has 54, Vic/Tas 58, SA 34 etc).
3. It is clear that the three SA Presbyteries have very different numbers of congregations, placements and ordained ministers and we believe this should be taken into account in some pro rata form of representation.
4. Given that the Congregation “is the embodiment in one place of the One Holy Catholic and Apostolic Church” (Basis of Union par 15 (a)) we believe that the number of congregations and faith communities in each Presbytery should be the first (or at least a major) determining factor in Synod membership.

It is our belief that proportional representation from Presbyteries (at least taking into account the number of congregations and faith communities) is the fairest and most just way forward.

Regarding part 4 of the proposal:

1. Reg 2.2.2 (a) makes it clear that those exercising the role of Ministry of Pastor, whilst not ordained, are commissioned by the wider church to undertake a significant ministerial role. This is also reflected in society and government (eg. the Australian Tax Office considers those exercising the Ministry of Pastor as ‘ministers of religion’ for tax purposes).

2. Experience has shown that many congregations in rural areas find it easier to attract those in a Ministry of Pastor role than a Minister of the Word. This is particularly true in SA where there are a higher number of people exercising the Ministry of Pastor than in other Synods.
3. When the Regulations were originally written, the landscape of the church was very different, and the distinction between ordained Ministers of the Word, Deacons and Deaconesses; and lay confirmed members was clear. Over time, a number of lay specified ministries have been established, and how they have been understood to fit into membership of the councils of the church has evolved.
4. In SA we have historically included those exercising the Ministry of Pastor in what we understand to be ministerial membership. Adding this part to the by-law ensures that this continues and that those exercising the Ministry of Pastor are not included in the confirmed lay membership of Synod (Reg 3.3.7 (a) (iv) and Synod by-law 12.1.1 (d)), thereby significantly reducing attendance from those who are actually lay congregational representatives. This would be unhelpful to our discernment process as it would skew Synod membership to those who are employed/commissioned at the expense of those who are truly lay congregational members.
5. The current Synod by-law 12.1.1 (c) focuses solely on ministers:

For the 2020 Annual Synod meeting, each of the three presbyteries are to appoint 30 ministers. This does not seem in the spirit of Reg 3.3.7 (a) (iii) which focuses on the diversity of ministerial agents. The proposers believe that all specified ministry agents should be included and that it is membership of the Presbytery that is the key issue.

For reference only:

This section includes the various minutes, by-laws and regulations that are referred to above... it can get very confusing.

SSC 14 August 2020 Minutes

It was AGREED (by agreement) that the Synod Standing Committee resolve to:

SSC20.122

3. APPROVE:
 - a. Synod By-Law 12.1.1 (Attached)
 - b. REVIEW Synod By-law 12.1.1, in preparation for the Annual Synod 2021 meeting, recognising the 2021 Assembly meeting may review and change Regulations around Synod membership.
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12.1 SYNOD BY-LAW

12.1.1 *The membership of the Synod of South Australia shall consist of:*

- a. *The President and General Secretary of the Assembly.*
- b. *Moderator, ex-Moderator, Moderator-Elect, General Secretary of the Synod and Property Officer of the Synod as ex officio members.*
- c. *60% of Ministers of the Word, Deaconesses, Deacons, Community Ministers, Lay Pastors and Youth Workers who are members of a presbytery within the bounds of the Synod [Reg. 3.3.7 (a) (iii)]*
 - i. *For the 2020 Annual Synod meeting, each of the three presbyteries are to appoint 30 ministers*
- d. *Confirmed lay members appointed by each presbytery, being not fewer than the number of ministerial members [Reg. 3.3.7(iv)]*
For the 2020 Annual Synod meeting, each of the three presbyteries are to appoint 30 confirmed lay members
- e. *In appointing members, presbyteries are to ensure the balance of male/ female, rural/ urban, and are strongly urged to include members who are culturally and linguistically diverse, UAICC members, Chaplains, Lay Preachers, and members under 35 years old.*
- f. *Confirmed members representing bodies directly responsible to the Synod:*
4 members of Uniting Aboriginal & Islander Christian Congress (Chair of Regional Council, Development Officer & two Elders appointed by Regional Council)
1 member of Resources Board
1 member of Mission & Leadership Development Board
6 members of UnitingCare SA organisations' boards
- g. *Members of Synod Standing Committee whose terms are continuing*
- h. *2 candidates for the ministries of Minister of the Word, & Deacon.*

Note: Executive Officers of the Synod, and General Manager Resources will be non-voting, resourcing members of the Synod meeting.

Regulations

MEMBERSHIP OF THE SYNOD

- 3.3.7 (a) *The membership of the Synod shall consist of such number as the Synod shall determine up to a maximum of 500 persons, or such other maximum number as the Assembly may approve in respect of a particular Synod, and shall include:*
- i. *the President and General Secretary of the Assembly;*
 - ii. *the Moderator, ex-Moderator, Moderator-elect and Secretary of the Synod at the time of convening of the Synod, and such further ex-officio members as the Synod may determine;*

- iii. *Ministers of the Word, Deaconesses, Deacons, Community Ministers, Lay Pastors and Youth Workers who are members of a Presbytery within the bounds, appointed by each Presbytery, the number being such proportion as the Synod shall determine;*
- iv. *confirmed lay members appointed or elected by each Presbytery, being not fewer than the number of ministerial members, after the Presbytery has invited Congregations to submit nominations;*
- v. *such confirmed members representing bodies directly responsible to the Synod as the Synod shall determine;*
- vi. *two candidates for the ministries of Minister of the Word, Deacon or Youth Worker, elected by the candidates for these ministries within the bounds;*
- vii. *co-opted confirmed members appointed in accordance with the provisions of Regulation 3.3.7(d).*
 - (b) *The total number of lay members shall be not fewer than the total number of ministerial members (Ministers of the Word, Deacons and Deaconesses).*

