



Uniting Church in Australia
SYNOD OF VICTORIA AND TASMANIA

MINUTES

of the

FOURTEENTH MEETING OF THE

SYNOD OF VICTORIA AND TASMANIA

Held at Box Hill, Victoria
5 – 9 July 2019



Moderator: Rev Denise Liersch

General Secretary: Rev Dr Mark Lawrence

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THE UNITING CHURCH IN AUSTRALIA SYNOD OF VICTORIA AND TASMANIA

MINUTES OF THE MEETING OF SYNOD HELD IN MELBOURNE

5 – 9 JULY 2019

All activities, except for the opening service, were held at Box Hill Town Hall, 1022 Whitehorse Road, Box Hill.

19.1 FRIDAY 5 JULY 2019

19.1.1 OPENING SERVICE

The Synod opened at 7.30pm with a Service of Worship at St Michael's Uniting Church, cnr Collins & Russell Street, Melbourne. The worship began with a Welcome to Country by Wurundjeri Elder, Aunty Georgina Nicholson and included the Installation of the Moderator, Rev Denise Liersch.

The theme of the service was Isaiah 43:19 'Behold I am doing a new thing; now it springs forth, do you not perceive it?' and the proclamation was based on the reading from Luke 7:36-50

19.2 SATURDAY 6 JULY 2019

19.2.1 COMMENCEMENT

The Moderator occupied the chair at 9am and welcomed members.

19.2.1.1 Welcome

The Moderator noted that Dr Deirdre Palmer, President of the National Assembly had attended the Opening Worship, but then returned to the NSW-ACT Synod Meeting. The Moderator indicated that Deidre and Colleen Geyer, General Secretary of National Assembly would join the VicTas Synod meeting from Sunday morning, 6 July 2019.

The Moderator reminded members that the meeting is a safe space and requested members to read the safe space statement in their papers.

The Moderator introduced the general chaplains, Rev Sylvia Akauola-Tongotongo, Rev Lindell Gibson and David Reeve.

The General Secretary indicated that the Synod Roll will be confirmed at 11.30am on Sunday 6 July 2019.

19.2.2 DEVOTIONS

The Moderator introduced her chaplains Jen Shields and Rev Paul Stephens, who led the daily devotion.

19.2.3 OPENING BUSINESS

19.2.4 Occupational Health and Safety Announcement

Cameron Walker, Synod Safety Officer, addressed the meeting regarding occupational health and safety issues, first aid and emergency procedures throughout the Synod meeting.

19.2.5 Theological Orientation

Rev Rachel Kronberger presented a theological orientation for the Synod meeting.

19.2.6 BUSINESS COMMITTEE (REPORT C1.4)

Rev Sue Clarkson, Chairperson, Business Committee, spoke to a written report. She thanked the Creative Design Team for their contribution to planning the meeting and expressed appreciation to the staff of Box Hill Town Hall for their support.

The Synod resolved to receive the report.

19.2.7 SYNOD 2019 PROCEDURES

19.2.7.1 Synod 2019 Procedures

Rev Sue Clarkson, Chairperson, Business Committee, spoke to a proposal.

The Synod resolved by consensus:

- (a) That any proposal which may include financial commitment, not at present included in the Synod Ministries and Operations Consolidated Budget or other appropriate budget of the Synod, be subject to comment by the Chairperson (or nominee) of the Property & Operations Committee after consultation with the Chairperson (or nominee) of the Ministry & Mission Committee;
- (b) That the closure time for receiving nominations for the Standing Committee be 7.30pm on Saturday 6 July 2019;
- (c) That the closure time for receiving proposals be 7.30pm on Saturday 6 July 2019;
- (d) That any necessary elections be held at 9.45am on Tuesday 8 July 2019, and that the ballots close at 11.30am on that same day;
- (e) That the election of members of Standing Committee be conducted as follows:

Event	Ballot commences	Ballot closes
Determine majority support for nominees	1.55pm Monday 8 July 2019	3.35pm Monday 8 July 2019
Standing Committee, and other ballots	9.45am Tuesday 9 July 2019	11.30am Tuesday 9 July 2019

- (f) That the business of the Synod be dealt with in accordance with the following timetable unless the Synod specifically determines otherwise:

Regular items throughout the Synod meeting will be as follows:

Event	Times
Devotions	Sat, Sun, Mon, Tues 9.00am
Bible study	Sat 12.30pm, Sun, and Tues 9.15am, Mon 2.30pm
Morning tea	11.00am–11.30am
Lunch	1.00pm–2.00pm
Afternoon tea	Sat, Mon 3.30–4.00pm Sun 3.00–3.30pm
Dinner break	Sat, Sun, Mon 6.00pm–7.30pm
Start of evening session	Sat, Sun, Mon 7.30pm

Close of evening session, unless extension of time is approved by Synod	Sat, Sun, Mon 9.00pm
Close of business	Tues 3.00pm
Closing Eucharist & Commissioning	Tues 3.30pm

19.2.7.2 Appointments and Associations

The General Secretary, Rev Dr Mark Lawrence spoke to a proposal

The Synod resolved by consensus:

(a) To appoint the following people for the whole of the 2019 Synod Meeting:

Minute Secretaries:	Kathryn D'Alessandro and Lynda Nel
Returning Officer:	Rod Mummery
Deputy Returning Officer:	Rev John Mann
Timer Operator and notices:	Rev Kevin Dobson
Assistant Timer	Rev Ross Pearce
Facilitation Group Convenor	Rev David Fotheringham
Facilitation Group members	Dr Paul Chandler Rev Rachel Kronberger Helen Geard Rev Jay Robinson Rev Sani Vaeluaga Tanya Walker

(b) To associate the following people for the whole of the 2019 Synod Meeting:

- (a) Dr Elizabeth Boase
- (c) Rev Dr Geoff Thompson

(c) To associate the following people for specific sessions of the 2019 Synod meeting:

Cheryl Lawrie	For the business of Voluntary Assisted Dying Response; and the work of the Facilitation Group and Working Groups
Meredith Allen	For the business of the Disability Action Launch
Dr Colleen Pearce	For the business of the Disability Action Launch
Dr Mark Zirnsak	For the business of the Ministry & Mission Committee-sponsored Justice and International Mission cluster proposals
Tim Molineux	For the business of the Ministry & Mission Committee-sponsored Justice and International Mission cluster proposals



19.2.7.3 Confirmation of Minutes of Synod 2019

Rev Sue Clarkson, Chairperson, Business Committee, spoke to a proposal.

The Synod resolved by consensus:

That the Moderator, General Secretary, Associate General Secretary and Business Chairperson be authorised to confirm the minutes of the 2019 meeting of Synod.

Isabel Thomas Dobson, Associate General Secretary, took the General Secretary's chair.

19.2.8 SYNOD STANDING COMMITTEE (REPORT C1)

The General Secretary, Rev Dr Mark Lawrence, spoke to a written report. He thanked Clare Boyd-Macrae for her administrative support and assistance and Rev Sharon Hollis for her leadership and guidance of the Standing Committee as Moderator.

The Synod resolved to receive the report.

19.2.8.1 Additions and revision to Synod Standing Committee By-Laws

The General Secretary, Rev Dr Mark Lawrence, spoke to a proposal.

The Synod resolved by consensus:

- (a) To approve the following revision of Standing Committee bylaw clause 5.1(c) (iii), deleting from its current wording all words after "Six members will be elected at each ordinary meeting of the Synod for a period of two ordinary meetings of the Synod."

~~(i.e. deleting the words 'except in the cases of the first Synod at which these By-Laws apply, in this election, when 12 persons will be elected, the six persons who receive the most support through the voting system that is used will be elected for the period of two ordinary meetings of the Synod; and the next six successful candidates will be elected until the next ordinary meeting of the Synod'.~~

- (b) To approve the following additional clauses to section 6 of the Standing Committee bylaws:

- 6.5 (a)
- (i) If a casual vacancy occurs 12 months or more after the previous ordinary Synod meeting, the vacancy will not be filled until, if appropriate (see 6.5(b) below), a Synod member is elected at the next scheduled ordinary Synod meeting; however
 - (ii) If, as a result of the casual vacancy, the number of lay people as members of Standing Committee is fewer than the number of ordained people (Reg 3.7.4.1(b)), the Standing Committee will be authorised to appoint another lay person to the Standing Committee who was a member of the previous Synod until the next ordinary Synod meeting.

- (b) If the casual vacancy results from a Standing Committee member elected for a term that continues beyond the next scheduled ordinary Synod meeting, the Synod shall elect a Standing Committee member to serve from that Synod meeting to the next ordinary Synod meeting.

19.2.8.2 Change in Synod election practices

The General Secretary, Rev Dr Mark Lawrence, spoke to a proposal.

The Synod resolved by consensus:

- (a) To authorise the Synod Standing Committee to make appointments, or delegate the responsibility to make appointments, to the following committees/bodies:
- Australian Church Women (Vic Unit);
 - Council for Chaplaincies in Tertiary Institutions;
 - National Council of Women;
 - Synod Business Committee Chairperson and members;
 - Synod Creative Design Team Chairperson and members;
 - Terms of Placements Committee Chairperson and members;
 - Victorian Council of Churches;
 - Tasmanian Council of Churches; and
 - World Day of Prayer Committee.
- (b) To authorise, where needed, the Standing Committee to approve amendments to committee/body By-Laws or Terms of Reference to reflect any changes needed in appointment arrangements resulting from clause (a) above.

19.2.8.3 Appointment of Convenor for Moderator Nominating Committee

The General Secretary, Rev Dr Mark Lawrence, spoke to a proposal.

The Synod resolved by consensus:

To appoint Dan Wootton as the Convenor of the Moderator Nominating Committee for the Moderator who will commence her/his term at the 2022 Synod meeting.

19.2.9 GENERAL SECRETARY REPORT (REPORT E1)

The General Secretary, Rev Dr Mark Lawrence, spoke to the written report. He thanked the Ex-Moderator, Rev Sharon Hollis, the Senior Leadership Team, Isabel Thomas Dobson, Clare Boyd-Macrae, Kathryn D'Alessandro and the Secretariat staff for their support and dedication.

The Synod resolved to receive the report.

Rev Dr Mark Lawrence reoccupied the General Secretary's chair.

19.2.10 EX-MODERATOR REPORT

The Ex-Moderator, Rev Sharon Hollis, presented a verbal report which was received with acclamation.

19.2.10.1 Minute of Appreciation: Rev Sharon Hollis as Moderator 2016-2019

Rev Ann Perrin and Joy Han spoke to a proposal and Rev Sharon Hollis responded. A presentation was made to the Ex Moderator.

The Synod resolved by acclamation:

To record its appreciation for the ministry of Rev Sharon Hollis as Moderator of the Synod of Victoria and Tasmania from 3 June 2016 to 5 July 2019; and

To give thanks to God for Sharon's faithful sharing of her many gifts in service to the Church and to the wider community, including her gracious, courageous and compassionate leadership in living out Jesus Christ's call to follow him and participate in his ministry of reconciliation and renewal.

Sharon's pastoral heart shines through all the work she has undertaken. She has shown the depth of her concern for people and their wellbeing wherever she meets them in her extensive travels across Victoria and Tasmania or in difficult situations arising in the life of our Church. She has encouraged reflection and held space for prayer and lament, taking time to build relationships as she journeys with individuals and their communities in both their joys and sorrows.

Sharon has brought her whole self to the role of Moderator and her whole life to her ministry including her experiences of love and loss. She has not shied away from allowing us glimpses of her vulnerable self, especially in her commitment to supporting mental health awareness and destigmatising mental illness and suicide.

Sharon has been an excellent chairperson of Synod Standing Committee, and various other committees and groupings. She is diligent and thorough in her preparation, and plans the shape of the meeting looking for the best outcomes for peoples' time. She has been non-reactive and worked with focus and intention. The strength of her ability to facilitate discernment is attested to by members of committees and groups throughout the Church.

Sharon has shared her focused and creative leadership as the Synod implements the outcomes of the Major Strategic Review. Her contribution to this process has been cutting-edge, provoking us to think in new ways about our life as the Church. She brings the Synod Vision and Mission Principles to life by sharing her conviction in their importance for shaping our life together.

Sharon has generously shared her passion for the particularities of how we understand ourselves and order our ministry and mission as the Uniting Church in Victoria and Tasmania. She has expressed this through her commitment to our walking together as First and Second Peoples, ecumenical and interfaith dialogue, her work with the Victorian Government's Multi Faith Advisory Group and our shared discernment of areas in the Church where we require reform. Her public leadership in the wider community, and indeed throughout the Church, has been deeply valued by the many organisations with which she has engaged, including U Ethical, Uniting AgeWell, Uniting VicTas, Uniting Housing, and the UCA associated Schools and University Colleges.

Sharon has advocated boldly for justice in the Church and the wider community. She has listened compassionately to people's sharing of their experiences of injustice and has stood alongside them to speak and act prophetically. Sharon has spurred us on to pay greater attention to systemic inequality and to respond by living out the call to renewal in the power and hope of Christ. By readily calling out the state of affairs with grace and, as required, great humour, Sharon has comforted many and encouraged them as they persevere in making their witness heard.

We give thanks for Sharon's faithful service as Moderator and for her continuing devotion to Christ, her ministry and her leadership that has challenged and encouraged us to remember that Christ constitutes, rules and renews his disciples as his Church.

19.2.11 MINISTRY & MISSION COMMITTEE (REPORT C1.1)

Lindsay Oates, Acting Deputy Chairperson, Ministry & Mission Committee; Rev Dr Sunny Chen, Chair, Theological and Ministerial Education Committee and Rev Fa'ama Leota, member of Ministry & Mission Committee, presented a written report.

The Synod resolved to receive the report.

19.2.12 PROPERTY & OPERATIONS COMMITTEE (REPORT C1.2)

Rev Stan Clarke, Chairperson, Property & Operations Committee, spoke to a written report.

The Synod resolved to receive the report.

19.2.13 ANNUAL FINANCIAL REPORT (REPORT E3.1)

Sam Nicholas, Executive Officer, Mission Resourcing Unit, spoke to a written report.

The Synod resolved to receive the report.

19.2.14 BIBLE STUDY

Bible study was led by Dr Liz Boase on the theme Directions – Looking Backwards (Isaiah 43:16-21).

19.2.15 PROCEDURAL RESOLUTION

The Synod resolved that the closing time for receiving nominations for Standing Committee be extended to 11.30am on Sunday 6 July.

19.2.16 PLACEMENTS COMMITTEE (REPORT C1.3)

Rev David Fotheringham, Chairperson, Placements Committee, and Rev Sue Withers, Secretary, Placements Committee spoke to a written report.

The Synod resolved to receive the report.

19.2.17 JOINT SYNOD MINISTRIES AND OPERATIONS (REPORTS E1, E2 E3)

Rev Dr Mark Lawrence, General Secretary; Isabel Thomas Dobson, Associate General Secretary; Rev Dr Jenny Byrnes, Executive Officer, eLM; and Sam Nicholas, Executive Officer, Mission Resourcing Unit, spoke to a written report.

The Synod resolved to receive the three reports.

19.2.18 DISABILITY ACTION PLAN (REPORT C1.10)

19.2.18.1 Disability Action Plan 2019 – 2022

Rev Sharon Hollis introduced a proposal.

Rev Deacon Andy Calder, Synod Disability Officer; and Meredith Allan spoke to the Disability Action Plan report and proposal.

The Synod resolved by consensus:

- (a) To approve the 2019 – 2022 Synod Disability Action Plan as it pertains to congregations, presbyteries, Synod Ministries and Operations, and Synod reporting bodies, as attached to the original of these minutes.
- (b) To authorise the Standing Committee, on receipt of the Synod Disability Action Plan progress report in the second half of 2021, to act on recommendations as appropriate, and to distribute the report and relevant resolutions resulting from the report, to presbyteries and Synod reporting bodies.
- (c) To invite other councils and institutions of the Church to adopt the Disability Action Plan.

The Disability Action Plan was officially launched by Dr Colleen Pearce, Victoria's Public Advocate.

Isabel Thomas Dobson, Associate General Secretary took the General Secretary's chair.

19.2.19 VOLUNTARY ASSISTED DYING RESPONSE (REPORT C1.9)

The Moderator introduced the discussion and reminded members of creating a safe space of respect and confidentiality.

The General Secretary, Rev Dr Mark Lawrence and Dr Jessica Hateley-Browne, Project Officer, Voluntary Assisted Dying Reponse Report, spoke to a written report.

19.2.19.1 PROCEDURAL RESOLUTION

The Synod resolved by consensus to make the decision to receive the report now and move to formal procedures.

19.2.19.2 PROCEDURAL RESOLUTION

The Synod resolved by formal majority to receive the report.

Rev Dr Mark Lawrence reoccupied the General Secretary's chair.

The Synod resolved to return to consensus procedures.

19.2.20 WORKING GROUPS

The Synod met in working groups for community building and to discuss the Voluntary Assisted Dying Response report and proposals.

19.2.21 THEOLOGICAL REFLECTION

The Moderator introduced the five 'younger members' who made up the team of theological reflectors for the meeting: Kelly Skilton; Joy Han; Melanie Morris; Sione Hehepoto and Cam Shields. They were mentored by Rev Dr Geoff Thompson and Rev Robin Yang.

Kelly Skilton, Cam Shields and Sione Hehepoto presented the reflection on the first day of the Synod meeting.

19.2.22 REPORTS: CHOOSE YOUR OWN ADVENTURE

The members engaged with selected Synod reports of their choice.

19.3 SUNDAY 7 JULY 2019

19.3.1 WELCOME TO THE ASSEMBLY PRESIDENT

The Moderator opened the session and welcomed Dr Deidre Palmer, President, National Assembly.

19.3.2 DEVOTIONS

The Moderator's chaplains, Rev Paul Stephens and Jen Shields, led worship.

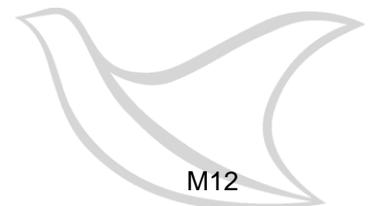
19.3.3 BIBLE STUDY

Bible Study was led by Dr Liz Boase on the theme of Directions – Looking Inwards (Jeremiah 29:1, 4-11).

19.3.4 UNITING ABORINGINAL AND ISLANDER CHRISTIAN CONGRESS (VICTORIA) (REPORT F2)

Rev Rachel Kronberger, Deputy Chairperson, UAICC Victoria Oversight Group and Mel Osbourne, Senior Manager, Narana, spoke to a written report. Rachel recognised the late Aunty Judith Williams for her tireless work within the ministry of the UAICC and the wider Church.

The Synod resolved to receive the report.



19.3.5 UNITING ABORINGINAL AND ISLANDER CHRISTIAN CONGRESS (TASMANIA) (REPORT F1)

Alison Overeem, Centre Manager, UAICC Leprena and Rev Deacon Denise Savage, member of the UAICC Tasmanian Regional Committee, spoke to a written report.

The Synod resolved to receive the report.

19.3.6 WALKING TOGETHER GROUP REPORT (REPORT G1)

Rev Sharon Hollis, Chairperson, Walking Together Group, spoke to a written report.

The Synod resolved to receive the report.

19.3.7 SYNOD ETHICS COMMITTEE (REPORT C1.8)

Rev Claire Dawe, Convenor, Synod Ehtics Committee, spoke to a written report.