MEMBERSHIP OF THE ASSEMBLY

3.3.8 (a) *The membership of the Assembly shall consist of:*

- iii. *Ministers and confirmed lay members from within the bounds of each Synod appointed as follows:*
 - (1) *number of members to be appointed from within the bounds of each Synod:*

Synod	
<i>NSW and ACT</i>	<i>54</i>
<i>Northern</i>	<i>10</i>
<i>Queensland</i>	<i>36</i>
<i>South Australia</i>	<i>34</i>
<i>Victoria and Tasmania</i>	<i>58</i>
<i>Western Australia</i>	<i>20</i>

REGULATIONS FOR THE MINISTRY OF PASTOR

- 2.2.2 (a) *Pastor is a specified lay ministry of the Church and means a lay person commissioned by a Presbytery, (or a Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), to minister within a Congregation, community or*

Church based organisation for the purpose of undertaking one or more of the following tasks:

- a. teaching the beliefs and practices of the Church; and/ or*
- b. pastoral oversight of members and / or groups operating under the auspices of the Church; and / or*
- c. leadership of worship in congregations or faith communities of the Church; and / or*
- d. evangelism or service beyond a gathered congregation but which is exercised under the auspices of the Church*

Proposal 11

SYNOD STRATEGIC PRIORITIES

That the Synod of SA resolve to:

1. ADOPT the Synod Strategic Priorities by:
 - a) AFFIRMING the 11 Strategic Priorities recommended to the Synod by the Strategic Planning Working Group.
 - b) REQUESTING congregations, presbyteries, agencies, committees, boards and staff of the Synod to initiate processes to:
 - i. Identify at least three Strategic Priorities from the list
 - ii. Commence a process that uses the Guiding Principles to help shape Action Plans for the priorities they have identified
 - iii. Complete the Action Plan document (also available on the Synod website)
 - iv. Forward the Action Plans to the Strategic Planning Working Group to be collated and added to the website prior to the June meeting of the Synod Standing Committee.
2. THANK the Strategic Planning Working Group for the work to complete this report and for their ongoing commitment to the processes of implementation.
3. ACKNOWLEDGE the Strategic Planning Working Group's desire to encourage future meetings of the Synod to share their experiences generated by '*Shaping our Future*'.

Rationale: See the Report from Strategic Planning Working Group. S1.3

Proposers: Rev Felicity Amery
Leanne Davis

Proposal 12

CONTINUITY OF PASTORAL CARE FOR AGED CARE RESIDENTS

That the Synod of SA resolve to:

1. REQUEST all congregations to write to aged care facilities when their members move into care in order to “introduce” the congregation member to the gathered aged care community there, listing some of the ways they have been important to your congregation.
2. REQUEST all presbyteries to follow up with congregations to encourage the continuity of pastoral care.

Rationale:

Moving into aged care is a very overwhelming time. People tend to focus on all the things they can no longer do and feel very disempowered. Loss of independence is keenly felt. Church is one thing that new residents can continue to do. Often when they still have spouses, it is the one thing they can still do together.

Pastorally it would be appropriate to be able to welcome new residents and celebrate all the gifts and experience they bring to their new community. This would be a way of affirming our life long members when they feel most vulnerable and need affirming.

Chaplaincy is a synod role, which is why this is being brought to synod rather than the presbyteries. In addition we have residents who move into care across the state to be close to their children. Each presbytery would have a role in ensuring that congregations are resourced to do this in a way that is not onerous.

We commend this proposal for your consideration.

Proposers: Rev Cate Baker
Rev Wendy Prior

Proposal 13

UNITINGCARESA

That the Synod of SA resolve to:

- 1 DETERMINE that:
 - (a) the requirement for two members of the UnitingCare Wesley Bowden Inc (UCWB) Board to be members of the Uniting Church be reduced to one member; and
 - (b) a memorandum of understanding between the Uniting Church Synod of South Australia and UnitingCare Wesley Bowden Inc be prepared following consultation between both parties, and that the Moderator and General Secretary be authorised to approve and sign the document on behalf of the Synod.

- 2 REAFFIRM its responsibilities:
 - (a) as the Appointing Authority to the UnitingCare Wesley Bowden Inc (UCWB) Board;
 - (b) to approve changes to the UCWB rules and regulations; and
 - (c) to determine the distribution of assets upon the winding up of UCWB.

Rationale: See UCWB Report S2.12.2

Proposers: Rev Tim Hodgson
Leanne Davis

Proposal 14

That the Synod of SA resolve to:

Associate the following additional persons with the meeting for the purposes of participating in presenting reports, electives and proposals:

Rev Francis Bartholomeusz
Marion Bowes-Johnston
Libby Hogarth
Tarlee Leondaris
Chanuka Mallawaarachchi
Rev Brian Polkinghorne
Jill Polkinghorne
Mohammed Ali Rezaei
Catherine Russell
Rev Rob Stoner
Rev Dr Elizabeth Vreugdenhil
Janet Woodward

These people were recognised in Proposal 1 on Saturday 30 January:

Brian Hern
Velvy Holden
Dr Don Hopgood (OA)
Jannine Jackson
Rev. Sue Page
Sue Raw
Matt Wilson

Proposers: Rev Felicity Amery
Rev Sue Page