The Synod resolved to receive the report.

19.3.8 PROCEDURAL RESOLUTION

The Synod resolved that the Synod Roll would close at 11.30am (Sunday 6 July 2019).

19.3.9 WELCOME TO ASSEMBLY GENERAL SECRETARY

The Moderator welcomed Colleen Geyer, General Secretary, National Assembly, to the meeting.

19.3.10 REPORTS: CHOOSE YOUR OWN ADVENTURE

The members engaged with selected Synod reports of their choice.

19.3.11 SERVICE OF TRIBUTES AND THANKSGIVING

The Moderator welcomed the guests to the Service of Thanksgiving for the life and witness of ministers.

The Synod resolved:

To give thanks to God for the life and witness of ministers who:

- (d) have died since the 2017 meeting of Synod and to record their names as follows:

Rev Kenneth Bingham	Rev Murray Martin
Rev Dr John Bodycomb	Rev Richard Martin
Rev Mervyn (Steve) Box	Rev David McKechnie
Rev Dr Robin Boyd	Rev Kenn McLaughlin
Rev Ruth Collette	Rev Latu Moimoi
Rev Neville Edwards	Rev Bryan Nicholls
Rev Geoffrey Giddings	Rev Kenneth Ogier
Rev Dr Phyllis Gorfine	Rev Ian Ogilvy
Rev Peter Grimmett	Rev Chand Prasad
Rev Thomas Howells	Rev Bruce Prewer
Rev Murray John	Rev David Rayment
Rev Colin Knox	Rev Greg Shanahan
Rev Graham Lehmann	Rev Greg Strack
Rev Gerald Leicester	Rev Neil Webb
Rev Warnock Lowry	Rev Ravanel Weinman

- Rev Ron Manley
Rev Keith Wright
- (e) have retired since the 2017 meeting of Synod and to record their names as follows:
- | | |
|---------------------------|------------------------------|
| Rev Deacon Richard Arnold | Rev Deacon Marie MacDonald |
| Rev Kerry Bounds | Rev Chairty Majiza |
| Rev David Carter | Rev Tim Matton-Johnson |
| Rev I Ross Carter | Rev Dr Deacon Alison McRae |
| Rev Kate Fraser | Rev Chris Meneilly |
| Rev Peter Greenwood | Rev Ian Pearse |
| Rev Beth Hancock | Rev Dr Deacon Rajitha Perera |
| Rev Sandra Houghton | Rev Angela Tampiyappa |
| Rev Tom Tali Kapen (OD) | Rev Alf Thistlethwaite |
| Rev Rhonda Kissick | Rev Catherine Tierney |
| Rev Mike Lewis | Rev Dr Paul Tonson |
| Rev Alan Lockwood | Rev Deacon David Webster |
| Rev Deacon Gay Loftus | |
- (f) have celebrated 50 years of ordination or commissioning from April 2018 to December 2019, and to record their names as follows:
- | | |
|------------------------|----------------------------|
| Rev Tyrone Balfour | Deaconess Margaret Johnson |
| Rev Peter Barnes | Rev Dr Coralie Ling |
| Rev William Boal | Rev James Macfarlane |
| Rev Neville Clarke | Rev Brian Morgan |
| Rev Dr David Cox | Rev Franklyn Parrent |
| Rev Dr James Donaldson | Rev John Pettman |
| Rev Dr John Henley | Rev Alex Poore |
| Rev John F Hill | Rev Graeme Reid |
| Rev Malcolm Homes | Rev Peter Robson |
| Rev Dr Robert Johnson | Rev jon Watson |
| Rev Evan Laidlaw | |
- (g) have celebrated 60 years of ordination from April 2018 to December 2019, and to record their names as follows:
- | | |
|--------------------------|-----------------------------|
| Rev George Grimmett | Rev William Perry |
| Rev Douglas Lloyd | Rev William Pugh |
| Rev Dr Francis Macnab | Rev Dr Ronald Sunderland |
| Rev Graham McAnalley | Deaconess Dorothy Underwood |
| Rev Donald McLean | Deaconess Lynette Walker |
| Deaconess Margaret Parry | Rev Dr Norman Young |
| Rev Ian Parton | |
- (h) have celebrated 65 years of ordination from April 2018 to December 2019, and to record their names as follows:
- | | |
|--------------------------|------------------------|
| Deaconess Margaret Allan | Rev Alexander Hilliard |
| Rev Richard Collard | Rev Dr Noel Schultz |
| Rev Cyril Germon | |
- (i) have celebrated 75 years of ordination from April 2018 to December 2019, and to record their names as follows:
- Rev William Morgan



- (j) have been ordained since the 2017 meeting of Synod and to record their names as follows:

Rev Heather Hon	Rev Carlynn Nunn
Rev Deacon Deborah Kottek	Rev Alister Pate
Rev Paulo Kwajakwan	Rev Kathryn Stoel-Cousineau
Rev Dr Peter Mallen	Rev Sarah Tomilson

- (k) have been received from another denomination since the 2017 meeting of Synod and to record their names as follows:

Rev Dr Fiona Hill
Rev Dr Christopher Page
Rev Gospel Hrilvelthanga Ralte
Rev Lucas Taylor

Rev Dr Coralie Ling responded on behalf of those recognised in the tributes.

19.3.12 MINISTRY & MISSION COMMITTEE

19.3.12.1 Safeguarding for People with Disabilities

Lindsay Oates, Acting Deputy Chairperson, Ministry & Mission Committee and Dr Mark Zirnsak, Senior Social Justice Advocate, eLM, spoke to a proposal.

The Synod resolved by consensus:

- (a) To call on the Commonwealth Government to safeguard the safety and wellbeing of people living with disability by:
- (i) ensuring that the NDIS Quality and Safeguards Commission has sufficient jurisdiction and resources to provide thorough oversight and regulation of disability and mental health services operating under the NDIS to prevent abuse, neglect and other mistreatment of people with disabilities. While these safeguards must prioritise the health and safety of people with disability, the approach should be designed to minimise unnecessary regulatory burden experienced by providers;
 - (ii) providing a dedicated team of staff within the NDIS Quality and Safeguards Commission to investigate preventable deaths that occur when people with disabilities are in the care of service providers within the NDIS;
 - (iii) putting in place robust systems to screen all individuals that provide services to people with disabilities under the NDIS;
 - (iv) maintaining and enhancing Community Visitors' and Official Visitors' programs, across states, to provide a vital monitoring and advocacy role for people with disabilities.
- (b) To write to the Prime Minister and the Leader of the Opposition to inform them of this resolution.

19.3.12.2 Reform of the Community Development Program

Lindsay Oates, Deputy Chairperson, Ministry & Mission Committee and Dr Mark Zirnsak, Senior Social Justice Advocate, eLM, spoke to a proposal.

The Synod resolved by consensus:

- (a) To acknowledge the discriminatory nature of the Community Development Program, which sees higher requirements placed mainly on First Australians seeking employment in remote areas than on people elsewhere in Australia;

- (b) To call on the Commonwealth Government to work with First People organisations to develop a new program to assist First People, in remote Australia who are looking for work, such as the proposal put forward by the Aboriginal Peak Organisations Northern Territory in May 2017. This should include reforming the program to move from a punitive, attendance-focused approach, towards one which rewards participation in activities that are selected and valued by the community and, in turn, provide skills and experiences, which improve the quality of life of all participants and their future employment prospects;
- (c) To inform the Prime Minister and the Leader of the Opposition of this resolution.

19.3.13 FACILITATION GROUP

Rev David Fotheringham, Convenor of the Facilitation Group, presented feedback from the Voluntary Assisted Dying Response Working Groups session.

Dr Jessica Hateley-Browne, Project Officer, Voluntary Assisted Dying Reponse Report, responded to the feedback and spoke to a revised proposal.

19.3.14 WORKING GROUPS

The Synod met in working groups to discuss the revised Voluntary Assisted Dying Response proposals.

19.3.15 PRESBYTERIES EVENING PROGRAM

The life and work of the presbyteries was reported by a panel of presbytery representatives including Rohan Pryor, Rev Rose Broadstock, Rev Dr Sunny Chen, Anna Harrison and Rev Ian Turnidge and was facilitated by Rev Sue Withers.

19.3.16 THEOLOGICAL REFLECTION

A theological reflection was presented by Melanie Morris and Joy Han.

19.3.17 CLOSING PRAYER

The Moderator, Rev Denise Liersch, closed the day with prayer.

19.4 MONDAY 8 JULY

The Moderator welcomed members and opened the session with an acknowledgement of country.

19.4.1 DEVOTIONS

The Moderator's chaplains, Rev Paul Stephens and Jen Shields, led worship.

19.4.2 UNITING (REPORT B5)

Bronwyn Pike, Chairperson, Uniting and Paul Linossier, CEO, Uniting, spoke to a written report.

The Synod resolved to receive the report.

19.4.3 ASSEMBLY

Dr Deidre Palmer, President, Assembly and Colleen Geyer, General Secretary, Assembly, gave a verbal report.

The Synod resolved to receive the report.

19.4.4 UNITING AGEWELL (REPORT B4)

Andrew Kinnersley, CEO, Uniting AgeWell, spoke to a written report.

The Synod resolved to receive the report.

19.4.5 CHANGING LANDSCAPES – REIMAGINING PROPERTY FOR MISSION

Rev Dr Jenny Byrnes, Dan Wootton, Rev Andrew Boyle, Rev Rose Broadstock, and Rev Deacon Mat Harry gave a presentation.

19.4.6 WORKING GROUPS

The Synod met in working groups to discuss the Changing Landscapes – Reimagining Property for Mission presentation.

19.4.7 BIBLE STUDY

Bible study was led by Dr Liz Boase on the theme of Directions - Looking Upwards (Philippians 3:17-4:1).

19.4.8 BALLOT – (MAJORITY SUPPORT) SYNOD STANDING COMMITTEE

The Returning Officer, Rod Mummery outlined the ballot process for members of the Synod Standing Committee and confirmed that the ballot will close at 3.40pm on Monday 8 July 2019.

Ballot papers were distributed.

19.4.9 U ETHICAL (REPORT B3)

Dr David Cousins, Chairperson, U Ethical and Mathew Browning, CEO, U Ethical, spoke to a written report.

The Synod resolved to receive the report.

19.4.10 FACILITATION GROUP

Rev David Fotheringham, Convenor of the Facilitation Group, presented feedback from the second working groups session on Voluntary Assisted Dying Response and introduced a revised proposal.

19.4.11 CLOSE OF BALLOT (MAJORITY SUPPORT) SYNOD STANDING COMMITTEE

The Moderator declared the ballot closed at 3.42pm.

19.4.12 NAIDOC WEEK ACTIVITY

Rev Will Pickett and Alison Overeem shared a National Aboriginal and Islander Day of Observance Committee (NAIDOC) week presentation on the NAIDOC theme of *Voice, Treaty and Truth* and the indigneous history, culture, achievements and walking together as first and second peoples.

19.4.13 MINISTRY & MISSION COMMITTEE

19.4.13.1 Statement from the Heart

Dr Mark Zirnsak, Senior Social Justice Advocate, eLM and Tim Molineux, Social Justice Officer, eLM spoke to a proposal.

The Synod resolved by consensus:



- (a) To support the 2017 Statement from the Heart made at Uluru as a consensus position of 250 Aboriginal and Torres Strait Islander leaders from across Australia as the preferred pathway towards reconciliation, and urge the Commonwealth Government to implement:
 - (i) The establishment of a First Nations Voice enshrined in the Constitution so that First Peoples have a greater say in policy and legislation which governs their affairs and, in so doing, improve their autonomy and prosperity;
 - (ii) The establishment of a *Makarrata* Commission to supervise a process of agreement-making between governments and First Nations, and provide a means for truth-telling about the history of Australia's First Peoples.
- (b) To commend the Statement from the Heart to congregations, presbyteries and agencies for prayerful engagement and discussion;
- (c) To advise the Prime Minister and the Leader of the Opposition of this Synod's resolution.

19.4.13.2 Workers from the Pacific on Australian farms

Dr Mark Zirnsak, Senior Social Justice Advocate, eLM, spoke to a proposal.

The discussion was adjourned.

19.4.14 ECUMENICAL AWARD

Rev Peter Weeks, Chairperson of the Ecumenical Relations Committee, spoke about the 2019 Ecumenical Award and announced that it has been awarded to the Kaniva Youth Group. The Kaniva Youth Group is led by members of the Serviceton Uniting Church in a shared ministry with the Kaniva Church of Christ. Activities offered are deliberately organised on an ecumenical basis and include involvement with Salvation Army, Lutheran, Catholic and Bordertown Highway Christian Church young people. The group seeks to encourage youth in their Christian faith in a fun, safe environment, regardless of background. The Moderator, Rev Denise Liersch presented the award to Andrew Boatman, Chairperson, Prebytery of Western Victoria, who accepted on behalf of the Kaniva Youth Group.

19.4.15 BALLOT – DECLARATION OF BALLOT (MAJORITY SUPPORT) SYNOD STANDING COMMITTEE

The Moderator, Rev Denise Liersch announced that all nominees had gained majority support in the Synod Standing Committee Majority Support Ballot.

19.4.16 TERMS OF PLACEMENT COMMITTEE

Rod Mummery, Chairperson, Terms of Placement Committee and Isabel Thomas Dobson, Secretary, Terms of Placement Committee, spoke to a proposal.

19.4.16.1 Stipends and Allowances

The Synod resolved by consensus:

- (a) That the base level (2019 stipend) for stipends be \$60,159 pa;
- (b) That the adjustment/increase to the stipend for 2020 be 2.5%, for 2021 be 2.7% and for 2022 be 2.7%;

- (c) That the base level for travel allowances for using private cars on professional duties by ministers in full-time or part-time placements be paid in two parts as follows:

Part 1: Car Allowance

- i. for travel up to 5,000 km per annum:
\$5,300; or
- ii. for travel from 5,000 km up to 20,000 km per annum:
\$5,300, plus \$330 per 1,000 km travelled above 5,000 km; or
- iii. for travel from 20,000 km up to 30,000 km per annum:
\$10,250, plus \$200 per 1,000 km travelled above 20,000 km; or
- iv. for travel above 30,000 km per annum:
\$12,250, plus \$130 per 1,000 km travelled above 30,000 km;

Part 2: Fuel Cost Provision

The Fuel Cost Provision of \$200 per 1000 km of travel per annum.

- (d) That the ad hoc travelling allowances for minister's professional duties be:
- i. 76.0 cents per kilometre for normal (average total) cost reimbursement for ministers not in placement, theological students and retired ministers; or
 - ii. 40.0 cents per kilometre for marginal cost reimbursement only (which includes 20.0 cents per kilometre as the fuel cost component) for ministers in placement or other employment; and
 - iii. restricted, as a guideline, to a daily limit not exceeding reasonable commercial car rental costs.
- (e) That the base level for the manse allowance be \$18,266 per annum.

19.4.17 FACILITATION GROUP

19.4.17.1 Response to Victorian Voluntary Assisted Dying Legislation

A revised Response to Victorian Voluntary Assisted Dying Legislation proposal was presented by the Facilitation Group who spoke to the suggested amendments.

Clauses (a)(i); (a)(ii); (a)(iv); (a)(vi) were resolved by consensus. See Minute 19.5.4.1 below.

The discussion was adjourned for further work to be coordinated by the Facilitation Group on clauses (a)(iii) and (a)(v).

19.4.18 THEOLOGICAL REFLECTION

A theological reflection was presented by Sione Hehepoto, Joy Han and Kelly Skilton.

The Moderator, Rev Denise Liersch, thanked the theological reflection team. The Moderator presented a gift to each of the members of theological reflection team.

19.4.19 CLOSING PRAYER

The Moderator's chaplain, Rev Paul Stephens closed the day in prayer.



19.5 TUESDAY 9 JULY

The Moderator opened the session with an Acknowledgement of Country.

19.5.1 DEVOTIONS

The Moderator's chaplains, Rev Paul Stephens and Jen Shields, led worship.

19.5.2 BIBLE STUDY

Bible study was led by Dr Liz Boase on the theme of Directions - Looking Outwards (Ephesians 3:14-21).

The Moderator thanked Dr Liz Boase and presented her with a gift.

The Moderator thanked her chaplains Rev Paul Stephens and Jen Shields for their work and support during the Synod meeting and for leading devotions each day.

The Moderator also thanked the Theological Reflector Mentors Rev Robin Yang and Rev Dr Geoff Thompson for their mentorship prior to and over the course of the meeting.

19.5.3 BALLOT 2 – SYNOD STANDING COMMITTEE

The Returning Officer, Rod Mummery outlined the ballot process for members of Synod Standing Committee and confirmed that the ballot would close at 11.30am Tuesday 9 July 2019.

Ballot papers were distributed.

19.5.4 FACILITATION GROUP

Rev David Fotheringham, Convenor of the Facilitation Group, presented revised clauses (a)(iii) and (a)(v) of the Response to Victorian Voluntary Assisted Dying Legislation proposal.

19.5.4.1 PROCEDURAL RESOLUTION

After further plenary discussion the Moderator proposed the procedural proposal that the Synod needs to resolve the question now.

The Synod resolved by well over 75% majority to resolve the question now.

The Synod resolved that a threshold of a 66% majority would be required for any resolutions made under formal procedures.

19.5.4.2 Response to Victorian Voluntary Assisted Dying Legislation

The Synod resolved by consensus:

- (a) To affirm that:
 - (i) life is a gift of God, and all human life, regardless of circumstance, is precious to and has dignity before God;
 - (ii) neither death nor life, neither suffering nor anything else in all creation will be able to separate us from the love of God in Christ Jesus our Lord (see Romans 8:38-39);
 - (iii) as followers of Christ and through God's accompanying grace, fresh wisdom, peace and compassion can be birthed in the midst of suffering, which, without idolising suffering, is a deep and abiding mystery;

- (iv) while death is the end of mortal life it marks a new beginning in our relationship with God (see *Uniting in Worship 2: Funeral Liturgy*);
 - (v) as followers of Christ we are called to spiritual discernment and responsibility as we journey through life and death; and
 - (vi) as the body of Christ we are called to be a loving and supportive community to people in need of care, including at the end of life.
- (b) To affirm that, in the light of (a) above, palliative care be the primary means through which end of life care is provided “for a person with an active, progressive, advanced disease, who has little or no prospect of cure and who is expected to die, and for whom the primary goal is to optimise the quality of life.” (see Palliative Care Australia: palliative care definition).
- (c) To acknowledge that:
- (i) it is a legal right, as of 19 June 2019, for all Victorians who meet the eligibility criteria and follow the process described in the Victorian Voluntary Assisted Dying Act 2017 to access voluntary assisted dying; and
 - (ii) most people will find palliative care and end of life services give them the support they need at the end of their life (see DHHS Fact Sheet on Understanding voluntary assisted dying).

The Synod resolved by formal majority:

- (d) To recognise that within the Synod:
- (i) there is a range of faithful Christian responses to voluntary assisted dying which are consistent with the affirmations in clause (a); and
 - (ii) exploring, accessing, and conscientiously objecting to voluntary assisted dying are all within the range of faithful Christian responses to the Victoria Voluntary Assisted Dying Act 2017.
- (e) In the light of clauses (a), (b), (c) and (d) above, to give permission within Victoria to UCA institutions (Uniting VicTas and Uniting AgeWell) and the UCA-affiliated hospital group (Epworth HealthCare) to make voluntary assisted dying allowable within the context of their facilities and services for their patients, clients and residents, under the conditions described in the Victorian Voluntary Assisted Dying Act 2017.

The Synod resolved by consensus:

- (f) To request that the relevant UCA institutions (Uniting VicTas and Uniting AgeWell) and the UCA-affiliated hospital group (Epworth HealthCare) in Victoria ensure they develop and adopt clear policies and procedures that allow staff and volunteers to conscientiously object to participating in voluntary assisted dying, in accordance with the provisions outlined in the relevant legislation.
- (g) To commit to the provision of a compassionate pastoral response to all people, including those who choose to explore or access voluntary assisted dying within Victoria and their families associated with the Church, and UCA institutions (Uniting VicTas and Uniting AgeWell) and the UCA-affiliated hospital group (Epworth HealthCare).
- (h) To request the equipping Leadership for Mission (eLM), in collaboration with the Synod Ethics Committee, to resource UCA ministers, lay leaders, chaplains, pastoral care workers and other who offer spiritual and pastoral support to people

(and their families) who are exploring, accessing, or who have accessed voluntary assisted dying, including taking into account:

- (i) engagement with First Peoples;
 - (ii) diverse cultural and languages needs;
 - (iii) the range of faithful Christian responses; and
 - (iv) the need for prayers and liturgical support for pastoral care and funerals, in consultation with the Assembly's Transforming Worship Panel.
- (i) To write to the Victorian Premier and relevant government ministers:
- (i) to call on the Victorian Government to increase resourcing for palliative care as the primary means through which end of life care is offered and delivered; and
 - (ii) to encourage the Victorian Government to engage with First Peoples and culturally and linguistically diverse communities in resourcing the understanding of the Victorian Voluntary Assisted Dying Act 2017.
- (j) To advise the Leader of the Opposition and shadow spokespeople of the action in (i) above.

The Moderator thanked the Facilitation Group members for their work throughout the Synod meeting on this matter, and Dr Jessica Hateley-Browne for her assistance and work on the Voluntary Assisted Dying Response Project.

The Moderator advised that she will issue a pastoral letter communicating the resolution Response to Victorian Voluntary Assisted Dying Legislation and the unconfirmed minute will be published on the Syond App and available for distribution.

19.5.5 MINISTRY & MISSION COMMITTEE

Dr Mark Zirnsak, Senior Social Justice Advocate, eLM and Tim Molineux, Social Justice Officer, eLM spoke to a proposal.

19.5.5.1 Workers from the Pacific on Australian farms

Dr Mark Zirnsak, Senior Social Justice Advocate, eLM, spoke to a revised proposal.

The Synod resolved by consensus:

- (a) To acknowledge that the problem of high levels of unemployment in Pacific Island countries means that temporarily working overseas is a key pathway out of poverty for many;
- (b) To call on the Commonwealth Government to increase the number of people from the Pacific able to work under the Seasonal Worker Program and the Pacific Labour Scheme, provided that adequate safeguards are in place to prevent exploitation of people on these schemes, and to ensure their well-being;
- (c) To call on the Commonwealth Government to use the Seasonal Worker Program and the Pacific Labour Scheme to provide people to work in rural Australia, in preference to:
 - (i) a new agricultural visa that lacks the safeguards of these schemes; and
 - (ii) providing further incentives for people on working holiday visas to put up with exploitation and abuse to obtain an extension to their visa;
- (d) To inform the Prime Minister, the Leader of the Opposition and relevant Ministers and Shadow Ministers of this resolution.

19.5.6 PROPOSAL FROM MEMBERS

Rev Susan Malthouse-Law and Rev Robin Yang spoke to a proposal.

The discussion was adjourned and referred to the Facilitation Group.

19.5.7 PASTORAL RESPONSE

The Moderator advised of the passing of Rev Prof Emeritus Harry Wardlaw and shared a prayer.

19.5.8 DECLARATION OF BALLOT RESULTS

19.5.8.1 Synod Standing Committee Committee

The Moderator announced, the result of the ballot for Synod Standing Committee members.

The following members were elected for a term concluding at Synod 2022:

Lisa Carey
Dr Jessica Hateley-Browne
Adara Liersch
Lindsay Oates
Rev Ikani Vaitohi

(See Appendix 2 AA2.1)

19.5.9 PROCEDURAL RESOLUTION

The General Secretary, Rev Dr Mark Lawrence proposed the appointment of Ron Gowland to the Synod Standing Committee.

The Synod resolved with consensus:

To appoint Ron Gowland, as a member of the Synod Standing Committee, in the casual vacancy role until the next ordinary meeting of the Synod.

19.5.10 FACILITATION GROUP

Rev Rachel Kronberger, member of the Facilitation Group, presented feedback from the 'Changing landscapes – reimagining property for mission' Working Groups session.

19.5.11 ADOPTION OF THE ROLL OF SYNOD

The Associate General Secretary, Isabel Thomas Dobson, proposed the adoption of the Synod Roll.

The Synod resolved:

That the Roll of Synod as finalised at 11.30am on Sunday 7 July be adopted. (Refer to Appendix 1 AA1.1)

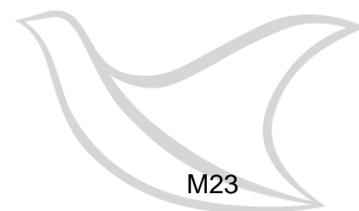
19.5.12 BUSINESS COMMITTEE

Rev Sue Clarkson, Chairperson, Business Committee spoke to a proposal.

19.5.12.1 Reports from Boards, Committees, Reporting bodies and Presbyteries not received during plenary presentations at Synod 2019

The Synod resolved by consensus:

To receive the following reports:



Property Trust Victoria	B1
Property Trust Tasmania	B2
Uniting Housing Victoria	B6
Theological and Ministerial Education Committee	C1.1.1
Audit Committee	C1.2.1
Finance Committee	C1.2.2
Risk Management Committee	C1.2.3
Synod Creative Design Team	C1.5
Pastoral Assistance Committee	C1.6
Terms of Placement Committee	C1.7
Committee for Counselling	C2
Committee for Discipline	C3
Synod Sexual Misconduct Complaints Committee	C4
Presbyteries-Synod Forum	G2
Bethel Pastoral Centre	G3
Ecumenical Relations Committee	G4
Working Group on Christian-Jewish Relations	G5
Presbytery Reports	
Gippsland	H1
Loddon Mallee	H2
North East Victoria	H3
Port Phillip East	H4
Port Phillip West	H5
Tasmania	H6
Western Victoria	H7
Yarra Yarra	H8

19.5.13 STANDING COMMITTEE

The General Secretary, Rev Dr Mark Lawrence, spoke to a proposal.

19.5.13.1 Appointments of Placements Committee Chairperson and Property Trust members and Chairperson by Synod 2019

The Synod resolved by consensus:

To appoint the following people to the bodies named below:

- (a) Placements Committee Chairperson

To commence 10 July 2019 until the conclusion of the next ordinary meeting of Synod

Rev David Fotheringham;

- (b) Property Trust (Victoria and Tasmania)

To commence 10 July 2019 until the conclusion of the next ordinary meeting of Synod

Helen Geard

Robert Hodges

David Rowe

Kenneth Tabart;

- (c) Property Trust (Victoria and Tasmania) Chair

To commence 10 July 2019 until the conclusion of the next ordinary meeting of Synod

Robert Hodges.

19.5.14 FACILITATION GROUP

Rev David Fotheringham, Convenor of the Facilitation Group, presented a revised Greater Inclusion of Adults Under 50 proposal.

19.5.14.1 Greater Inclusion of Adults Under 50

The Synod resolved by consensus:

- (a) To increase the involvement of people under 50 years old in the service, leadership and shaping of the Church;
- (b) To achieve increased involvement of people under 50 by:
 - (i) prayerfully identifying, understanding and responding to reasons why 30-50 year olds are less involved in the processes and leadership of the Church;
 - (ii) discerning ways in which our processes need to grow and/or change in order to encourage the involvement of 30-50 year olds (which may include increased use of technology, changes to meeting membership regulations, considerations of when/where meetings are held, introducing term limits or age quotas);
 - (iii) identify ways leadership can be passed on to younger generations;
- (c) To request equipping Leadership for Mission (eLM) to assist with resourcing the Church's engagement with (b), and to bring any recommendations to initiate these engagements to the Synod Standing Committee and/or to the 2020 Synod meeting;

The Synod resolved by agreement:

- (d) To request all presbyteries to work towards 30% of elected members to the next Synod being under the age of 50;

The Synod resolved by consensus:

- (e) To invite all congregations and presbyteries to commit to, and action, this resolution;
- (f) To invite Assembly to partner with the Synod of Victoria and Tasmania in addressing this issue nationally.

19.5.15 ONE MINUTE SPEECHES

Eighteen members made one minute speeches to the Synod.

19.5.16 MINUTE OF APPRECIATION

Rev Carlyne Nunn spoke to a proposal, thanking all those people who had contributed to the successful organisation and running of the Synod Meeting.

The Synod resolved by acclamation.

19.5.17 CLOSING WORSHIP AND EUCHARIST

Members and visitors joined in the closing service which was led by the Moderator, with Rev Dr Jong Soo Park preaching. The service included a commissioning of elected and appointed Synod committee members and leaders, and Holy Communion.

RESOLUTIONS

ANNUAL FINANCIAL REPORT

19.2.13 The Synod resolved to receive the report.

ASSEMBLY

19.4.3 ASSEMBLY

The Synod resolved to receive the report.

BUSINESS COMMITTEE

19.2.7.2 Appointments and Associations

The Synod resolved by consensus:

(a) To appoint the following people for the whole of the 2019 Synod Meeting:

Minute Secretaries:	Kathryn D'Alessandro and Lynda Nel
Returning Officer:	Rod Mummery
Deputy Returning Officer:	Rev John Mann
Timer Operator and notices:	Rev Kevin Dobson
Assistant Timer	Rev Ross Pearce
Facilitation Group Convenor	Rev David Fotheringham
Facilitation Group members	Dr Paul Chandler
	Rev Rachel Kronberger
	Helen Geard
	Rev Jay Robinson
	Rev Sani Vaeluaga
	Tanya Walker

(b) To associate the following people for the whole of the 2019 Synod Meeting:

- (a) Dr Elizabeth Boase
- (c) Rev Dr Geoff Thompson

(c) To associate the following people for specific sessions of the 2019 Synod meeting:

Cheryl Lawrie	For the business of Voluntary Assisted Dying Response; and the work of the Facilitation Group and Working Groups
Meredith Allen	For the business of the Disability Action Launch
Dr Colleen Pearce	For the business of the Disability Action Launch
Dr Mark Zirnsak	For the business of the Ministry & Mission Committee-sponsored Justice and International Mission cluster proposals

Tim Molineux

For the business of the Ministry & Mission Committee-sponsored Justice and International Mission cluster proposals

19.2.6 BUSINESS COMMITTEE

The Synod resolved to receive the report.

19.2.7.3 Confirmation of Minutes of Synod 2019

The Synod resolved by consensus:

That the Moderator, General Secretary, Associate General Secretary and Business Chairperson be authorised to confirm the minutes of the 2019 meeting of Synod.

19.5.13.1 Reports from Boards, Committees, Reporting bodies and Presbyteries not received during plenary presentations at Synod 2019

The Synod resolved by consensus:

To receive the following reports:

Property Trust Victoria	B1
Property Trust Tasmania	B2
Uniting Housing Victoria	B6
Theological and Ministerial Education Committee	C1.1.1
Audit Committee	C1.2.1
Finance Committee	C1.2.2
Risk Management Committee	C1.2.3
Synod Creative Design Team	C1.5
Pastoral Assistance Committee	C1.6
Terms of Placement Committee	C1.7
Committee for Counselling	C2
Committee for Discipline	C3
Synod Sexual Misconduct Complaints Committee	C4
Presbyteries-Synod Forum	G2
Bethel Pastoral Centre	G3
Ecumenical Relations Committee	G4
Working Group on Christian-Jewish Relations	G5
Presbytery Reports	
Gippsland	H1
Loddon Mallee	H2
North East Victoria	H3
Port Phillip East	H4
Port Phillip West	H5
Tasmania	H6
Western Victoria	H7
Yarra Yarra	H8

19.2.7.1 Synod 2019 Procedures

The Synod resolved by consensus:

- (a) That any proposal which may include financial commitment, not at present included in the Synod Ministries and Operations Consolidated Budget or other appropriate budget of the

Synod, be subject to comment by the Chairperson (or nominee) of the Property & Operations Committee after consultation with the Chairperson (or nominee) of the Ministry & Mission Committee;

- (b) That the closure time for receiving nominations for the Standing Committee be 7.30pm on Saturday 6 July 2019;
- (c) That the closure time for receiving proposals be 7.30pm on Saturday 6 July 2019;
- (d) That any necessary elections be held at 9.45am on Tuesday 8 July 2019, and that the ballots close at 11.30am on that same day;
- (e) That the election of members of Standing Committee be conducted as follows:

Event	Ballot commences	Ballot closes
Determine majority support for nominees	1.55pm Monday 8 July 2019	3.35pm Monday 8 July 2019
Standing Committee, and other ballots	9.45am Tuesday 9 July 2019	11.30am Tuesday 9 July 2019

- (f) That the business of the Synod be dealt with in accordance with the following timetable unless the Synod specifically determines otherwise:

Regular items throughout the Synod meeting will be as follows:

Event	Times
Devotions	Sat, Sun, Mon, Tues 9.00am
Bible study	Sat 12.30pm, Sun, and Tues 9.15am, Mon 2.30pm
Morning tea	11.00am–11.30am
Lunch	1.00pm–2.00pm
Afternoon tea	Sat, Mon 3.30–4.00pm Sun 3.00–3.30pm
Dinner break	Sat, Sun, Mon 6.00pm–7.30pm
Start of evening session	Sat, Sun, Mon 7.30pm
Close of evening session, unless extension of time is approved by Synod	Sat, Sun, Mon 9.00pm
Close of business	Tues 3.00pm
Closing Eucharist & Commissioning	Tues 3.30pm

EX-MODERATOR REPORT

19.2.10 EX-MODERATOR REPORT

The Moderator spoke to a report which was received with acclamation.

19.2.10.1 Minute of Appreciation: Rev Sharon Hollis

The Synod resolved by acclamation:

To record its appreciation for the ministry of Rev Sharon Hollis as Moderator of the Synod of Victoria and Tasmania from 3 June 2016 to 5 July 2019; and

To give thanks to God for Sharon's faithful sharing of her many gifts in service to the Church and to the wider community, including her gracious, courageous and compassionate leadership in living out Jesus Christ's call to follow him and participate in his ministry of reconciliation and renewal.

Sharon's pastoral heart shines through all the work she has undertaken. She has shown the depth of her concern for people and their wellbeing wherever she meets them in her extensive travels across Victoria and Tasmania or in difficult situations arising in the life of our Church. She has encouraged reflection and held space for prayer and lament, taking time to build relationships as she journeys with individuals and their communities in both their joys and sorrows.

Sharon has brought her whole self to the role of Moderator and her whole life to her ministry including her experiences of love and loss. She has not shied away from allowing us glimpses of her vulnerable self, especially in her commitment to supporting mental health awareness and destigmatising mental illness and suicide.

Sharon has been an excellent chairperson of Synod Standing Committee, and various other committees and groupings. She is diligent and thorough in her preparation, and plans the shape of the meeting looking for the best outcomes for peoples' time. She has been non-reactive and worked with focus and intention. The strength of her ability to facilitate discernment is attested to by members of committees and groups throughout the Church.

Sharon has shared her focused and creative leadership as the Synod implements the outcomes of the Major Strategic Review. Her contribution to this process has been cutting-edge, provoking us to think in new ways about our life as the Church. She brings the Synod Vision and Mission Principles to life by sharing her conviction in their importance for shaping our life together.

Sharon has generously shared her passion for the particularities of how we understand ourselves and order our ministry and mission as the Uniting Church in Victoria and Tasmania. She has expressed this through her commitment to our walking together as First and Second Peoples, ecumenical and interfaith dialogue, her work with the Victorian Government's Multi Faith Advisory Group and our shared discernment of areas in the Church where we require reform. Her public leadership in the wider community, and indeed throughout the Church, has been deeply valued by the many organisations with which she has engaged, including U Ethical, Uniting AgeWell, Uniting VicTas, Uniting Housing, and the UCA associated Schools and University Colleges.

Sharon has advocated boldly for justice in the Church and the wider community. She has listened compassionately to people's sharing of their experiences of injustice and has stood alongside them to speak and act prophetically. Sharon has spurred us on to pay greater attention to systemic inequality and to respond by living out the call to renewal in the power and hope of Christ. By readily calling out the state of affairs with grace and, as required, great humour, Sharon has comforted many and encouraged them as they persevere in making their witness heard.

We give thanks for Sharon's faithful service as Moderator and for her continuing devotion to Christ, her ministry and her leadership that has challenged and encouraged us to remember that Christ constitutes, rules and renews his disciples as his Church.

GENERAL SECRETARY

19.2.9 General Secretary

The Synod resolved to receive the report.



MEMBERS' PROPOSALS

19.5.15.1 Greater Inclusion of Adults Under 50

The Synod resolved by consensus:

- (a) To increase the involvement of people under 50 years old in the service, leadership and shaping of the Church;
- (b) To achieve increased involvement of people under 50 by:
 - (i) prayerfully identifying, understanding and responding to reasons why 30-50 year olds are less involved in the processes and leadership of the Church;
 - (ii) discerning ways in which our processes need to grow and/or change in order to encourage the involvement of 30-50 year olds (which may include increased use of technology, changes to meeting membership regulations, considerations of when/where meetings are held, introducing term limits or age quotas);
 - (iii) identify ways leadership can be passed on to younger generations;
- (c) To request equipping Leadership for Mission (eLM) to assist with resourcing the Church's engagement with (b), and to bring any recommendations to initiate these engagements to the Synod Standing Committee and/or to the 2020 Synod meeting;

The Synod resolved by agreement:

- (d) To request all presbyteries to work towards 30% of elected members to the next Synod being under the age of 50;

The Synod resolved by consensus:

- (e) To invite all congregations and presbyteries to commit to, and action, this resolution;
- (f) To invite Assembly to partner with the Synod of Victoria and Tasmania in addressing this issue nationally.

MINISTRY & MISSION COMMITTEE

19.2.11 MINISTRY & MISSION COMMITTEE

The Synod resolved to receive the report.

19.3.12.2 Reform of the Community Development Program

The Synod resolved by consensus:

- (a) To acknowledge the discriminatory nature of the Community Development Program, which sees higher requirements placed mainly on First Australians seeking employment in remote areas than on people elsewhere in Australia;
- (b) To call on the Commonwealth Government to work with First People organisations to develop a new program to assist First People, in remote Australia who are looking for work, such as the proposal put forward by the Aboriginal Peak Organisations Northern Territory in May 2017. This should include reforming the program to move from a punitive, attendance-focused approach, towards one which rewards participation in activities that are selected and valued by the community and, in turn,

provide skills and experiences, which improve the quality of life of all participants and their future employment prospects;

- (c) To inform the Prime Minister and the Leader of the Opposition of this resolution.

19.3.12.1 Safeguarding for People with Disabilities

The Synod resolved by consensus:

- (a) To call on the Commonwealth Government to safeguard the safety and wellbeing of people living with disability by:
- (i) ensuring that the NDIS Quality and Safeguards Commission has sufficient jurisdiction and resources to provide thorough oversight and regulation of disability and mental health services operating under the NDIS to prevent abuse, neglect and other mistreatment of people with disabilities. While these safeguards must prioritise the health and safety of people with disability, the approach should be designed to minimise unnecessary regulatory burden experienced by providers;
 - (ii) providing a dedicated team of staff within the NDIS Quality and Safeguards Commission to investigate preventable deaths that occur when people with disabilities are in the care of service providers within the NDIS;
 - (iii) putting in place robust systems to screen all individuals that provide services to people with disabilities under the NDIS;
 - (iv) maintaining and enhancing Community Visitors' and Official Visitors' programs, across states, to provide a vital monitoring and advocacy role for people with disabilities.
- (b) To write to the Prime Minister and the Leader of the Opposition to inform them of this resolution.

19.4.13.1 Statement from the Heart

The Synod resolved by consensus:

- (a) To support the 2017 Statement from the Heart made at Uluru as a consensus position of 250 Aboriginal and Torres Strait Islander leaders from across Australia as the preferred pathway towards reconciliation, and urge the Commonwealth Government to implement:
- (i) The establishment of a First Nations Voice enshrined in the Constitution so that First Peoples have a greater say in policy and legislation which governs their affairs and, in so doing, improve their autonomy and prosperity;
 - (ii) The establishment of a *Makarrata* Commission to supervise a process of agreement-making between governments and First Nations, and provide a means for truth-telling about the history of Australia's First Peoples.
- (b) To commend the Statement from the Heart to congregations, presbyteries and agencies for prayerful engagement and discussion;
- (c) To advise the Prime Minister and the Leader of the Opposition of this Synod's resolution.

19.5.6.1 Workers from the Pacific on Australian farms

The Synod resolved by consensus:

- (a) To acknowledge that the problem of high levels of unemployment in Pacific Island countries means that temporarily working overseas is a key pathway out of poverty for many;
- (b) To call on the Commonwealth Government to increase the number of people from the Pacific able to work under the Seasonal Worker Program and the Pacific Labour Scheme, provided that adequate safeguards are in place to prevent exploitation of people on these schemes, and to ensure their well-being;
- (c) To call on the Commonwealth Government to use the Seasonal Worker Program and the Pacific Labour Scheme to provide people to work in rural Australia, in preference to:
 - (i) a new agricultural visa that lacks the safeguards of these schemes; and
 - (ii) providing further incentives for people on working holiday visas to put up with exploitation and abuse to obtain an extension to their visa;
- (d) To inform the Prime Minister, the Leader of the Opposition and relevant Ministers and Shadow Ministers of this resolution.

PROPERTY & OPERATIONS COMMITTEE

19.2.12 PROPERTY & OPERATIONS COMMITTEE

The Synod resolved to receive the report.

PLACEMENTS COMMITTEE

19.2.16 PLACEMENTS COMMITTEE

The Synod resolved to receive the report.

SERVICE OF TRIBUTES AND THANKSGIVING

19.3.11 Service of Tributes and Thanksgiving

The Synod resolved:

To give thanks to God for the life and witness of ministers who:

- (a) have died since the 2017 meeting of Synod and to record their names as follows:

Rev Kenneth Bingham	Rev Murray Martin
Rev Dr John Bodycomb	Rev Richard Martin
Rev Mervyn (Steve) Box	Rev David McKechnie
Rev Dr Robin Boyd	Rev Kenn McLaughlin
Rev Ruth Collette	Rev Latu Moimoi
Rev Neville Edwards	Rev Bryan Nicholls
Rev Geoffrey Giddings	Rev Kenneth Ogier
Rev Dr Phyllis Gorfine	Rev Ian Ogilvy
Rev Peter Grimmett	Rev Chand Prasad
Rev Thomas Howells	Rev Bruce Prewer
Rev Murray John	Rev David Rayment
Rev Colin Knox	Rev Greg Shanahan
Rev Graham Lehmann	Rev Greg Strack

Rev Gerald Leicester
Rev Warnock Lowry
Rev Ron Manley

Rev Neil Webb
Rev Ravanel Weinman
Rev Keith Wright

- (b) have retired since the 2017 meeting of Synod and to record their names as follows:

Rev Deacon Richard Arnold
Rev Kerry Bounds
Rev David Carter
Rev I Ross Carter
Rev Kate Fraser
Rev Peter Greenwood
Rev Beth Hancock
Rev Sandra Houghton
Rev Tom Tali Kapen (OD)
Rev Rhonda Kissick
Rev Mike Lewis
Rev Alan Lockwood
Rev Deacon Gay Loftus

Rev Deacon Marie MacDonald
Rev Chairty Majiza
Rev Tim Matton-Johnson
Rev Dr Deacon Alison McRae
Rev Chris Meneilly
Rev Ian Pearse
Rev Dr Deacon Rajitha Perera
Rev Angela Tampiyappa
Rev Alf Thistlethwaite
Rev Catherine Tierney
Rev Dr Paul Tonson
Rev Deacon David Webster

- (c) have celebrated 50 years of ordination or commissioning from April 2018 to December 2019, and to record their names as follows:

Rev Tyrone Balfour
Rev Peter Barnes
Rev William Boal
Rev Neville Clarke
Rev Dr David Cox
Rev Dr James Donaldson
Rev Dr John Henley
Rev John F Hill
Rev Malcolm Homes
Rev Dr Robert Johnson
Rev Evan Laidlaw

Deaconess Margaret Johnson
Rev Dr Coralie Ling
Rev James Macfarlane
Rev Brian Morgan
Rev Franklyn Parrent
Rev John Pettman
Rev Alex Poore
Rev Graeme Reid
Rev Peter Robson
Rev jon Watson

- (d) have celebrated 60 years of ordination from April 2018 to December 2019, and to record their names as follows:

Rev George Grimmett
Rev Douglas Lloyd
Rev Dr Francis Macnab
Rev Graham McAnalley
Rev Donald McLean
Deaconess Margaret Parry
Rev Ian Parton

Rev William Perry
Rev William Pugh
Rev Dr Ronald Sunderland
Deaconess Dorothy Underwood
Deaconess Lynette Walker
Rev Dr Norman Young

- (e) have celebrated 65 years of ordination from April 2018 to December 2019, and to record their names as follows:

Deaconess Margaret Allan
Rev Richard Collard
Rev Cyril Germon

Rev Alexander Hilliard
Rev Dr Noel Schultz

- (f) have celebrated 75 years of ordination from April 2018 to December 2019, and to record their names as follows:
 Rev William Morgan
- (g) have been ordained since the 2017 meeting of Synod and to record their names as follows:
- | | |
|---------------------|-----------------------------|
| Rev Heather Hon | Rev Carlynn Nunn |
| Rev Deborah Kottek | Rev Alister Pate |
| Rev Paulo Kwajakwan | Rev Kathryn Stoel-Cousineau |
| Rev Dr Peter Mallen | Rev Sarah Tomilson |
- (h) have been received from another denomination since the 2017 meeting of Synod and to record their names as follows:
- Rev Dr Fiona Hill
 Rev Dr Christopher Page
 Rev Gospel Hrilvelthanga Ralte
 Rev Lucas Taylor

SYNOD ETHICS COMMITTEE

19.3.7 SYNOD ETHICS COMMITTEE

The Synod resolved to receive the report.

SYNOD MINISTRIES AND OPERATIONS

19.2.17 JOINT SYNOD MINISTRIES AND OPERATIONS

The Synod resolved to receive the three reports (E1, E2 and E3).

SYNOD STANDING COMMITTEE

19.2.8 SYNOD STANDING COMMITTEE

The Synod resolved to receive the report.

19.2.8.1 Additions and revision to Synod Standing Committee By-Laws

The Synod resolved by consensus:

- (a) To approve the following revision of Standing Committee bylaw clause 5.1(c) (iii), deleting from its current wording all words after "Six members will be elected at each ordinary meeting of the Synod for a period of two ordinary meetings of the Synod."
- (i.e. deleting the words '~~except in the cases of the first Synod at which these By-Laws apply, in this election, when 12 persons will be elected, the six persons who receive the most support through the voting system that is used will be elected for the period of two ordinary meetings of the Synod; and the next six successful candidates will be elected until the next ordinary meeting of the Synod~~'.
- (b) To approve the following additional clauses to section 6 of the Standing Committee bylaws:
- 6.5 (a) (i) If a casual vacancy occurs 12 months or more after the previous ordinary Synod meeting, the vacancy will not be filled

until, if appropriate (see 6.5(b) below), a Synod member is elected at the next scheduled ordinary Synod meeting; however

(ii) If, as a result of the casual vacancy, the number of lay people as members of Standing Committee is fewer than the number of ordained people (Reg 3.7.4.1(b)), the Standing Committee will be authorised to appoint another lay person to the Standing Committee who was a member of the previous Synod until the next ordinary Synod meeting.

(b) If the casual vacancy results from a Standing Committee member elected for a term that continues beyond the next scheduled ordinary Synod meeting, the Synod shall elect a Standing Committee member to serve from that Synod meeting to the next ordinary Synod meeting.

19.2.8.3 Appointment of Convenor for Moderator Nominating Committee

The Synod resolved by consensus:

To appoint Dan Wootton as the Convenor of the Moderator Nominating Committee for the Moderator who will commence her/his term at the 2022 Synod meeting.

19.5.14.1 Appointments of Placements Committee Chairperson and Property Trust members and Chairperson by Synod 2019

The Synod resolved by consensus:

To appoint the following people to the bodies named below:

(a) Placements Committee Chairperson

To commence 10 July 2019 until the conclusion of the next ordinary meeting of Synod

Rev David Fotheringham;

(b) Property Trust (Victoria and Tasmania)

To commence 10 July 2019 until the conclusion of the next ordinary meeting of Synod

Helen Geard

Robert Hodges

David Rowe

Kenneth Tabart;

(c) Property Trust (Victoria and Tasmania) Chair

To commence 10 July 2019 until the conclusion of the next ordinary meeting of Synod

Robert Hodges.

19.2.8.2 Change in Synod election practices

The Synod resolved by consensus:

(a) To authorise the Synod Standing Committee to make appointments, or delegate the responsibility to make appointments, to the following committees/bodies:

- Australian Church Women (Vic Unit);
- Council for Chaplaincies in Tertiary Institutions;
- National Council of Women;
- Synod Business Committee Chairperson and members;
- Synod Creative Design Team Chairperson and members;
- Terms of Placements Committee Chairperson and members;
- Victorian Council of Churches;
- Tasmanian Council of Churches; and
- World Day of Prayer Committee.

- (b) To authorise, where needed, the Standing Committee to approve amendments to committee/body By-Laws or Terms of Reference to reflect any changes needed in appointment arrangements resulting from clause (a) above.

19.2.18.1 Disability Action Plan

The Synod resolved by consensus:

- (a) To approve the 2019 – 2022 Synod Disability Action Plan as it pertains to congregations, presbyteries, Synod Ministries and Operations, and Synod reporting bodies, as attached to the original of these minutes.
- (b) To authorise the Standing Committee, on receipt of the Synod Disability Action Plan progress report in the second half of 2021, to act on recommendations as appropriate, and to distribute the report and relevant resolutions resulting from the report, to presbyteries and Synod reporting bodies.
- (c) To invite other councils and institutions of the Church to adopt the Disability Action Plan.

19.2.19 Voluntary Assisted Dying Response

The Synod resolved by formal majority to receive the report.

19.5.4.2 Response to Victorian Voluntary Assisted Dying Legislation

The Synod resolved by consensus:

- (a) To affirm that:
- (i) life is a gift of God, and all human life, regardless of circumstance, is precious to and has dignity before God;
 - (ii) neither death nor life, neither suffering nor anything else in all creation will be able to separate us from the love of God in Christ Jesus our Lord (see Romans 8:38-39);
 - (iii) as followers of Christ and through God's accompanying grace, fresh wisdom, peace and compassion can be birthed in the midst of suffering, which, without idolising suffering, is a deep and abiding mystery;
 - (iv) while death is the end of mortal life it marks a new beginning in our relationship with God (see *Uniting in Worship 2: Funeral Liturgy*);
 - (v) as followers of Christ we are called to spiritual discernment and responsibility as we journey through life and death; and
 - (vi) as the body of Christ we are called to be a loving and supportive community to people in need of care, including at the end of life.

- (b) To affirm that, in the light of (a) above, palliative care be the primary means through which end of life care is provided “for a person with an active, progressive, advanced disease, who has little or no prospect of cure and who is expected to die, and for whom the primary goal is to optimise the quality of life.” (see Palliative Care Australia: palliative care definition).
- (c) To acknowledge that:
 - (i) it is a legal right, as of 19 June 2019, for all Victorians who meet the eligibility criteria and follow the process described in the Victorian Voluntary Assisted Dying Act 2017 to access voluntary assisted dying; and
 - (ii) most people will find palliative care and end of life services give them the support they need at the end of their life (see DHHS Fact Sheet on Understanding voluntary assisted dying).

The Synod resolved by formal majority:

- (d) To recognise that within the Synod:
 - (i) there is a range of faithful Christian responses to voluntary assisted dying which are consistent with the affirmations in clause (a); and
 - (ii) exploring, accessing, and conscientiously objecting to voluntary assisted dying are all within the range of faithful Christian responses to the Victoria Voluntary Assisted Dying Act 2017.
- (e) In the light of clauses (a), (b), (c) and (d) above, to give permission within Victoria to UCA institutions (Uniting VicTas and Uniting AgeWell) and the UCA-affiliated hospital group (Epworth HealthCare) to make voluntary assisted dying allowable within the context of their facilities and services for their patients, clients and residents, under the conditions described in the Victorian Voluntary Assisted Dying Act 2017.

The Synod resolved by consensus:

- (f) To request that the relevant UCA institutions (Uniting VicTas and Uniting AgeWell) and the UCA-affiliated hospital group (Epworth HealthCare) in Victoria ensure they develop and adopt clear policies and procedures that allow staff and volunteers to conscientiously object to participating in voluntary assisted dying, in accordance with the provisions outlined in the relevant legislation.
- (g) To commit to the provision of a compassionate pastoral response to all people, including those who choose to explore or access voluntary assisted dying within Victoria and their families associated with the Church, and UCA institutions (Uniting VicTas and Uniting AgeWell) and the UCA-affiliated hospital group (Epworth HealthCare).
- (h) To request the equipping Leadership for Mission (eLM), in collaboration with the Synod Ethics Committee, to resource UCA ministers, lay leaders, chaplains, pastoral care workers and other who offer spiritual and pastoral support to people (and their families) who are exploring, accessing, or who have accessed voluntary assisted dying, including taking into account:
 - (i) engagement with First Peoples;
 - (ii) diverse cultural and languages needs;
 - (iii) the range of faithful Christian responses; and



- (iv) the need for prayers and liturgical support for pastoral care and funerals, in consultation with the Assembly's Transforming Worship Panel.
- (i) To write to the Victorian Premier and relevant government ministers:
 - (i) to call on the Victorian Government to increase resourcing for palliative care as the primary means through which end of life care is offered and delivered; and
 - (ii) to encourage the Victorian Government to engage with First Peoples and culturally and linguistically diverse communities in resourcing the understanding of the Victorian Voluntary Assisted Dying Act 2017.
- (j) To advise the Leader of the Opposition and shadow spokespeople of the action in (i) above.

SYNOD PROCEDURES

19.2.15 PROCEDURAL RESOLUTION

The Synod resolved that the closing time for receiving nominations for Standing Committee be extended to 11.30am on Sunday 6 July.

19.2.19.1 PROCEDURAL RESOLUTION

The Synod resolved by consensus to make the decision now and move to formal procedures.

19.2.19.2 PROCEDURAL RESOLUTION

The Synod resolved to return to consensus procedures.

19.3.8 PROCEDURAL RESOLUTION

The Synod resolved that the Synod Roll would close at 11.30am (Sunday 6 July 2019).

19.5.4.1 PROCEDURAL RESOLUTION

The Synod resolved by well over 75% majority to resolve the decision now.
The Synod resolved that a threshold of 66% majority would be required for any resolutions made under formal procedures.

19.5.10 PROCEDURAL RESOLUTION

The Synod resolved with consensus:

To appoint Ron Gowland, as a member of the Synod Standing Committee, in the casual vacancy role until the next ordinary meeting of the Synod.

19.5.12 ADOPTION OF THE ROLL OF SYNOD

The Synod resolved:

That the Roll of Synod as finalised at 11.30am on Sunday 7 July be adopted. (Refer to Appendix 1 AA1.1)

TERMS OF PLACEMENT COMMITTEE

19.4.16.1 Stipends and Allowances

The Synod resolved by consensus:



- (b) That the base level (2019 stipend) for stipends be \$60,159 pa;
- (c) That the adjustment/increase to the stipend for 2020 be 2.5%, for 2021 be 2.7% and for 2022 be 2.7%;
- (d) That the base level for travel allowances for using private cars on professional duties by ministers in full-time or part-time placements be paid in two parts as follows:

Part 1: Car Allowance

- i. for travel up to 5,000 km per annum:
\$5,300; or
- ii. for travel from 5,000 km up to 20,000 km per annum:
\$5,300, plus \$330 per 1,000 km travelled above 5,000 km; or
- iii. for travel from 20,000 km up to 30,000 km per annum:
\$10,250, plus \$200 per 1,000 km travelled above 20,000 km; or
- iv. for travel above 30,000 km per annum:
\$12,250, plus \$130 per 1,000 km travelled above 30,000 km;

Part 2: Fuel Cost Provision

The Fuel Cost Provision of \$200 per 1000 km of travel per annum.

- (e) That the ad hoc travelling allowances for minister's professional duties be:
 - i. 76.0 cents per kilometre for normal (average total) cost reimbursement for ministers not in placement, theological students and retired ministers; or
 - ii. 40.0 cents per kilometre for marginal cost reimbursement only (which includes 20.0 cents per kilometre as the fuel cost component) for ministers in placement or other employment; and
 - iii. restricted, as a guideline, to a daily limit not exceeding reasonable commercial car rental costs.
- (f) That the base level for the manse allowance be \$18,266 per annum.

U ETHICAL

19.4.9 U ETHICAL

The Synod resolved to receive the report

UNITING

19.4.2 UNITING

The Synod resolved to receive the report.

UNITING ABORIGINAL AND ISLANDER CHRISTIAN CONGRESS (TASMANIA)

19.3.5 UNITING ABORINGINAL AND ISLANDER CHRISTIAN CONGRESS (TASMANIA)

The Synod resolved to receive the report.



UNITING ABORIGINAL AND ISLANDER CHRISTIAN CONGRESS (VICTORIA)

19.3.4 UNITING ABORINGINAL AND ISLANDER CHRISTIAN CONGRESS (VICTORIA)

The Synod resolved to receive the report.

UNITING AGEWELL

19.4.4 UNITING AGEWELL

The Synod resolved to receive the report.

WALKING TOGETHER

19.3.6 WALKING TOGETHER GROUP REPORT

The Synod resolved to receive the report.



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